



TÂN BIÊN RUBBER JOINT STOCK COMPANY

Address: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province.
Tel: 0276 3875 193 - Fax: 0276 3875 307 - Website: www.tabiruco.vn

LIST OF DOCUMENTS

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026



1. Agenda of the Annual General Meeting of Shareholders 2026;
2. Working Regulation of the Annual General Meeting of Shareholders 2026;
3. Report on Corporate Governance, Performance of the Board of Directors, Responsibilities of the Members of the Board of Directors in 2025, and Orientation and Duties of the Board of Directors in 2026;
4. Report on the Self-Assessment and Performance of the Board of Supervisors in 2025, and Orientation and Duties for 2026;
5. Report of the Board of Management on the Business Performance in 2025 and the Business Plan Orientation and Duties for 2026;
6. Proposal for approval of the audited separate and consolidated Financial Statement and Profit Distribution Plan in 2025.
7. Proposal for approval of the Business Plan for 2026;
8. Proposal for approval of the salary and remuneration of Managers in 2025 and the salary plan for 2026;
9. Proposal on the Amendment and Supplementation of the Company's Charter.
10. Proposal on the Amendment to the Internal Regulations on Corporate Governance of the Company.
11. Proposal for the selection of the audit firm for the Financial Statement for 2026;
12. Proposal on the Adjustment of Business Line Codes and Names on the Enterprise Registration Certificate.
13. Regulations on the Nomination, Candidacy, and Election of Members of the Board of Directors and the Board of Supervisors for the 2026-2031 Tenure;
14. Proposal for approval of the number of members of the Board of Directors and the Board of Supervisors, and introducing candidates for the Board of Directors and the Board of Supervisors for the 2026-2031 Tenure;
15. Minutes of the Annual General Meeting of Shareholders 2026;
16. Resolution of the Annual General Meeting of Shareholders 2026.



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MEETING AGENDA

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

(Commencing at 08:00 a.m. on June 29, 2026)

Time	Content	Implemented
7:00 – 8:00	<ul style="list-style-type: none">- Welcome and check-in delegates and shareholders;- Verify shareholder eligibility, distributing voting ballots, voting cards, and meeting materials.	Organizing Committee
8:00 – 8:10	<ul style="list-style-type: none">- Report on shareholder eligibility verification;- Declaration of purpose;- Introduction and approval of the Presidium, Vote Counting Committee;- Introduction of the Secretariat.	Organizing Committee
8:10 – 8:15	<ul style="list-style-type: none">- Approval of Meeting Regulations;- Approval of the Meeting Agenda	Presidium
8:15 – 8:50	Reports presented at the GMS: <ul style="list-style-type: none">- Report on the Performance of the Board of Directors in 2025.- Report of the Board of Supervisors in 2025.- Report on Business Performance in 2025 of the Board of Management.	Chairman of the BOD
		Representative of the BOS
		General Director
8:50 – 9:20	Contents of the proposal: <ul style="list-style-type: none">- Proposal for approval of the audited separate and consolidated Financial Statement in 2025 and Profit Distribution Plan in 2025.- Proposal for approval of the Business Plan for 2026.- Proposal for approval of the salary and remuneration of the Board of Directors and the Board of Supervisors in 2025 and the salary and remuneration plan for 2026.- Proposal for the selection of the audit firm for the Financial Statement for 2026.	Presidium



Time	Content	Implemented
	<ul style="list-style-type: none"> - Proposal on the Amendment and Supplementation of the Company's Charter. - Proposal on the Amendment to the Internal Regulations on Corporate Governance of the Company. - Proposal on the Adjustment of Business Line Codes and Names on the Enterprise Registration Certificate. 	
9:20- 9:50	<ul style="list-style-type: none"> - Approval of the Regulations on the Election of the Board of Directors and the Board of Supervisors. - Approval of the Decision on appointing the Group's Capital Representative at Tan Bien Rubber Joint Stock Company. - Approval of Proposal on the number and list of candidates for the Board of Directors and the Board of Supervisors. 	<p>Ballot Counting Committee</p> <p>Presidium</p>
9:50- 10:05	<ul style="list-style-type: none"> - Speech by the representative of the major shareholder – Vietnam Rubber Industry Group (VRG) 	Presidium
10:05- 10:15	General Meeting discussion on contents and voting on the proposals submitted by the Board of Directors.	Presidium
10:15 – 10:25	<ul style="list-style-type: none"> - Voting on the reports and matters presented to the General Meeting; - Instructions on how to complete and submit voting ballots; - Shareholders cast their votes and place ballots in the ballot box. 	<p>Presidium</p> <p>Vote Counting Committee</p>
10:25 – 10:35	<p>Break – Ballot counting</p> <ul style="list-style-type: none"> - Vote Counting Committee carries out vote counting procedures. 	Vote Counting Committee
10:35 – 10:45	Announcement of vote counting results	Vote Counting Committee
10:45 – 10:55	<ul style="list-style-type: none"> - Presentation of the Board of Directors and the Board of Supervisors for the 2026-2031 Tenure 	Presidium
10:55 – 11:10	The Board of Directors and the Board of Supervisors convene their first meeting to elect the Chairperson of the Board of Directors and the Head of the Supervisory Board	Presidium
11:19 – 11:15	Approval of the Resolution on the election of the Chairperson of the Board of Directors and the Head of the	Presidium

Time	Agenda	Responsible
	Board of Supervisors.for the 2026-2031 Tenure.	
11:15 – 11:30	<ul style="list-style-type: none"> - Approve the Minutes and Resolution of the GMS; - Voting and declaration of meeting closure. 	Secretariat / Presidium





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TRANSLATES

WORKING REGULATION

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

TAN BIEN RUBBER JOINT STOCK COMPANY

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 issued by the National Assembly of the Socialist Republic of Vietnam;*
- *The Charter (amended and supplemented) of Tan Bien Rubber Joint Stock Company.*

The Annual General Meeting of Shareholders 2026 of Tan Bien Rubber Joint Stock Company shall be organized and conducted according to the following Working Regulation:

Article 1. Purpose

- Ensuring the process, conduct principles, and voting procedures at the Annual General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company comply with regulations and are successfully concluded.
- Resolutions of the General Meeting of Shareholders shall reflect the unified will of the General Meeting of Shareholders 2026, meet the aspirations and legitimate rights of shareholders, and comply with the law.

Article 2. Subjects and Scope of Application

- **Subjects:** All shareholders, authorized representatives, and guests attending the Annual General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company shall comply with the regulations herein, the Company Charter, and current legal provisions.
- **Scope of Application:** This Regulation shall be applied to the organization of the Annual General Meeting of Shareholders 2025 of Tan Bien Rubber Joint Stock Company.

Article 3. Explanation of Terms/Abbreviations

- Company : Tan Bien Rubber Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegates : Shareholders, authorized representatives

Article 4. Conditions for Convening the General Meeting of Shareholders

- The General Meeting of Shareholders shall be convened when the number of attending shareholders represents over 50% of the voting shares.
- In case the required number of attendees is not met, the convener shall cancel the meeting within thirty (30) minutes from the scheduled time for the opening of the meeting. The General Meeting of Shareholders shall be reconvened within thirty (30) days from the date scheduled for the first General Meeting of Shareholders. The reconvened General Meeting of Shareholders may only be held when the attending members are shareholders and authorized representatives representing 33% or more of the voting shares.
- In case the second meeting is not held due to the insufficient number of attendees within thirty (30) minutes from the scheduled time for the opening of the meeting. The third General Meeting of Shareholders may be convened within twenty (20) days from the date scheduled for the second meeting, and in this case, the meeting shall proceed regardless of the total voting shares represented by the attending shareholders, shall be considered valid, and shall have the authority to decide on all matters intended for approval at the first General Meeting of Shareholders.

Article 5. Attendees of the Annual General Meeting of Shareholders 2026

- Shareholders of the Company according to the list closed on May 29, 2026, are entitled to attend the General Meeting of Shareholders; they may attend directly or authorize their representatives to attend. In case more than one authorized representative is appointed to attend according to the law, the specific number of shares represented by each representative must be determined.
- Attendees must be present in the Meeting hall at the scheduled time and complete registration procedures with the Organizing Committee; they must sit in the designated seats or areas as determined by the Organizing Committee;
- During the General Meeting of Shareholders, attendees must comply with the instructions of the Presidium, maintain civilized and courteous conduct, and keep order at the Meeting;
- Delegates must maintain confidentiality, strictly comply with the procedures for using and preserving documents, and shall not copy, record, or distribute them to persons outside the General Meeting without prior permission from the Presidium;

Article 6. Guests at the Annual General Meeting of Shareholders 2026

- Refers to the Company's management positions, guests, and members of the General Meeting Organizing Committee who are not shareholders/have not received authorization from the Company's shareholders but are invited to attend the General Meeting.

- Guests shall not participate in speaking at the General Meeting (unless invited by the General Meeting Chairman, or having registered in advance with the General Meeting Organizing Committee and received the consent of the General Meeting Chairman).

Article 7. Presidium

- The Presidium consists of 03 persons, including 01 Head of the Presidium and 02 members. The Chairman of the Board of Directors is the General Meeting Chairman. The Head of the Presidium shall manage the business of the General Meeting according to the Content and agenda provisionally approved by the Board of Directors before the General Meeting.
- Duties of the Presidium:
 - a. Manage the Activities of the Company's General Meeting of Shareholders according to the provisional agenda of the Board of Directors approved by the General Meeting of Shareholders;
 - b. Guide delegates and the General Meeting in discussing the content included in the agenda;
 - c. Present draft, conclude on necessary issues for the General Meeting to vote;
 - d. Respond to matters requested by the General Meeting.
 - e. Resolve issues arising during the course of the General Meeting.
- Working principles of the Presidium: The Presidium operates based on collective principle, democratic centralism, and majority Decision.

Article 8. General Meeting Secretariat

1. The General Meeting Secretariat consists of 02 persons appointed by the Head of the Presidium, responsible before the Presidium and the General Meeting of Shareholders for their duties and operating under the direction of the Presidium.
2. Duties of the Secretariat:
 - a. Assist the Presidium in verifying the eligibility of shareholders and shareholder representatives attending the meeting (when necessary);
 - b. Assist the Presidium in announcing draft documents, conclusions, Resolutions of the General Meeting, and notifications from the Presidium to shareholders when requested;
 - c. Receive and review registration forms for shareholders' opinions and speeches, and forward them to the Presidium for Decision;
 - d. Record fully and truthfully the entire content of the General Meeting's proceedings and issues approved or noted by shareholders in the General Meeting Minutes;
 - e. Draft Resolutions regarding the matters approved at the General Meeting.

Article 9. Shareholder Eligibility Verification Committee

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1. The General Meeting's Shareholder Eligibility Verification Committee consists of 02 persons, including 01 Head and 01 member, responsible before the Presidium and the General Meeting of Shareholders for their duties.
2. Duties of the Shareholder Eligibility Verification Committee.
The General Meeting's Shareholder Eligibility Verification Committee is responsible for verifying the eligibility and status of shareholders and shareholder representatives attending the meeting.
The Head of the Shareholder Eligibility Verification Committee shall report the attendance status of shareholders to the General Meeting of Shareholders. If the meeting is attended by a sufficient number of shareholders entitled to attend, representing at least 50% of the voting shares, the Company's General Meeting of Shareholders shall be convened.

Article 10. Vote Counting Committee

1. The General Meeting's Vote Counting Committee consists of 05 persons, including 01 Head and 04 members, nominated by the Head of the Presidium and approved by a vote of confidence from the General Meeting.
2. Duties of the Vote Counting Committee
 - The Vote Counting Committee must prepare the Vote Counting Minutes and shall be responsible to the Presidium and the General Meeting of Shareholders when performing its duties.
 - Accurately determine the voting results for each matter submitted for voting at the Meeting;
 - Promptly announce the voting results to the Secretary;
 - Consider and report to the Meeting cases of violation of voting regulations or complaints regarding the voting results;

Article 11. Discussion at the Meeting

1. Principle:
 - Discussion shall only take place within the prescribed time frame and within the scope of the matters presented in the agenda content of the General Meeting of Shareholders;
 - Delegates with opinions shall register the content on the Question Form and submit it to the Meeting Secretary;
 - The Meeting Secretary shall arrange the shareholders' Question Forms in the order of registration and forward them to the Presidium;
 - Delegates wishing to speak or debate shall raise their hand, and shall only be permitted to speak when agreed upon by the Head of the Presidium. Each delegate shall speak for no more than 03 minutes, and the content must be concise, avoiding repetition.
2. Responding to Delegates' Opinions:

- Based on the delegates' Question Forms, the Head of the Presidium or a member designated by the Head of the Presidium shall respond to the delegates' opinions;
- In case of time constraints for the organization, questions that have not been answered directly at the Meeting shall be responded to by the Company in writing.

Article 12. Voting on Matters at the Meeting:

1. Principle:

- All matters on the agenda and meeting content of the Meeting shall be discussed and voted on openly by the General Meeting of Shareholders.
- Voting Cards and Voting Ballots shall be printed, stamped with a blind seal by the Company and directly sent to delegates at the meeting (together with the General Meeting of Shareholders attendance documents). Each delegate shall be issued a Voting Card and a Voting Ballots. The delegate's code number, full name, number of shares owned, and authorized voting rights shall be clearly stated on the Voting Card and the Voting Ballots.
- The methods of voting on matters at the Annual General Meeting of Shareholders 2026 are as follows:
 - o Voting by raising the Voting Card: this method is used to approve matters such as: Meeting Agenda; Meeting Working Regulations; approving the Meeting Minutes, Meeting Resolution, and other contents at the Meeting (If any);
 - o Voting by filling in the Voting Ballot: this method is used to approve matters such as: Report of the Board of Directors; Report of the Board of Supervisors; Report on production and business performance in 2025; Audited Financial Report in 2025; and voting on the content of the Proposals at the Meeting.

2. Method of Voting:

- Delegates shall cast their votes to Approve, Disapprove, or Abstain on a matter submitted for voting at the Meeting by raising their Voting Card or marking their choices on the corresponding Voting Ballot for the matters to be voted on as stipulated in Clause 2 of this Article.
- When voting by raising the Voting Card, the front of the Voting Card must be raised high towards the Presidium. If a delegate does not raise their Voting Card during all three calls for voting on Approve, Disapprove, or Abstain on a matter, it shall be considered as voting on Approve of that matter. If a delegate raises their Voting Card more than one (01) time during voting on Approve, Disapprove, or Abstain on a matter, it shall be considered as an invalid vote. Under the method of voting by raising the Voting Card, Members of the

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Delegate Eligibility Verification Committee/ Vote Counting Committee shall mark the delegate code and the corresponding number of votes for each shareholder's Approve, Disapprove, Abstain, and Invalid votes.

- When voting by filling in the Voting Ballot, for each Content, delegates shall select one of the three options "Approve", " Disapprove ", "Abstain" pre-printed on the Voting Ballot by marking "X" or "✓" in their chosen box. After completing all Contents requiring voting at the General Meeting, delegates shall submit their Voting Ballots to the sealed ballot box as instructed by the Vote Counting Committee. The Voting Ballot must bear the delegate's signature and clearly printed full name.
3. Validity of Voting Ballot:
- A valid Voting Ballot is one printed from the template issued by the Organizing Committee, free from erasure, scratching, tearing, or damage,... contains no additional content other than what is specified for this slip, and must bear the handwritten signature and full name of the attending delegate below the signature.
 - On the Voting Ballot, the Content voted upon (report, submission) is considered valid when the delegate marks one (01) of the three (03) voting squares. The Content voted upon (report, submission) is considered invalid if it does not comply with the regulations for valid voting Content.
 - Invalid Voting Ballot:
 - o Adding other Content to the Voting Ballot;
 - o Voting Ballot not following the pre-printed template issued by the Organizing Committee, slips without the Company's red seal, or which have been erased, scratched, or had additional content written outside the regulations for Voting Ballots, in which case all voting Content on the Voting Ballot is invalid.
4. Voting Procedures:
- Each 01 (one) share is equivalent to one voting right. Each attending delegate representing one or more voting rights will be issued a Voting Card and a Voting Ballot.
- As of the shareholder record Date (May 29, 2026), the Company's total number of shares is: 87,945,000 shares, equivalent to 87,945,000 voting rights.
 - Issues requiring a vote at the General Meeting shall only be passed when approved by shareholders holding over 50% of the voting shares attending the General Meeting. Particularly, for certain cases of voting issues regulated in Clause 1, Article 21 of the Company's Charter, the approval of at least 65% of the voting shares attending the General Meeting is required.

- Please note, shareholders/authorized representatives with related interests are not entitled to vote on contracts and transactions with a value of 35% or more (of the total value of Company assets recorded in the most recent financial statement; these contracts or transactions shall only be approved when supported by shareholders/authorized representatives holding at least 65% of the total remaining votes (according to Clause 1, Article 148, Law on Enterprises 2020)).
- 5. Recording Voting Results
 - The Vote Counting Committee is responsible for collecting the Voting Ballots.
 - The Vote Counting Committee will check the number of votes for, against, and abstentions for each Content and is responsible for recording and reporting the voting results at the General Meeting of Shareholders.

Article 13. Minutes, Resolution of the General Meeting of Shareholders

The Minutes and Resolution of the General Meeting of Shareholders must be read and approved before the conclusion of the General Meeting.

Article 14. Enforcement of Regulations

Shareholders, authorized representatives, and invited guests attending the General Meeting must strictly abide by the Working Regulations of the General Meeting of Shareholders. For shareholders, authorized representatives, and invited guests violating these Regulations, the Presiding Board will consider and take appropriate disciplinary action according to the Company's Charter and the Law on Enterprises, depending on the specific severity.

This Regulation shall take effect immediately upon being voted and approved by the Company's General Meeting of Shareholders.

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

(signed and sealed)

Truong Van Cu



**JOINT STOCK COMPANY
TÂN BIÊN RUBBER**

No. 176/BG-HĐQT CSTB

TRANSLATES

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

Tay Ninh, June 29, 2026

REPORT

Corporate Governance Status, Performance of the Board of Directors, duties of each Member of the Board of Directors in 2025, and implementation of the Board of Directors' strategic direction for 2026

In accordance with the Company's Charter on the rights and duties of the Board of Directors in governing, orienting, and supervising the Company, the Chairman of the Board of Directors, on behalf of the Board, hereby reports on the corporate governance, performance of the Board of Directors, the duties of each assigned member, and the strategic direction and tasks for 2026 to the General Meeting of Shareholders as follows:

Part I

CORPORATE GOVERNANCE STATUS, PERFORMANCE RESULTS OF BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF DIRECTORS IN 2025

I. Situation Overview:

In 2025, the Company implemented its production and business tasks amidst a global economic and political landscape characterized by unpredictable fluctuations; prolonged geopolitical conflicts in several regions affected supply chains, logistics operations, transport costs, international trade, and commodity consumption. Domestically, the Company's production and business activities were impacted by rising input costs, shortages of direct labor, and increasing competitive pressure. These factors significantly affected the Company's production and business operations.

However, under the close leadership and direction of the Board of Directors, the flexible and decisive management of the Board of Management, and the solidarity, responsibility, and efforts of the entire staff and workforce, the Company proactively implemented a synchronized set of solutions in management, production direction, and the organization of product exploitation, processing, consumption, and cost management. As a result, the Company completed and exceeded most of the 2025 production and business plan targets, ensuring employment and income for employees and maintaining stable and efficient production and business operations.

II. Report on Corporate Governance Status:

1. Information on members of the Board of Directors:

No.	Member of the Board of Directors	Position	Start date as Member of the Board of Directors/ Independent Member of the Board of Directors for the 2021-2026 term	
			Appointment date	Dismissal date
01	Mr. Truong Van Cu	Chairman of the Board of Directors	December 2, 2024	
02	Mr. Lam Thanh Phu	Member of the Board of Directors - General Director	June 24, 2021	
03	Mr. Duong Tan Phong	Member of the Board of Directors - Deputy General Director	June 24, 2021	
04	Mr. Do Quoc Tuan	Member Independent	June 24, 2021	

2. Board of Directors meetings:

No.	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Attendance rate	Reason for absence from meetings
01	Mr. Truong Van Cu	4/4	100%	
02	Mr. Lam Thanh Phu	4/4	100%	
03	Mr. Duong Tan Phong	4/4	100%	
04	Mr. Do Quoc Tuan	4/4	100%	

3. Oversight activities of the Board of Directors regarding the General Director:

In 2025, the Board of Directors' oversight of the Executive Board was conducted by requiring the Executive Board to strictly implement the Resolutions set forth by the General Meeting of Shareholders and the Board of Directors. Monthly, the Board of Directors attended briefing meetings with the Board of Management to provide direction and grasp information regarding the implementation of resolutions and policies. Quarterly, the Board of Directors held meetings in accordance with regulations and required the Board of Management to report on production and business results and reviewed/audited financial statements for the Board's consideration and direction.

According to the Board of Directors' assessment, the Company's Board of

Management managed production and business in accordance with the Resolutions set forth by the General Meeting of Shareholders and the Board of Directors. In 2025, the Company's Board of Management showed high determination in directing and managing the Company to overcome difficulties, successfully completing the following key production and business targets:

Target	Unit	2025 Plan	2025 Actual	% Actual/Plan
* Total revenue.	Billion VND	633.69	855.16	134.95%
* Total profit before tax	Billion VND	224.76	276.74	123.12%
* Minimum dividend payout ratio (% of par value of shares)	%	14.31%	17%	118.79%
* Budget contribution (amount payable)	Billion VND	60.40	42.388	70.18%
* Average income	Million VND/person/month	7.8	9.41	120.64%

Financial results for the 2021–2025 period

Unit: billion VND.

Indicator	Separate financial statement results over the years				
	2021	2022	2023	2024	2025
Net revenue	723.96	778.86	881.75	904.10	855.16
Profit before tax	176.41	147.36	235.27	278.31	276.74
Profit after tax	142.87	116.39	208.01	237.25	270.53
Charter capital	879.45	879.45	879.45	879.45	879.45
Owner's equity	1,237.82	1,241.82	1,339.76	1,377.93	1,461.77
Dividend payout (%)	19	16.5	22	20	17

4. Oversight activities of the Board of Supervisors regarding the Board of Directors, the Board of Management, and shareholders:

a. Oversight of the Board of Directors' activities:

The Board of Directors currently consists of 04 members. Among them, the Chairman works on a full-time basis, 02 members work on a concurrent basis, and 01 member is independent.

During the year, the Board of Directors successfully organized the Annual General Meeting of Shareholders 2025, and the contents submitted to the General Meeting of Shareholders were voted on and approved by 100% of the attending shareholders.

Regular and extraordinary meetings were organized with full attendance; the meetings focused on key contents: production and business plans, organizational

models, mechanisms and policies, and financial investment. All attending members contributed opinions according to their assigned areas of management.

In 2025, the Company's Board of Directors issued 429 documents (including 159 Resolutions/Decisions). The information disclosure department published documents in accordance with legal regulations, and operations always complied with Resolutions, the Charter, and Regulations, effectively fulfilling the role as capital representative and always ensuring the best interests of the Company and shareholders.

b. Oversight of the Board of Management and shareholders

Based on the 2025 plan targets agreed upon by the Vietnam Rubber Group; from the very first months of the year, the Company incorporated these plan targets into the Resolution on key tasks for 2025 (Resolution of the Board of Directors, Resolution of the Employee Conference, and Resolution of the Annual General Meeting of Shareholders 2025).

The Board of Management organized the direction and management of the Company's production and business plan, taking these targets as the goal to strive for, and successfully completed the 2025 plan as unanimously approved by the General Meeting of Shareholders.

The Board of Management directed the implementation of the Board of Directors' Resolutions and Decisions with a high sense of responsibility; the management work of the Board of Management showed many efforts, responding promptly to work requirements, ensuring profitable business operations, and preserving and developing capital.

4. Coordination between the Board of Supervisors and the activities of the Board of Directors, the Board of Management, and other managers:

In 2025, the Board of Supervisors received close and timely coordination and favorable conditions from the Board of Directors, the Board of Management, and professional departments during the performance of its functions and duties as prescribed.

The Company maintains a stable governance and management system, operating according to the joint-stock company model with State capital accounting for 98.46%; the major shareholder is the Vietnam Rubber Group, and other shareholders own 1.54% of the charter capital. Organizations within the corporate political system such as the Party Committee, Trade Union, Youth Union, and Veterans Association operate according to their functions and duties, contributing to building a united, stable working environment and ensuring the Company operates in compliance with legal regulations.

The Board of Directors and the Board of Management always demonstrate a sense of responsibility and proactivity in leadership and management; they have appropriate strategic orientation, good governance capacity, and promote internal

solidarity, creating consensus throughout the Company to effectively perform production and business tasks.

The Company continues to maintain a stable, open, and transparent working environment; fully implementing regimes and policies for employees. Salaries, bonuses, and welfare benefits are paid promptly; the material and spiritual life of staff and employees is always cared for.

The team of managers and professional staff has gradually improved in terms of qualifications, capacity, and sense of responsibility. Human resource planning, training, and development work are carried out in accordance with regulations, ensuring succession and meeting task requirements in the next phase.

In addition, the Company continues to maintain good coordination with local authorities and the public, contributing to creating favorable conditions for production and business activities and social security work in the area.

During its operations, the Board of Supervisors always received the attention and direction of the Vietnam Rubber Group, and was provided with full information and necessary documents by the Board of Directors and the Board of Management to perform inspection and oversight tasks as prescribed. During the year, the Board of Supervisors did not receive any complaints, denunciations, or feedback from shareholders related to the Company's governance and management activities.

III. Results of implementing Resolution on the Annual General Meeting of Shareholders 2025:

1. Implementation of 2025 business targets

1.1 Production work:

- Exploited rubber output (including output from franchised exploitation): 3,513.93 tons, reaching 106.48% of the annual plan (3,300 tons).

- Smallholder latex purchasing output: 1,122.54 tons, reaching 112.25% of the plan (1,000 tons).

- Finished rubber purchasing output: 8,265.60 tons, reaching 165.31% of the plan (5,000 tons).

- Total processed rubber output (latex exploited and purchased by the Company) in 2025: 3,719.14 tons, reaching 103.77% of the plan (3,584 tons).

1.2. Business work

a. Rubber product consumption: Total rubber consumption output: 11,944.54 tons of rubber of all types, reaching 138.89% of the annual plan (8,600 tons). Rubber consumption revenue: 570.49 billion VND, reaching 139.64% of the annual plan (408.54 billion VND). Average selling price: 47.76 million VND/ton.

b. Revenue, profit, and budget contribution:

- Total revenue in 2025: 855.16 billion VND, reaching 134.95% of the plan (633.69 billion VND).

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- Profit before tax: 276.74 billion VND, reaching 123.12% of the annual plan (224.76 billion VND). In which:

+ Profit from self-exploited rubber: 12.429 billion VND, reaching 113.43% of the plan (10.958 billion VND).

+ Profit from purchased rubber: 0.686 billion VND

+ Profit from rubber trading: 0.006 billion VND.

+ Profit from other activities: 203.68 billion VND, reaching 163.87% of the plan (124.291 billion VND).

+ Profit from financial activities: 60.131 billion VND, reaching 67.29% of the plan (89.351 billion VND).

- Profit after tax: 270.536 billion VND, reaching 136.01% of the annual plan (198.90 billion VND).

- Budget contribution: 42.388 billion VND, reaching 70.18% of the plan (60.40 billion VND).

- Dividends: During the year, the 2024 dividend was paid at a rate of 20%/charter capital, equivalent to an amount paid to shareholders of: 175.89 billion VND. At the 2026 Annual General Meeting of Shareholders, the Company is preparing to submit for approval the 2025 dividend payout level: 17%/charter capital, reaching 118.79% of the plan (14.31%), equivalent to 149.506 billion VND.

2. Selection of the auditor for the 2025 Financial Statements.

Implementing the authorization of the General Meeting of Shareholders to assign the Board of Directors to decide on the selection of an independent audit firm to audit the Company's 2025 Financial Statements in accordance with legal regulations. The Board of Directors selected AASC Auditing Firm Co., Ltd. as the auditor to perform the review of the 6-month Financial Statements and the audit of the 2025 Financial Statements of Tan Bien Rubber Joint Stock Company.

3. Payment of salaries and remuneration for Managers in 2025:

Based on Decision No. 107/QĐ-HĐQTCSVN dated March 26, 2020, of the Board of Directors of the Vietnam Rubber Group regarding the issuance of the salary scale for Managers (C); Enterprise ranking standards, principles, and plans for salary conversion for Managers and management labor according to enterprise rank applied to member units of the Group. The Company has paid salaries and remuneration to full-time and non-full-time Managers as follows:

Unit: VND.

No.	Full name	Position	Actual salary fund and remuneration, allowances for 2025	Actual salary fund and remuneration, allowances paid for 2025	Remaining salary fund and remuneration, allowances for 2025
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 Board of	604,800,000	573,069,964	31,730,036

		Directors			
2	Nguyen Van Sang	Head of Supervisory Board	504,000,000	475,401,691	28,598,309
II	Salary fund for the Executive Board		2,060,504,196	1,951,275,855	109,228,341
1	Lam Thanh Phu	Member of the Board of Directors - General Director	540,814,752	513,650,976	27,163,776
2	Duong Tan Phong	Member of the Board of Directors - 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 part-time managers		154,800,000	146,070,000	8,730,000
1	Lam Thanh Phu	Member of the Board of Directors	32,400,000	29,160,000	3,240,000
2	Duong Tan Phong	Member of the Board of Directors	32,400,000	29,160,000	3,240,000
3	Do Quoc Tuan	Independent Member of the Board of Directors	32,400,000	31,590,000	810,000
4	Hoang Quoc Hung	Supervisor	28,800,000	28,080,000	720,000
5	Hoang Van Vinh	Supervisor	28,800,000	28,080,000	720,000
	Total		3,324,104,196	3,145,817,510	178,286,686

4. Report on the progress of land use planning for the 2021-2030 period and vision to 2050 of Tan Bien Rubber Joint Stock Company:

a. Regarding Industrial Cluster (IC) planning: According to the Industrial Cluster Development Plan of Tay Ninh province (Appendix III attached to Decision No. 2968/QĐ-UBND), the locality has added the following new IC:

- * Name of industrial cluster: Thanh Binh Industrial Cluster.
- * Expected area: 74 ha.
- * Planning location: Located on the rubber land area currently managed and used by the Company in Thanh Binh commune, Tay Ninh province.

Recently, the Company issued document No. 615/CSTB-QLKT-SP dated May 12, 2026, and document No. 629/CSTB-QLKT-SP dated May 19, 2026, to the People's Committee of Thanh Binh commune to provide coordinate files and cadastral map extracts for IC planning. In the coming time, after fully compiling the files, the Company will submit the land use plan to the Vietnam Rubber Group for approval and submit it to competent authorities for consideration to allow the Company to register as the investor for infrastructure construction of the above Industrial Cluster.

b. Regarding the planning of Tan Hiep and Tan Hoa Industrial Clusters, the Board of Directors submitted for approval at the Annual General Meeting of Shareholders 2025. The Company's Board of Directors reports again as follows:

On June 09, 2025, the People's Committee of Tay Ninh province issued Decision No. 1315/QĐ-UBND on adjusting the Industrial Cluster Development Scheme in Tay Ninh province for the 2023 – 2030 period; the planning content has had some adjustments related to 02 industrial clusters, specifically as follows:

b1. Tan Hiep Industrial Cluster (scale 71.55 ha) is adjusted to:

* Tan Hoi 3 Industrial Cluster, scale 70.47 ha.

* Address: Tan Hoi commune, Tan Chau district, Tay Ninh province (adjacent to Tan Hoi 1 Industrial Cluster and Tan Hoi 2 Industrial Cluster).

* Land origin: belongs to the land fund of Tay Ninh Sugar One Member Limited Liability Company handed over to the locality for management.

b2. Tan Hoa Industrial Cluster (scale 75 ha) is adjusted to:

* Tan Hoi 4 Industrial Cluster, scale 74.38 ha.

* Address: Tan Hoi commune, Tan Chau district, Tay Ninh province (adjacent to Tan Hoi 1 Industrial Cluster and Tan Hoi 3 Industrial Cluster).

* Land origin: belongs to the land fund of Tay Ninh Sugar One Member Limited Liability Company handed over to the locality for management.

Based on the content of the adjustment to the Industrial Cluster Development Scheme in Tay Ninh province for the 2023 – 2030 period of the People's Committee of Tay Ninh province approved in Decision No. 1315/QĐ-UBND dated June 09, 2025, the planning of the above 02 Industrial Clusters has been converted and is no longer on land managed by the Company.

c. Regarding the high-tech agricultural project: According to Decision No. 942/QĐ-UBND dated May 14, 2025, of the People's Committee of Tay Ninh province on approving the amendment and supplement to the Scheme for high-tech applied agricultural production zones issued with Decision No. 94/QĐ-UBND dated January 12, 2023, of the People's Committee of Tay Ninh province. On that basis, the land area of 163.38 ha in Tan Thanh commune - Tay Ninh province, managed and used by the Bo Tuc Production Team - Tan Bien Rubber Joint Stock Company, has been included in the planning for high-tech applied agricultural production zones for the 2026-2030 period with an area of approximately 167.79 ha, in which: fruit tree cultivation (100 ha) in zone 10, pork pig farming (67.79 ha) in zone 17.

Currently, the Company is actively seeking partners with sufficient capacity and experience to cooperate in investment.

IV. Other activities of the Board of Directors in 2025 and assigned duties and oversight:

1. Other activities of the Board of Directors in 2025:

In 2025, the Board of Directors held 4 regular meetings and issued 122 written requests for members' opinions to resolve issues under the Board's authority arising between the two meetings. The Board of Directors issued 159 Resolutions/Decisions to manage and lead the Company's personnel and production and business work.

Quarterly, the Board of Directors organizes meetings with the extended participation of the Board of Supervisors, the Board of Management, and the Company's Heads of professional departments to evaluate the operational situation and implement the plan for the following quarter, directing the Executive Board to organize effective implementation.

Board of Directors meetings ensure proper procedures in accordance with the Law on Enterprises and the Company's Charter. Combined with the Supervisory Board, it continues to maintain safety and ensure the business's operations in accordance with the Law.

2. Oversight work

2.1 Oversight of the Board of Management:

Monthly, the Board of Directors attends the Board of Management's briefing meetings, participates in giving directing opinions to orient and ensure the completion of the production and business plan targets set by the General Meeting of Shareholders and the Board of Directors.

Quarterly, the Company's Board of Directors conducts a Board meeting to approve the report on production and business results, check the implementation progress reported by the Board of Management; discuss solutions for arising situations proposed by the General Director, and set out key directions and tasks for the next quarter.

Oversight activities are mainly implemented in the following contents: status of production and business plan implementation, basic construction investment, financial investment capital, personnel work, issuance of regulations, statutes, operational orientation, and short-term and long-term production and business organization.

Based on the Resolutions and Decisions of the Board of Directors, the General Director is assigned to organize implementation and management according to his/her decentralized authority, functions, and duties. When issues arise that exceed the authority to resolve, they are reported to seek the opinions of the Board of Directors' members for consideration and policy direction.

2.2. Coordination work

The Board of Directors works according to the principle of collective leadership and individual responsibility. All members of the Board of Directors are responsible for their assigned tasks and are jointly responsible before the General



Meeting of Shareholders and the law for the Resolutions and Decisions of the Board of Directors regarding assigned duties.

The Board of Directors always complies with the leadership of the Party organization, is proactive in appointment work, builds personnel planning for each period, and cares for the material and spiritual life of employees. All policies of the Board of Directors receive high consensus in Party and mass organizations, so implementation is easy and favorable.

The Board of Directors ensures the creation of all favorable conditions regarding mechanisms, policies, human resources, capital, and facilities for the Board of Management to complete assigned tasks.

The Board of Directors cooperates closely and creates all favorable conditions for members of the Board of Supervisors during the performance of their duties and powers. Board of Directors meetings are attended by the Board of Supervisors to grasp information and contribute opinions to the Company's activities.

3. Activities of the Independent Member of the Board of Directors:

In 2025, the Independent Member of the Board of Directors fully performed the function of independent oversight and assessment of the Company's governance and management activities in accordance with the law, the Company's Charter, and the Board of Directors' Operating Regulations. Based on regular monitoring of production and business, finance, basic construction investment, risk management, and the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors, the Independent Member participated with objective and timely opinions on important contents to ensure transparency and efficiency in corporate governance and protect the legitimate rights and interests of shareholders.

Through oversight work, the Independent Member assessed that in 2025, the Company exceeded most of the plan targets assigned by the General Meeting of Shareholders. Specifically, exploited output reached 3,513.93 tons, equal to 106.48% of the plan; consumption output reached 11,944.54 tons, equal to 138.89% of the plan; total revenue reached 855.16 billion VND, equal to 134.95% of the plan; profit before tax reached 276.74 billion VND, equal to 123.12% of the plan; profit after tax reached 270.54 billion VND, equal to 136.01% of the plan; average income of employees reached 9.41 million VND/person/month. The Company also completed replanting 539.38 ha of rubber, reaching 100% of the plan; completed VFCS/PEFC sustainable forest management certification on all 6,323.89 ha and implemented a traceability system meeting the requirements of PEFC EUDR DDS, creating a favorable foundation for sustainable development and expanding consumption markets.

The Independent Member of the Board of Directors noted that Board of Directors meetings were organized in accordance with regulations, resolutions were issued and implemented promptly, and corporate governance, information disclosure, financial management, and internal control were performed basically fully and in accordance with legal regulations. The legitimate rights and interests of shareholders were ensured, and the dividend policy was maintained at a high level, contributing to increasing shareholders' confidence in the Company's activities. In

general, governance and management activities in 2025 were performed effectively, creating a premise for the Company to continue to develop stably and sustainably in the following years.

V. General assessment: With a sense of responsibility before shareholders and employees in the Company and for the sustainable development of the unit, it can be assessed that the Board of Directors as well as the duties of each assigned member of the Board of Directors have well fulfilled their responsibilities and duties in directing and supervising the Board of Management and the assisting apparatus during the implementation of the General Meeting of Shareholders' Resolution as well as the Board of Directors' Resolutions and Decisions. Therefore, although there were still many difficulties, the targets of the General Meeting of Shareholders' Resolution were achieved and exceeded the plan, creating a foundation for the stable and sustainable development of the Company in the coming years.

Part II

OPERATIONAL DIRECTION FOR 2026

2026 is forecast to continue to be a year with many difficulties and challenges affecting the business's production and business activities, both from the domestic and international economic situation. Direct labor fluctuations; increasingly erratic and unpredictable weather conditions; and the prices of materials, raw materials, fuel, and input costs continue to have an upward trend, which has been and is creating great pressure on the Company's production and business activities.

In that context, the Company's Board of Directors determines that in 2026, it is necessary to focus highly on the task of stabilizing production, improving governance efficiency, and maximizing existing resources to achieve and exceed the set production and business plan targets. At the same time, strengthen inspection and oversight; direct the Board of Management to proactively build flexible and effective production organization plans; perform well the work of reasonable labor arrangement and organization, cost reduction, and improvement of labor productivity and the Company's competitiveness.

With a spirit of solidarity, proactivity, innovation, and high determination, the Board of Directors, together with the Board of Management and all employees of the Company, are determined to strive to successfully implement the 2026 production and business tasks.

Some key targets of the 2026 production and business plan are as follows:

A.	Volume indicators	Unit	Value
1.	Self-exploited rubber output	tons	3,550
2.	Rubber yield	tons/ha	1.40
3.	Purchased rubber output	tons	1,000
4.	Rubber processing	tons	4,500
5.	Purchased finished rubber	tons	5,000
6.	Consumption.	tons	9,500

B.	Value indicators		
1.	Total revenue.	Million VND	824,007
2.	Profit before tax.	Million VND	379,198
3.	Profit after tax	Million VND	348,766
4.	Profit before tax/revenue ratio	%	46.02%
5.	Profit before tax/Charter capital ratio at the end of the reporting period	%	43.12%
6.	Dividend payout ratio (% of par value of shares)	%	17.99%
7.	Budget contribution (Amount payable)	VND million	72,292
C.	Investment indicators		
I	Total capital requirements	VND million	126,303
II	Capital sources	VND million	126,303
1.	Owner's equity. In which:	VND million	111,478
	- Fixed asset depreciation	VND million	10,730
	- Development investment fund	VND million	100,748
2.	Domestic loans	VND million	14,825

To complete the above-mentioned production and business targets, the Board of Directors sets out the following key groups of solution tasks:

1. Group of solutions for organizational structure and improving governance efficiency

- Continue to review and arrange the organizational structure of departments and units in a streamlined, effective, and efficient manner; reduce the indirect labor ratio to $\leq 5\%$ in accordance with the Company's actual situation.

- Accelerate the application of information technology and digital transformation in management, direction, and production and business activities to improve corporate governance efficiency.

- Strengthen forecasting work, improve governance and management capacity; perform well the work of capital preservation and development, ensuring safe, effective, and legally compliant financial operations.

- Build medium-term and long-term development strategies and projects as a basis for orienting sustainable development for the Company in the next phase.

2. Group of solutions for production and business and improving operational efficiency

- Continue to implement solutions to improve labor productivity, strive to increase exploited rubber output by at least 5% compared to the set plan, reduce costs, lower production costs; ensure business efficiency and maintain the dividend payout policy for shareholders.

- Strengthen raw material purchasing and processing to ensure effective factory operating capacity, improve asset utilization efficiency, and create stable jobs and income for employees.

- Continue to maintain, update, and effectively implement regulations on sustainable forest management certificates; strengthen management and traceability of raw materials according to the requirements of the international market and the European Union Deforestation Regulation (EUDR). Proactively implement solutions for greenhouse gas emission management, research and develop carbon credits, and gradually achieve the goal of green growth and sustainable development according to the orientation of the Vietnam Rubber Group. At the same time, accelerate the application of the VRG Green platform and digital transformation solutions to improve data management efficiency, information transparency, increase product value, expand consumption markets, and improve the Company's competitiveness.

3. Group of solutions for investment, development, and land use

- Continue to closely follow and proactively coordinate with local authorities and competent agencies in converting land use purposes to crops with higher economic efficiency; gradually apply high technology to production and create conditions for developing industrial clusters in accordance with the local socio-economic development plan.

- Focus on restructuring, strengthening management, inspection, and oversight of investment activities at subsidiaries and joint venture/associate companies to improve operational efficiency, ensure profitable business, and preserve investment capital.

4. Group of solutions for mechanisms, policies, and stabilizing employees

- Proactively propose and recommend that local authorities at all levels consider issuing mechanisms and policies to support businesses, especially the policy of land rent exemption and reduction for areas in the basic construction stage.

- Direct the Board of Management to build cost-reduction plans suitable to the actual situation; at the same time, strengthen propaganda and mobilization of staff and employees to stabilize their ideology, feel secure in their work, stick with the Company for the long term, join hands to overcome difficulties, and be determined to successfully complete the 2026 production and business plan.

The above is the Report on corporate governance status, performance of the Board of Directors, duties of each assigned member in 2025, and the direction and tasks for 2026, which is hereby reported to the General Meeting of Shareholders.

Recipient:

- AGM 2026;
- BOD, BOS of the Company;
- Archive: Admin; BOD Secretary.

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

(signed and sealed)

Truong Van Cu



Appendix I. Resolutions/Decisions issued in 2025

No.	Resolution/Decision No.	Date	Content	Approval rate
1	04/QĐ-HĐQTCSTB	January 08, 2025	Decision on re-establishing the Appraisal Committee for bidding documents and results of basic construction projects and procurement of materials and equipment	100%
2	05/QĐ-HĐQTCSTB	January 08, 2025	Decision on re-establishing the Emulation and Commendation Council	100%
3	06/QĐ-HĐQTCSTB	January 08, 2025	Decision on re-establishing the Council for liquidation of fixed assets of Tan Bien Rubber Joint Stock Company	100%
4	07/QĐ-HĐQTCSTB	January 08, 2025	Decision on re-establishing the Salary Council of Tan Bien Rubber Joint Stock Company	100%
5	08/QĐ-HĐQTCSTB	January 08, 2025	Decision on re-establishing the Debt Settlement Council of Tan Bien Rubber Joint Stock Company	100%
6	09/QĐ-HĐQTCSTB	January 08, 2025	Decision on re-establishing the Association for Promotion of Education and grassroots educational development under Tan Bien Rubber Joint Stock Company	100%
7	12/QĐ-HĐQTCSTB	January 08, 2025	Decision on re-establishing the Steering Committee for organizational restructuring of the Company	100%
8	13/QĐ-HĐQTCSTB	January 13, 2025	Decision on approving the policy for liquidation of rubber plantations	100%
9	17/NQ-HĐQTCSTB	January 14, 2025	Resolution on approving the results of emulation assessment and bonus plan for 2024	100%
10	23/QĐ-HĐQTCSTB	January 17, 2025	Decision on approving the liquidation and starting price for fallen rubber trees at Bo Tuc Rubber Farm	100%
11	29/NQ-HĐQTCSTB	January 22, 2025	Resolution on unifying the supplementary salary payment plan	100%
12	30/NQ-HĐQTCSTB	January 22, 2025	Resolution on approving the payment of supplementary salary for 2024	100%
13	39/QĐ-HĐQTCSTB	February 04, 2025	Decision on temporary payment of salary for 2025	100%
14	40/QĐ-HĐQTCSTB	February 05, 2025	Decision on approving the procurement plan for 2025	100%
15	42/QĐ-HĐQTCSTB	February 07, 2025	Decision on approving the starting price and plan for organizing the auction of liquidated rubber plantation assets	100%
16	43/QĐ-HĐQTCSTB	February 07, 2025	Decision on re-establishing the Latex Purchasing Committee of Tan Bien Rubber Joint Stock Company	100%
17	46/NQ-HĐQTCSTB	February 14, 2025	Resolution on unifying the plan for scavenging latex exploitation rights on rubber plantations awaiting liquidation	100%
18	50/NQ-HĐQTCSTB	February 18, 2025	Resolution on holding the Board of Directors meeting of Tan Bien Rubber Joint Stock Company for Q1/2025	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
19	56/QĐ-HĐQTCSTB	February 26, 2025	Decision on personnel work	100%
20	57/QĐ-HĐQTCSTB	February 26, 2025	Decision on personnel work	100%
21	66/QĐ-HĐQTCSTB	March 10, 2025	Decision on approving the starting price and plan for organizing the auction of liquidated rubber plantation assets (phase 2) for replanting in 2025	100%
22	69/NQ-HĐQTCSTB	March 14, 2025	Resolution on extending the time for holding the 2025 Annual General Meeting of Shareholders	100%
23	70/NQ-HĐQTCSTB	March 21, 2025	Resolution on implementing tasks for 2025	100%
24	77/QĐ-HĐQTCSTB	March 26, 2025	Decision on re-establishing the Latex Purchasing Committee of Tan Bien Rubber Joint Stock Company	100%
25	78/QĐ-HĐQTCSTB	March 26, 2025	Decision on re-establishing the Debt Settlement Council of Tan Bien Rubber Joint Stock Company	100%
26	80/QĐ-HĐQTCSTB	March 31, 2025	Decision on approving cost estimates: Survey, design, and preparation of Economic-Technical Report for the project: "Renovation and repair of asphalt roads at Xa Mat Rubber Farm"	100%
27	81/QĐ-HĐQTCSTB	March 31, 2025	Decision on approving cost estimates: Survey, design, and preparation of Economic-Technical Report for the project: "Renovation and repair of asphalt roads at Tan Hiep Rubber Farm"	100%
28	83/QĐ-HĐQTCSTB	April 02, 2025	Decision on approving the investment rate for replanting and caring for 01 ha of rubber in 2025	100%
29	99/NQ-HĐQTCSTB	April 10, 2025	Resolution on unifying the submission to the Group for approval of the policy on appointing management positions at Tan Bien - Kampong Thom Rubber Development Co., Ltd.	100%
30	94/QĐ-HĐQTCSTB	April 11, 2025	Decision on approving the salary fund implemented in 2024	100%
31	95/QĐ-HĐQTCSTB	April 14, 2025	Decision on approving the procurement estimate and contractor selection plan for fertilizer (various types) in 2025	100%
32	97/NQ-HĐQTCSTB	April 15, 2025	Resolution on organizational work	100%
33	108/QĐ-HĐQTCSTB	April 22, 2025	Decision on issuing Regulations on policies for indirect employees resigning according to the plan for innovation, arrangement, and organizational structure	100%
34	112/NQ-HĐQTCSTB	April 22, 2025	Resolution on the date of the Annual General Meeting of Shareholders 2025	100%
35	113/NQ-HĐQTCSTB	April 23, 2025	Resolution on approving the policy for franchising rubber latex exploitation in 2025 at Bo Tuc Rubber Farm	100%
36	114/QĐ-HĐQTCSTB	April 23, 2025	Decision on approving the plan to organize the auction of assets "Rubber latex exploitation rights	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			in 2025 at Bo Tuc Rubber Farm"	
37	117/QĐ-HĐQTCSTB	April 28, 2025	Decision on approving the cost estimate: Survey, design, and preparation of economic-technical reports, design appraisal, and cost estimate for the project: "Construction of staff parking garage at the Company Office"	100%
38	119/QĐ-HĐQTCSTB	April 28, 2025	Decision on approving the cost estimate for the care of 01 ha of hybrid acacia in 2025	100%
39	121/QĐ-HĐQTCSTB	May 05, 2025	Decision on dissolving the Processing Enterprise and production teams. Establishing a Rubber Latex Processing Workshop directly under the Company	100%
40	122/QĐ-HĐQTCSTB	May 05, 2025	Decision on dissolving Xa Mat Rubber Farm and production teams. Establishing Xa Mat Production Team directly under the Company	100%
41	123/QĐ-HĐQTCSTB	May 05, 2025	Decision on dissolving Tan Hiep Rubber Farm and production teams. Establishing Tan Hiep Production Team directly under the Company	100%
42	124/QĐ-HĐQTCSTB	May 05, 2025	Decision on dissolving Bo Tuc Rubber Farm and production teams. Establishing Bo Tuc Production Team directly under the Company	100%
43	125/QĐ-HĐQTCSTB	May 05, 2025	Decision on dissolving Suoi Ngo Rubber Farm and production teams. Establishing Suoi Ngo Production Team directly under the Company	100%
44	127/NQ-HĐQTCSTB	May 06, 2025	Resolution on unifying the policy of assigning additional duties to manage the Administrative and Personnel Department	100%
45	135/QĐ-HĐQTCSTB	May 06, 2025	Decision on approving the cost estimate for the care of 01 ha of Terminalia and Ailanthus trees in 2025	100%
46	137/NQ-HĐQTCSTB	May 07, 2025	Resolution on personnel work at MK Rubber Co., Ltd.	100%
47	147/QĐ-HĐQTCSTB	May 08, 2025	Decision on approving the cost estimate and contractor selection plan for land reclamation, hole drilling, and hole filling for replanting rubber in 2025	100%
48	139/QĐ-HĐQTCSTB	May 09, 2025	Decision on approving the procurement cost estimate and contractor selection plan for NPK TE fertilizers	100%
49	140/QĐ-HĐQTCSTB	May 13, 2025	Decision on approving the economic-technical report for the project: "Renovation and repair of asphalt roads at Xa Ma: Rubber Farm"	100%
50	142/NQ-HĐQTCSTB	May 13, 2025	Resolution on personnel work at Tan Bien - Kampong Thom Rubber Development Co., Ltd.	100%
51	145/NQ-HĐQTCSTB	May 13, 2025	Resolution on approving deposit transactions between the Company and related parties	100%
52	194/QĐ-HĐQTCSTB	May 20, 2025	Decision on approving the cost estimate for the project: "Land reclamation for rubber replanting in 2025"	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
53	200/QĐ-HĐQTCSTB	May 20, 2025	Decision on approving the cost estimate for the project: "Plantation construction in 2025", Item: "Digging anti-waterlogging ditches for replanted plantations"	100%
54	195/QĐ-HĐQTCSTB	May 23, 2025	Decision on approving the contractor selection plan for the project: "Land reclamation for rubber replanting in 2025"	100%
55	201/QĐ-HĐQTCSTB	May 23, 2025	Decision on approving the contractor selection plan for the project: "Plantation construction in 2025"	100%
56	152/NQ-HĐQTCSTB	May 26, 2025	Resolution on holding the Q2/2025 Board of Directors meeting of Tan Bien Rubber Joint Stock Company	100%
57	154A/NQ-HĐQTCSTB	May 27, 2025	Resolution on unifying the adjustment of the implementation timeline for the Latex Exploitation Franchise Agreement	100%
58	154/QĐ-HĐQTCSTB	May 28, 2025	Decision on issuing regulations on managing persons holding titles and positions at the Company and representatives of the Company's capital in other enterprises	100%
59	156/NQ-HĐQTCSTB	May 29, 2025	Resolution on unifying the plan for handling the asset package "Rubber latex exploitation rights in 2025 at Bo Tuc Rubber Farm"	100%
60	157/QĐ-HĐQTCSTB	May 29, 2025	Decision on re-establishing the Company's Salary Council	100%
61	158/QĐ-HĐQTCSTB	May 30, 2025	Decision on approving the cost estimate and contractor selection plan for providing transportation services	100%
62	160/QĐ-HĐQTCSTB	June 02, 2025	Decision on regular salary grade promotion	100%
63	163/QĐ-HĐQTCSTB	June 05, 2025	Decision on approving the procurement cost estimate and contractor selection plan for fertilizers (various types)	100%
64	164/QĐ-HĐQTCSTB	June 05, 2025	Decision on approving the plan to organize the selection of partners for short-term intercropping (crop 1)	100%
65	165/QĐ-HĐQTCSTB	June 06, 2025	Decision on consolidating the Steering Committee for Green Growth and Sustainable Development of Tan Bien Rubber Joint Stock Company	100%
66	167/QĐ-HĐQTCSTB	June 06, 2025	Decision on re-establishing the Emulation and Commendation Council	100%
67	169/QĐ-HĐQTCSTB	June 06, 2025	Decision on approving the procurement cost estimate and contractor selection plan for fertilizers	100%
68	172/NQ-HĐQTCSTB	June 06, 2025	Resolution on unifying the submission to the Group to agree on the policy of appointing personnel at subsidiaries	100%
69	170/QĐ-HĐQTCSTB	June 10, 2025	Decision on issuing the Financial Management Regulations (amended and supplemented) of Tan Bien Rubber Joint Stock Company	100%



No.	Resolution/Decision No.	Date	Content	Approval rate
70	175/QĐ-HĐQTCSTB	June 11, 2025	Decision on approving the starting price and method of selling hybrid acacia harvest at Bo Tuc Production Team	100%
71	176/QĐ-HĐQTCSTB	June 16, 2025	Decision on approving the contractor selection plan for the project: "Renovation and repair of asphalt roads at Xa Mai Rubber Farm."	100%
72	178/QĐ-HĐQTCSTB	June 18, 2025	Decision on approving the adjustment of the procurement cost estimate for the fertilizer bidding package	100%
73	180/NQ-HĐQTCSTB	June 23, 2025	Resolution on approving the adjustment of the content of several draft documents submitted to the 2025 Annual General Meeting of Shareholders	100%
74	181/NQ-HĐQTCSTB	June 24, 2025	Resolution on approving the adjustment of the draft documents to be submitted to the 2025 Annual General Meeting of Shareholders	100%
75	182/QĐ-HĐQTCSTB	June 24, 2025	Decision on approving the supplementary budget for rubber tree fertilizer procurement	100%
76	191/QĐ-HĐQTCSTB	June 26, 2025	Decision on issuing the Charter of Organization and Operation (Amended and Supplemented) of Tan Bien Rubber Joint Stock Company	100%
77	199/QĐ-HĐQTCSTB	July 02, 2025	Decision on approving the adjustment of the fertilizer procurement budget for immature rubber plantations in 2025	100%
78	203/NQ-HĐQTCSTB	July 04, 2025	Resolution on unanimously selecting the auditing firm for the Company's 6-month and 2025 financial statements	100%
79	208/NQ-HĐQTCSTB	July 04, 2025	Resolution on personnel work at the subsidiary	100%
80	205/NQ-HĐQTCSTB	July 07, 2025	Resolution on unanimously organizing a price quotation for selecting partners for short-term intercropping in the first crop (Phase 2)	100%
81	211/NQ-HĐQTCSTB	July 09, 2025	Resolution on unanimously paying dividends for 2024	100%
82	219/QĐ-HĐQTCSTB	July 16, 2025	Decision on approving the adjustment of the investment rate for replanting and tending 1 hectare of rubber in 2025	100%
83	224/NQ-HĐQTCSTB	July 21, 2025	Resolution on unanimously approving the plan to select partners for intercropping on immature rubber plantations	100%
84	226/NQ-HĐQTCSTB	July 24, 2025	Resolution on unanimously submitting to the Group for agreement on personnel work at the subsidiary	100%
85	236/NQ-HĐQTCSTB	July 25, 2025	Resolution on unanimously approving the policy of selling rubber seedlings	100%
86	239/QĐ-HĐQTCSTB	July 25, 2025	Decision on approving the plan to select contractors for fertilizing immature rubber plantations	100%
87	230/NQ-HĐQTCSTB	July 29, 2025	Resolution on production and business activities	100%
88	234/NQ-	August 01,	Resolution on unanimously approving the policy	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
	HĐQTCSTB	2025	of planting acacia hybrid trees	
89	237/QĐ-HĐQTCSTB	August 04, 2025	Decision on approving the policy of liquidating rubber trees for replanting in 2026	100%
90	241/QĐ-HĐQTCSTB	August 06, 2025	Decision on approving the 2025 production and business plan	100%
91	325/QĐ-HĐQTCSTB	August 11, 2025	Decision on approving the economic-technical report for the project: "Renovation and repair of the office building at Bo Tuc Rubber Farm"	100%
92	243/NQ-HĐQTCSTB	August 14, 2025	Resolution on salary work	100%
93	329/QĐ-HĐQTCSTB	August 15, 2025	Decision on approving the economic-technical report for the project: "Gate and fence at the office of Bo Tuc Rubber Farm"	100%
94	247/QĐ-HĐQTCSTB	August 18, 2025	Decision on re-issuing the Regulation on managing persons holding titles and positions at the Company	100%
95	249/NQ-HĐQTCSTB	August 19, 2025	Resolution on unanimously approving the policy of using funds for intercropping activities	100%
96	250/QĐ-HĐQTCSTB	August 19, 2025	Decision on establishing the Steering Committee and Organizing Committee for the Company's 40th Anniversary Celebration	100%
97	259/QĐ-HĐQTCSTB	August 25, 2025	Decision on approving the adjustment of the investment rate for replanting and tending 1 hectare of rubber in 2025	100%
98	255/NQ-HĐQTCSTB	August 25, 2025	Resolution on unanimously approving the policy of planting acacia hybrid trees on low-lying lands, along streams, and in stream beds	100%
99	269/NQ-HĐQTCSTB	August 26, 2025	Resolution on unanimously implementing the plan for nutrient replenishment to improve soil fertility	100%
100	267/QĐ-HĐQTCSTB	August 26, 2025	Decision on approving the investment cost estimate for 1 hectare of nursery with 1 layer of leaves	100%
101	264/QĐ-HĐQTCSTB	August 26, 2025	Decision on approving the economic-technical report for the project: "Construction of staff parking lot at the Company's office"	100%
102	272/NQ-HĐQTCSTB	August 28, 2025	Resolution on unanimously submitting to the Group for agreement on personnel work at the subsidiary	100%
103	274/QĐ-HĐQTCSTB	September 03, 2025	Decision on approving the budget for NPK fertilizer procurement	100%
104	277/QĐ-HĐQTCSTB	September 03, 2025	Decision on approving the 2025 agricultural budget	100%
105	280/NQ-HĐQTCSTB	September 03, 2025	Resolution on unanimously approving the investment costs for rubber plantations planted in 2017	100%
106	281/NQ-HĐQTCSTB	September 03, 2025	Resolution on unanimously approving the investment costs for rubber plantations planted in 2018	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
107	275/QĐ-HĐQTCSTB	September 03, 2025	Decision on approving the plan to select contractors for the project: "Construction of parking lot at the Company's office"	100%
108	288/QĐ-HĐQTCSTB	September 08, 2025	Decision on approving the liquidation of broken rubber trees at Bo Tuc and Suoi Ngo Production Teams	100%
109	339/NQ-HĐQTCSTB	September 09, 2025	Resolution on unanimously approving the policy of short-term intercropping - Lot 8 and Lot 12 at Bo Tuc Production Team	100%
110	290/NQ-HĐQTCSTB	September 10, 2025	Resolution on unanimously approving the policy of planting acacia hybrid trees at Bo Tuc Production Team	100%
111	293/QĐ-HĐQTCSTB	September 10, 2025	Decision on re-establishing the Management Board of the Science and Technology Development Fund	100%
112	305/NQ-HĐQTCSTB	September 11, 2025	Resolution on unanimously submitting to the Group for agreement on extending the term of office for staff	100%
113	302/NQ-HĐQTCSTB	September 11, 2025	Resolution on unanimously submitting to the Group for agreement on personnel work	100%
114	294/NQ-HĐQTCSTB	September 11, 2025	Resolution on approving the results of the quality assessment and classification of the Authorized Representative	100%
115	297/QĐ-HĐQTCSTB	September 12, 2025	Decision on approving the starting price and the plan for organizing the asset auction	100%
116	300/QĐ-HĐQTCSTB	September 16, 2025	Decision on re-establishing the Appraisal Committee for assessing the task completion level of the Authorized Representative	100%
117	312/NQ-HĐQTCSTB	September 26, 2025	Resolution on holding the Q3/2025 meeting of the Board of Directors of Tan Bien Rubber Joint Stock Company	100%
118	314/NQ-HĐQTCSTB	September 26, 2025	Resolution on unifying the submission to the Group for approval of personnel arrangements at the subsidiary	100%
119	321/NQ-HĐQTCSTB	September 26, 2025	Resolution on unifying the submission to the Group for approval of personnel introduction at the Company	100%
120	318/NQ-HĐQTCSTB	September 29, 2025	Resolution on unifying the submission to the Group for approval of personnel arrangements at the subsidiary	100%
121	324/QĐ-HĐQTCSTB	September 30, 2025	Decision on regular salary grade promotion for the position of Chief Accountant of the Company	100%
122	326/QĐ-HĐQTCSTB	September 30, 2025	Decision on approving the contractor selection plan: "Renovation and repair of Bo Tuc Production Team Office"	100%
123	327/QĐ-HĐQTCSTB	September 30, 2025	Decision on approving the economic-technical report for the project: "Renovation and repair of Bo Tuc Production Team Office"	100%
124	334/QĐ-HĐQTCSTB	October 01, 2025	Decision on approving the economic-technical report for the project: "Renovation and repair of	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			asphalt roads at Tan Hiep Production Team"	
125	330/QĐ-HĐQTCSTB	October 03, 2025	Decision on approving the economic-technical report for the project: "Gate and fence at Bo Tuc Production Team Office"	100%
126	341/QĐ-HĐQTCSTB	October 03, 2025	Decision on approving the policy for developing electronic latex ledger software	100%
127	331/QĐ-HĐQTCSTB	October 06, 2025	Decision on approving the contractor selection plan for the project: "Gate and fence - Bo Tuc Production Team Office"	100%
128	333/QĐ-HĐQTCSTB	October 07, 2025	Decision on approving the cost estimate for caring for 01 Acacia hybrid tree	100%
129	335/QĐ-HĐQTCSTB	October 08, 2025	Decision on approving the contractor selection plan: "Renovation and repair of asphalt roads at TH Production Team"	100%
130	337/NQ-HĐQTCSTB	October 13, 2025	Resolution on unifying the policy for selling rubber seedlings	100%
131	349/NQ-HĐQTCSTB	October 15, 2025	Resolution on unifying the policy for transferring staff of the Legal Inspection Department	100%
132	351/NQ-HĐQTCSTB	October 15, 2025	Resolution on unifying personnel work at the subsidiary	100%
133	357/NQ-HĐQTCSTB	October 15, 2025	Resolution on personnel work at the subsidiary	100%
134	362/NQ-HĐQTCSTB	October 15, 2025	Resolution on personnel work	100%
135	345/NQ-HĐQTCSTB	October 17, 2025	Resolution on unifying the starting price and the plan for selecting partners for crop rotation	100%
136	347/NQ-HĐQTCSTB	October 20, 2025	Resolution on unifying personnel work for the Head of the Administrative and Human Resources Department	100%
137	355/QĐ-HĐQTCSTB	October 28, 2025	Decision on approving the adjustment of the 2025 agricultural cost estimate	100%
138	365/QĐ-HĐQTCSTB	November 03, 2025	Decision on issuing the regulation on regular salary grade promotion (amended and supplemented)	100%
139	366/NQ-HĐQTCSTB	November 04, 2025	Resolution on production and business activities	100%
140	376/NQ-HĐQTCSTB	November 06, 2025	Resolution on unifying the submission to the Group for approval of personnel arrangements at the subsidiary	100%
141	368/QĐ-HĐQTCSTB	November 06, 2025	Decision on approving the liquidation of fallen rubber trees at Tan Hiep Production Team	100%
142	372/NQ-HĐQTCSTB	November 06, 2025	Resolution on unifying the submission to the Group Leadership for approval of personnel introduction	100%
143	374/QĐ-HĐQTCSTB	November 11, 2025	Decision on approving the list for reviewing and supplementing the planning of leadership positions at the level of Department Head, Deputy	100%



No.	Resolution/Decision No.	Date	Content	Approval rate
			Department Head, and leaders of affiliated entities	
144	385/NQ-HDQTCSTB	November 14, 2025	Resolution on unifying the submission to the Group regarding personnel work at Mekong Company	100%
145	382/QĐ-HDQTCSTB	November 14, 2025	Decision on approving the economic-technical report for the item: "Investment in purchasing 02 7-seater cars"	100%
146	383/QĐ-HDQTCSTB	November 14, 2025	Decision on approving the contractor selection plan: "Investment in purchasing 02 7-seater cars"	100%
147	389/QĐ-HDQTCSTB	November 24, 2025	Decision on approving the cost estimate for mechanized plowing and fertilizing on immature rubber plantations	100%
148	393/QĐ-HDQTCSTB	November 28, 2025	Decision on approving the liquidation of fallen rubber trees at Bo Tuc and Suoi Ngo Production Teams	100%
149	395/NQ-HDQTCSTB	December 04, 2025	Resolution on unifying the approval of the cost estimate for caring for rubber trees in plot 20, planted in 2017	100%
150	398/QĐ-HDQTCSTB	December 10, 2025	Decision on approving the cost estimate for implementing FM/PEFC forest management certification	100%
151	400/QĐ-HDQTCSTB	December 15, 2025	Decision on consolidating the Steering Committee for Green Growth and Sustainable Development of Tan Bien Rubber Joint Stock Company	100%
152	401/QĐ-HDQTCSTB	December 15, 2025	Decision on issuing the regulation on rubber product trading activities of Tan Bien Rubber Joint Stock Company	100%
153	403/NQ-HDQTCSTB	December 19, 2025	Resolution on approving the collection of shareholders' opinions in writing	100%
154	407/QĐ-HDQTCSTB	December 22, 2025	Decision on re-issuing the Company's emulation and commendation regulations	100%
155	410/NQ-HDQTCSTB	December 23, 2025	Resolution on approving the submission to the Group for agreement on the reappointment of personnel at Mekong Company	100%
156	412/QĐ-HDQTCSTB	December 24, 2025	Decision on re-establishing the Emulation and Commendation Council	100%
157	414/NQ-HDQTCSTB	December 24, 2025	Resolution on the Q4/2025 meeting of the Board of Directors of Tan Bien Rubber Joint Stock Company	100%
158	416/QĐ-HDQTCSTB	December 25, 2025	Decision on approving the plan to organize an auction of liquidated rubber tree plantations for 2026 replanting	100%
159	417/QĐ-HDQTCSTB	December 29, 2025	Decision on approving the cost estimate for plowing and tending immature rubber tree plantations	100%



JOINT STOCK COMPANY
CÔNG TY CỔ PHẦN CAO SU TÂN BIÊN RUBBER
TÂN BIÊN
No. 810/CSTB-BKS

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
Tay Ninh, June 29, 2026

TRANSLATES

REPORT
Summary of Activities for the 2021-2026 Term and
Operational Directions for the 2026-2031 Term
of the Board of Supervisors of Tan Bien Rubber Joint Stock Company

To: Annual General Meeting of Shareholders 2026
Tan Bien Rubber Joint Stock Company

I. Legal Basis

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the 2019 Law on Securities;

Pursuant to Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of several articles of the Law on Securities;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding corporate governance applicable to public companies;

Pursuant to the Charter of Organization and Operation of Tan Bien Rubber Joint Stock Company issued with Decision No. 191/QĐ-HĐQTCSTB dated June 26, 2025, by the Board of Directors;

Pursuant to the Internal Regulations on Corporate Governance and the Operational Regulations of the Board of Supervisors of Tan Bien Rubber Joint Stock Company;

Pursuant to the Resolutions of the Annual General Meeting of Shareholders for the 2021–2026 term;

Pursuant to the Resolutions and decisions of the Board of Directors and the actual production and business situation of the Company.

The Board of Supervisors of Tan Bien Rubber Joint Stock Company hereby submits to the General Meeting of Shareholders the Report on the summary of activities for the 2021–2026 term and operational directions for the 2026–2031 term as follows:

II. Overview of Operational Situation

The 2021–2026 term took place in a context of complex domestic and international economic fluctuations; the rubber market was affected by price volatility, rising input costs, challenges in labor for tapping, the prolonged impact of

the Covid-19 pandemic, increasingly high requirements for public company governance, and changes in the governance mechanism for state-invested enterprises.

Under these conditions, the Board of Directors, the Board of Management, and the Company's staff made efforts to maintain stable production and business, preserve and develop state capital invested in the enterprise; and gradually improve governance efficiency, financial capacity, management quality, and adaptability to market fluctuations.

The Board of Supervisors performed its duties in accordance with the functions and powers stipulated in the Law on Enterprises, the Law on Securities, the Company Charter, and the Operational Regulations of the Board of Supervisors; conducted inspections and supervision with an independent, objective, and prudent spirit; focused on identifying risks, evaluating the nature of operations, and promptly recommending control solutions to protect the legitimate interests of the State, shareholders, and the enterprise.

During the term, the Board of Supervisors maintained the principle of collective work, assigning specific responsibilities to each member; strengthened in-depth supervision of key areas such as: finance and accounting, capital construction investment, procurement bidding, land and rubber plantation management, public company governance, information disclosure, management of capital invested in 2 projects in the Kingdom of Cambodia, and the implementation of Resolutions of the General Meeting of Shareholders.

III. Personnel Structure and Activities of the Board of Supervisors

1. Personnel Structure of the Board of Supervisors

The General Meeting of Shareholders for the 2021–2026 term elected a Board of Supervisors consisting of 03 members. During the term, there was a personnel change as 01 member of the Board of Supervisors was approved by the Vietnam Rubber Group to resign from the Board of Supervisors. The General Meeting of Shareholders performed the dismissal and supplementary election of Board of Supervisors members in accordance with legal regulations and the Company Charter.

As of the reporting date, the Board of Supervisors consists of the following members:

No.	Full name	Position
1	Nguyen Van Sang	Head of Board of Supervisors
2	Hoang Van Vinh	Member
3	To Minh Tai	Member

2. Activities of the Board of Supervisors

Based on the functions and duties of the Board of Supervisors stipulated in the Law on Enterprises, the Company's Charter of Organization and Operation, Internal Governance Regulations, and the Operational Regulations of the Board of

Supervisors, during the 2021–2026 term, the Board of Supervisors focused on implementing the following key tasks:

Fully attended the Company's annual General Meetings of Shareholders;

Attended Board of Directors meetings as prescribed;

Developed activity programs and conducted inspections and supervision of the implementation of Resolutions of the General Meeting of Shareholders;

Supervised the activities of the Board of Directors and the Board of Management;

Appraised periodic quarterly, semi-annual, and annual separate and consolidated financial statements;

Proposed the selection of an independent audit firm to review and audit financial statements;

Supervised production, business, investment, and other activities of the Company;

Monitored compliance with the Company Charter, Internal Regulations on Corporate Governance, and relevant legal regulations;

Supervised the management and use of capital invested in 02 rubber projects in the Kingdom of Cambodia.

The Board of Supervisors fully attended meetings organized by the Board of Directors; participated in contributing opinions on issues needing attention in the Company's governance and production and business management activities. At the same time, the Board of Supervisors regularly coordinated with the Board of Directors, the Board of Management, and specialized departments to improve the effectiveness of inspection, supervision, and risk control.

Annually, the Board of Supervisors developed an inspection and supervision plan to submit to the Board of Directors for consensus on implementation; and simultaneously sent it to the Vietnam Rubber Group for monitoring and supervision according to its authority.

The Board of Supervisors maintained periodic meetings at least 04 times/year to appraise financial statements and implement work plans.

Thematic inspections: On average, 04 - 06 thematic inspection/supervision sessions were conducted each year in the fields of: Finance, agriculture, wages, etc.

Work in Cambodia: Organized periodic inspection trips (usually 03 trips/year) to 02 projects (Tan Bien - Kampong Thom and Mekong) to supervise the actual plantation and the situation of capital management and use in the host country.

3. Effectiveness of Board of Supervisors Activities

With a spirit of responsibility during its operations, the Board of Supervisors always affirmed its professional capacity, conducted inspections independently and objectively, and reported according to its control perspective on the truthfulness and

reasonableness of financial statements, as well as compliance with the law in the Company's production and business activities.

Board of Supervisors members regularly exchanged and contributed frank opinions with the Board of Directors and the Board of Management when discovering errors or activities with potential risks to the Company. The contributions of the Board of Supervisors were assessed as high-quality, timely, and risk-preventive.

The activities of the Board of Supervisors gradually shifted from incident-based inspection to risk-oriented supervision, focusing on evaluating the nature of operations, capital use efficiency, and sustainability in corporate governance.

In general, during the past term, the Board of Supervisors always received attention and favorable conditions from the Board of Directors, the Board of Management, and affiliated units to complete assigned tasks.

IV. Results of Inspection and Supervision

1. Activities of the Board of Directors

The Board of Supervisors observed that the Board of Directors performed its corporate governance function in accordance with the law, the Company Charter, and Resolutions of the General Meeting of Shareholders.

Governance activities were carried out ensuring openness and transparency; focusing on corporate development strategy, financial governance, investment control, and improving production and business efficiency.

The Board of Directors organized periodic and extraordinary meetings as prescribed; contents under its authority were discussed collectively, recorded in minutes, and resolutions were issued to serve the management and operation of the enterprise.

During the term, the Board of Directors submitted to the General Meeting of Shareholders amendments and supplements to the Charter of Organization and Operation and Internal Regulations on Corporate Governance; issued many regulations and resolutions as a basis for governance and operation in a centralized, unified, and legally compliant manner.

Through inspection and supervision, the Board of Supervisors observed that the Board of Directors proactively implemented many solutions suitable to the actual situation to maintain stable production and business, improve operational efficiency, and control risks in market conditions with many fluctuations.

2. Management Activities of the Board of Management

The Board of Management proactively implemented Resolutions of the General Meeting of Shareholders and the Board of Directors; organized the management of production and business activities suitable to the actual conditions of the Company in each period.

During the 2021–2026 period, despite many difficulties due to the impact of the Covid-19 pandemic, raw material price fluctuations, consumption market difficulties,

rising input costs, and increasing requirements for digital transformation and international integration, the Company still maintained stable production and business, ensured jobs and income for employees, and fulfilled obligations to the State and shareholders.

The Board of Management implemented many solutions to improve financial management efficiency, cost control, debt management, labor productivity, loss reduction, and capital use efficiency.

Through inspection and supervision, the Board of Supervisors did not detect any material violations affecting the financial and operational activities of the Company.

3. Financial Situation and Results of Production and Business Activities for the 2021–2025 Period:

3.1. Regarding Capital Sources and Capital Preservation

Charter capital for the 2021–2025 period was maintained at VND 879.45 billion.

Equity tended to increase over the years and reached approximately VND 1,461.78 billion in 2025.

The Company maintained solvency, preserved, and developed state capital invested in the enterprise.

No financial insecurity or cash flow imbalance occurred during the term.

3.2. Financial Results for the 2021–2025 Period

Unit: VND billion.

Indicator	Results of separate financial statements over the years				
	2021	2022	2023	2024	2025
Net revenue	723.96	778.86	881.75	904.10	855.16
Profit before tax	176.41	147.36	235.27	278.31	276.74
Profit after tax	142.87	116.39	208.01	237.25	270.53
Charter capital	879.45	879.45	879.45	879.45	879.45
Equity	1,237.82	1,241.82	1,339.76	1,377.93	1,461.77
Dividend payout (%)	19	16.5	22	20	17

In general, the Company's production and business results in the 2021–2025 period remained stable and achieved positive efficiency. Revenue and profit were maintained at a high level, especially from 2023 onwards, operational efficiency improved significantly.

Profit after tax in 2025 reached VND 270.53 billion, an increase of approximately 89.35% compared to 2021, showing that the enterprise's governance capacity, capital use efficiency, and adaptability continued to improve, and the dividend payout level was maintained.

3.3. Finance, Accounting, and Auditing Work

The Board of Supervisors appraised the periodic and annual Financial Statements of the Company; coordinated with the independent audit firm as prescribed.

Annually, the Board of Supervisors submitted to the General Meeting of Shareholders for approval the list of independent audit firms eligible according to the regulations of the Ministry of Finance and the State Securities Commission for the Board of Directors to select for auditing and reviewing the Company's Financial Statements.

Through inspection and supervision, the Board of Supervisors observed: The Company's Financial Statements were prepared in accordance with accounting standards and current legal regulations; Financial data reflected the Company's financial situation and production and business results truthfully and reasonably; Accounting and financial management work was basically carried out in accordance with regulations; The Board of Supervisors did not detect any material violations affecting the Company's financial situation.

3.4. Investment, Bidding, and Procurement Work

The Board of Supervisors regularly supervised capital construction investment, bidding, and procurement of materials and equipment.

Through inspection, it was shown: Basic investment projects were implemented according to the correct procedures; Records for appraisal, approval, bidding, acceptance, and final settlement were carried out according to regulations; Bidding work basically ensured openness, transparency, and economic efficiency.

The Board of Supervisors assessed that investment, bidding, and procurement work basically complied with legal regulations and the guidelines of the Vietnam Rubber Group.

3.5. Land, Plantation, Labor, and Wage Management

The Board of Supervisors regularly inspected: Care, exploitation, and replanting of plantations; Land management; Technical quota management; Labor situation and implementation of policies; Wage, income, and social security work for employees.

Through inspection, it was shown that the Company basically complied with regulations on labor, social insurance, occupational safety and hygiene, and policies for employees.

In 2025, the Company restructured its management model towards a streamlined approach, while still maintaining stable production and improving income for employees.

3.6. Activities of Projects in Cambodia

The Board of Supervisors identified the management of capital invested in 2 rubber projects in Cambodia as a key area requiring regular supervision.

During the term, the Board of Supervisors directly organized inspection teams to check the situation of: Capital management and use; Production and business situation; Land and asset management; Labor work; Compliance with host country laws; Long-term investment efficiency.

Through inspection, the Board of Supervisors made many recommendations to strengthen cost control, improve capital use efficiency, and minimize risks in overseas investment activities.

3.7. Compliance with Law and Public Company Governance

During the term, the Board of Supervisors did not detect any violations of the provisions of the Law on Enterprises, the Law on Securities, the Company Charter, and relevant legal regulations in the Company's governance and management activities.

The Company's transactions with related parties were carried out in accordance with approved authority and current regulations; the Board of Supervisors has not detected any unusual transactions affecting the legitimate rights and interests of the Company and shareholders.

The Company performed information disclosure, organized the General Meeting of Shareholders, paid dividends, and ensured shareholder rights in accordance with the law, the Company Charter, and regulations applicable to public companies.

The Company's internal control and risk management system was gradually consolidated and perfected, contributing to improving governance efficiency and limiting risks in production, business, and financial management activities.

V. Wages, Remuneration, and Operating Expenses of the Board of Supervisors

During the 2021–2026 term, the payment of wages, remuneration, and operating expenses of the Board of Supervisors was carried out according to the Resolution of the General Meeting of Shareholders, internal financial regulations, and current regulations.

The operating expenses of the Board of Supervisors were managed and used for the right purposes, economically, and did not exceed the budget approved by the General Meeting of Shareholders.

The Board of Supervisors did not use funds for the wrong purposes and did not generate personal benefits contrary to regulations during the performance of its duties.

In 2025:

Wage of the full-time Head of the Board of Supervisors: VND 408 million/person/year;

Remuneration of part-time Board of Supervisors members: VND 36 million/person/year.



VI. Limitations, Shortcomings, and Risks to Note

Besides the achieved results, the Company still faces some difficulties, limitations, and risks that need to be continuously monitored in the coming period:

Rubber selling prices and consumption markets continue to fluctuate;

Input costs, labor, and agricultural materials tend to increase;

The shortage of tapping labor remains complex;

Some capital construction investment items were implemented slowly compared to the plan;

Requirements for public company governance, information disclosure, and compliance control are increasingly high.

Investment activities in Cambodia still carry risks regarding legal, exchange rate, operational management, and policy fluctuations;

VII. Recommendations

The Board of Supervisors recommends that the Board of Directors and the Board of Management continue to pay attention to implementing the following contents:

Develop a long-term production and business development strategy suitable to the Company's development orientation;

Continue to perfect the organizational structure and improve the quality of human resources;

Strengthen risk management, financial management, and cost control;

Accelerate the application of technology and digital transformation in management and operation;

Strengthen control of capital construction investment, bidding, and procurement;

Improve capital use efficiency and production and business operational efficiency;

Continue to urge the completion of projects at the 2 Cambodia projects.

VIII. Operational Directions for the 2026-2031 Term

During the 2026–2031 term, the Board of Supervisors will continue to perform its inspection and supervision functions in accordance with the law, the Company Charter, and the Operational Regulations of the Board of Supervisors; simultaneously, it will innovate control methods towards in-depth, risk-based, and modern governance-linked approaches.

Key tasks include:

Control financial safety and preserve state capital: Closely supervise the financial situation, cash flow, debt, and capital use efficiency. Monitor solvency and

financial safety levels. Control transactions at risk of generating risks or conflicts of interest.

Improve the quality of investment and long-term investment supervision: Strengthen supervision of capital construction investment efficiency. Inspect bidding, procurement, and asset management work. Supervise progress, efficiency, and capital recovery capacity.

Supervise information disclosure and public company governance: Monitor the implementation of information disclosure on time. Supervise compliance with the Law on Securities, Decree No. 155/2020/ND-CP, and related regulations. Recommend perfecting the internal governance and compliance control system.

Control compliance in bidding, investment, and internal management: Strengthen inspection of compliance with legal regulations on bidding, investment, finance, and accounting. Supervise the implementation of audit conclusions, inspections, and recommendations of management agencies.

Strengthen supervision of the activities of 2 rubber projects in the Kingdom of Cambodia: monitor compliance with host country laws. Supervise capital management in joint ventures and associates, control legal, financial, and operational risks.

Continue to innovate the Board of Supervisors's operational methods: Improve professional quality and risk analysis skills. Strengthen thematic inspections. Accelerate coordination with the Board of Directors, the Board of Management, and specialized departments to improve corporate governance efficiency.

IX. Conclusion

In the 2021–2026 term, the Board of Supervisors of Tan Bien Rubber Joint Stock Company performed its duties with a spirit of responsibility, objectivity, independence, and in accordance with the law.

Through inspection and supervision activities, the Board of Supervisors contributed to supporting the Board of Directors and the Board of Management in improving corporate governance quality, strengthening risk control, and preserving and developing state capital invested in the enterprise.

In the coming term, the Board of Supervisors will continue to innovate its operational methods towards professionalism, efficiency, and suitability to modern corporate governance requirements; simultaneously, it will improve supervision quality to contribute to building a sustainable, transparent, and efficient Tan Bien Rubber Joint Stock Company.

The Board of Supervisors hereby submits to the General Meeting of Shareholders for consideration and approval.

On behalf of the Board of Supervisors, we would like to express our sincere gratitude for the attention, support, and favorable conditions provided by the General Meeting of Shareholders, the Board of Directors, the Board of Management, and all staff and employees of the Company throughout the past term.

Wishing all delegates and shareholders health, happiness, and success. Wishing the Annual General Meeting of Shareholders 2026 great success.

Thank you very much!

Recipient:

- AGM 2026;
 - Archive: VT; BOS.
- (Document of AGM 2026).

**FOR THE BOARD OF SUPERVISORS
HEAD OF BOARD**

(signed)

Nguyen Van Sang



**JOINT STOCK COMPANY
TÂN BIÊN RUBBER**

No. 812/BC-CSTB

TRANSLATES

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

Tay Ninh, June 29, 2026

**REPORT
Business Performance Results in 2025
and Business Plan Directions and Tasks for 2026**

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

The Board of Management hereby submits to the General Meeting of Shareholders the report on the operations of Tan Bien Rubber Joint Stock Company in 2025 and the business plan for 2026 as follows:

A. 2025 BUSINESS PERFORMANCE RESULTS:

I. Situation Overview

Tan Bien Rubber Joint Stock Company has State capital accounting for 98.46% of its charter capital. The Company's current organizational structure follows a 2-tier model: Company - Production Teams/Rubber Processing Factory (consisting of 04 Production Teams, 01 Rubber Processing Factory). The Company's primary activities include: planting, tending, exploiting, processing, and consuming rubber products, among other fields.

Implementing the policy of the Vietnam Rubber Group, in 2007, the Company established a subsidiary, Tan Bien Kampong Thom Rubber JSC, to invest in two companies in the Kingdom of Cambodia: Tan Bien Kampong Thom Rubber Development Co., Ltd. and Mekong Rubber Co., Ltd., to carry out rubber planting projects. The total area of rubber plantations exploited in 2025 by these two companies is 12,957.91 ha located in Kampong Thom and Preah Vihear provinces, Kingdom of Cambodia.

1. Advantages

The Company consistently receives close guidance from Party committees, local authorities, the leadership of the Vietnam Rubber Group, and its affiliated departments; dedicated assistance from agencies, departments, and unions of Tay Ninh province; and enthusiastic and effective coordination and support from the authorities and people of the communes where the Company operates.

2. Challenges

- The Company's total exploited plantation area in 2025 is 2,480.83 ha. Plantation yield remains low at 1.42 tons/ha, which has impacted wages and employee income.
- Due to high employee turnover, the Company had to implement a subcontracting scheme for exploitation to maximize plantation output and address labor shortages. The total subcontracted area in 2025 is 538.62 ha.

II. 2025 Business Plan Implementation Results:

1. Production and Business Operations

1.1. Production Activities

- Exploited rubber output (including subcontracted output): 3,513.93 tons, reaching 106.48% of the annual plan (3,300 tons).

In which:

- + Output from Company-owned exploitation: 2,770.04 tons, reaching 107.20% of the plan (2,584 tons);
- + Output from subcontracted exploitation area: 743.89 tons, reaching 103.90% of the plan (716 tons).



- Smallholder rubber latex purchasing output: 1,122.54 tons, reaching 112.25% of the plan (1,000 tons).
- Finished rubber purchasing output: 8,265.60 tons, reaching 165.31% of the plan (5,000 tons).
- Total processed rubber output (Company-exploited and purchased latex) in 2025: 3,719.14 tons, reaching 103.77% of the plan (3,584 tons).

In general, the Company's production results in 2025 were stable, with many positive aspects such as: Exploited rubber output reached 107.2% of the plan, and average yield reached 106.77% of the target, clearly demonstrating effective technical management and production organization. This confirms that the directives and operational solutions for latex exploitation were correctly oriented.

1.2. Business Activities

a. Rubber product consumption:

Total rubber consumption output: 11,944.54 tons of various types of rubber, reaching 138.89% of the annual plan (8,600 tons). Rubber consumption revenue: VND 570.49 billion, reaching 139.64% of the annual plan (VND 408.54 billion). Average selling price: VND 47.76 million/ton.

b. Revenue, profit, and budget contribution:

Total revenue in 2025: VND 855.16 billion, reaching 134.95% of the plan (VND 633.69 billion).

In which:

+ *Revenue from self-exploited rubber consumption: VND 124.72 billion, reaching 100.78% of the plan (VND 123.76 billion).*

+ *Revenue from purchased latex consumption: VND 58.157 billion, reaching 118.63% of the plan (VND 49.025 billion).*

+ *Revenue from rubber commodities: VND 387.616 billion, reaching 164.42% of the plan (VND 235.75 billion).*

+ *Financial activity revenue: VND 63.948 billion, reaching 71.22% of the plan (VND 89.796 billion).*

+ *Other revenue: VND 219.03 billion, reaching 162.53% of the plan (VND 134.762 billion).*

- **Profit before tax:** VND 276.74 billion, reaching 123.12% of the annual plan (VND 224.76 billion). In which:

+ *Profit from self-exploited rubber: VND 12.429 billion, reaching 113.43% of the plan (VND 10.958 billion).*

+ *Profit from purchased rubber: VND 0.686 billion*

+ *Profit from rubber commodities: VND 0.006 billion.*

+ *Profit from other activities: VND 203.68 billion, reaching 163.87% of the plan (VND 124.291 billion).*

+ *Profit from financial activities: VND 60.131 billion, reaching 67.29% of the plan (VND 89.351 billion).*

- **Profit after tax:** VND 270.536 billion, reaching 136.01% of the annual plan (VND 198.90 billion).

- **Budget contribution:** VND 42.388 billion, reaching 70.18% of the plan (VND 60.40 billion).

- **Dividends:** During the year, the Company paid dividends for 2024 at a rate of 20% of charter capital, equivalent to a total payment to shareholders of VND 175.89 billion. At the

2026 Annual General Meeting of Shareholders, the Company is preparing to submit for approval a dividend payout for 2025 of 17% of charter capital, reaching 118.79% of the plan (14.31%), equivalent to VND 149.506 billion.

1.3. Rubber replanting and immature plantation care

a) Replanting: The Company's 2025 replanting plan was 539.38 ha, and as of July 18, 2025, the Company completed the 2025 replanting work with an area of 539.38 ha, reaching 100% of the plan.

*** Regarding immature plantation care:**

Immature plantation area: 2,633.32 ha. The Company continues to promote mechanization in care stages to improve efficiency and reduce costs. Priority is given to timely prevention and treatment of pink disease and circular leaf spot, proper fertilization techniques, and effective plantation protection and fire prevention.

b. Construction and equipment procurement:

*** Regarding construction:** In 2025, the Company invested in essential facilities for production and completed the acceptance and handover for use of the following projects: Fire protection system for latex warehouse No. 2 and the cream latex factory.

*** Regarding equipment procurement:**

Invested in the purchase of 01 forklift for the rubber processing factory; management car (07 seats).

Capital construction investment value in 2025 (including loan interest) reached VND 59.964 billion / VND 64.047 billion, reaching 93.62% of the plan.

1.4. Domestic and foreign investment:

1.4.1. Domestic investment: In 2025, the Company did not carry out any divestment or capital contribution activities.

1.4.2. Foreign investment:

*** Consolidated business results of the 02 projects:**

- Total revenue: VND 1,028.67 billion, reaching 107.92% of the plan of VND 953.17 billion.

- Profit before tax: VND 368.11 billion, reaching 139.35% of the plan of VND 264.15 billion.

*** General assessment of the 02 projects:**

In general, in 2025, besides advantages, the business operations of the 02 rubber planting projects in Cambodia faced difficulties, mainly due to the frequently fluctuating workforce and labor shortages, especially for direct labor. In response to these difficulties, the following solutions were implemented: (i) The Company proactively implemented good welfare policies for employees, ensured employee wages were handled in accordance with regulations, and performed well in social security policies, contributing to motivating employees to work enthusiastically;

1.5. Labor and wages

a. Labor: Total number of employees as of December 31, 2025, is 655 people.

b. Wages

- Total actual wage fund for employees in 2025: VND 90.94 billion.

- Average wage reached VND 7.89 million/person/month, reaching 132.38% of the target set by the Resolution (Plan: VND 5.96 million/person/month).

- Average income: VND 9.41 million/person/month, reaching 120.64% of the target set by the Resolution (Plan: VND 7.8 million/person/month).

*** Other tasks:**

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In 2025, the Company developed a plan and was assessed and certified by GFA for sustainable forest area (VFCS/PEFC) for the entire area of 6,323.89 ha. Additionally, the Company completed documentation, supplemented digital maps, updated the database system for traceability to the plantation level, and provided documents to implement the PEFC due diligence system for the regulation on deforestation-free commodity production (PEFC EUDR DDS), ensuring the traceability of all the Company's latex products.

5. General assessment

In 2025, the Company organized the implementation of the business plan in a context of many difficulties and challenges; however, with the decisive direction of the Group and the Company's Board of Directors, the flexible management of the leadership, and the efforts and solidarity of the collective of employees, the Company exceeded most of the planned targets and achieved positive results in many aspects.

Regarding production efficiency: self-exploited rubber output reached 107.20% of the plan, and average yield reached 106.77% of the plan, showing that plantation management efficiency and the application of technical measures continue to be promoted.

Regarding financial results: Total revenue reached VND 855.16 billion, reaching 134.95% of the plan (VND 633.69 billion); Profit before tax reached VND 276.745 billion, reaching 123.12% of the annual plan (VND 224.76 billion), showing that business operations maintained high efficiency.

Regarding employee income: reached over VND 9.4 million/person/month, reaching 120.64% of the target set by the Resolution (Plan: VND 7.8 million/person/month).

Overall, the Company's business situation in 2025 is assessed as stable, effective, and positively growing, with many important targets exceeding the plan, creating a solid foundation for the implementation of tasks in 2026 and subsequent years.

II. 2026 Business Plan:

1. Business operations

- Exploited rubber area: 2,541.63 ha.
- Total exploited rubber output: 3,550 tons. In which:
- + Company self-exploited rubber output: 3,470 tons.
- + Subcontracted rubber output: 80 tons.
- Average yield: 1.40 tons/ha.
- Raw rubber latex purchasing: 1,000 tons.
- Finished rubber purchasing: 5,000 tons.
- Processed rubber output (Company and purchased latex): 4,500 tons.
- Total consumption output: 9,500 tons.
- Total revenue: VND 824.007 billion. (In which: Revenue from rubber business activities: VND 460.47 billion).
- Profit before tax: VND 379.198 billion.
- Dividend payout ratio: 17.99%/par value.
- Strive for an average wage of over VND 7 million/person/month.
- Strive for an average income of over VND 8.5 million/person/month.

2. Liquidation, replanting, care

- Liquidated rubber area: 416.02 ha.
- Replanted rubber area: 550.25 ha.
- Immature rubber plantation care area: 2,801.74 ha.

3. Capital construction investment and long-term financial investment: Total capital construction investment demand: VND 126.303 billion.

4. Implementation of projects according to local land use planning for the 2021-2030 period:

- The Company actively seeks partners to build and implement high-tech agricultural projects to increase land use efficiency, productivity, product quality, and management efficiency through the application of advanced technologies in agricultural production.

- Continue to work with local authorities to align the land areas managed by the Company with local land use planning, and prepare a land use planning adjustment plan to submit to the Group's leadership and local authorities for approval in accordance with regulations.

5. Implementation solutions:

No.	Solution Group	Content
1	Leadership, governance, and organizational structure	Strictly implement Party Resolutions and State laws and policies; maintain internal solidarity; review and improve regulations and rules; streamline organizational structure for efficiency; strengthen management and control of activities at subsidiaries, joint ventures, and associates.
2	Production organization, plantation and land management	Manage, tend, and exploit plantations according to technical procedures; improve productivity and quality; manage investment rates; intercrop and rotate crops; subcontract exploitation in labor-deficient areas; implement land use purpose conversion to facilitate high-tech application in production.
3	Finance, cost savings, and economic efficiency	Practice thrift and combat waste; control production and management costs; reduce product costs; improve business efficiency.
4	Market and product consumption	Purchase smallholder rubber latex; seek processing clients; maximize factory capacity; strengthen marketing and retain traditional customers; ensure timely consumption and limit inventory.
5	Quality, environment, digital transformation, and sustainable development	Maintain ISO and CoC systems; continue to implement VFCS/PEFC-FM; comply with EUDR; implement green growth and sustainable development solutions; promote digital transformation, technology application, and automation in business operations.
6	Human resources and union activities	Train and foster to improve the qualifications of staff and employees; implement wage and policy regimes well; proactively recruit labor; care for the lives of employees; promote the role of union organizations and emulation movements linked to business operations.

The above is the report on the business performance results in 2025 and the directions and tasks of the Board of Management for 2026 of Tan Bien Rubber Joint Stock Company. Respectfully submitted to the General Meeting of Shareholders for discussion and approval./.

Recipient:

- AGM 2026;
- Members of the BOD, BOS, BOM;
- Filed: Admin.

GENERAL DIRECTOR

(signed and sealed)

Lam Thanh Phu

***Appendix 1: 2025 Business Performance Results at Tan Bien Rubber Joint Stock Company:**

Indicator	Unit	2025 Plan	2025 Actual	% Actual/Plan
* Exploited rubber area	Ha	2,480.83	2,480.83	100.00%
- <i>Company self-exploited rubber area</i>	Ha	1,942.21	1,942.21	100.00%
<i>Subcontracted rubber exploitation area</i>	Ha	538.62	538.62	100.00%
* Immature rubber area	Ha	2,633.32	2,633.32	100.00%
* Liquidated rubber area in the period	Ha	521.03	521.03	100.00%
* Replanted rubber area	Ha	539.38	539.38	100.00%
* Exploited rubber output. In which:	Tons	3,300	3,513.93	106.48%
- <i>Company self-exploited rubber output</i>	<i>Tons</i>	<i>2,584</i>	<i>2,770.04</i>	<i>107.20%</i>
- <i>Subcontracted rubber output</i>	<i>Tons</i>	<i>716</i>	<i>743.89</i>	<i>103.90%</i>
* Average yield	Tons/ha	1.33	1.42	106.77%
* Smallholder rubber purchasing output	Tons	1,000	1,122.54	112.25%
* Finished rubber purchasing output	Tons	5,000	8,265.60	165.31%
* Processing output	Tons	3,584	3,719.14	103.77%
* Rubber sales volume	Tons	8,600	11,944.54	138.89%
* Total revenue. In which:	VND billion	633.69	855.16	134.95%
* Total profit before tax	VND billion	224.76	276.74	123.12%
In which:				
- Profit from self-exploited rubber	VND billion	10.958	12.429	113.43%
- Profit from other activities	VND billion	124.291	203.68	163.87%
- Profit from financial activities	VND billion	89.351	60.131	67.29%
* Minimum dividend payout ratio (% of par value)	%	14.31%	17%	118.79%
* Budget contribution (payable amount)	VND billion	60.40	42.388	70.18%
* Average labor	People	1,151	960	83.40%

Indicator	Unit	2025 Plan	2025 Actual	% Actual/Plan
* Average income	Million VND/person/month	7.8	9.41	120.64%

***Appendix 2: 2026 Plan at Tan Bien Rubber Joint Stock Company:**

Indicator	Unit	Actual 2025	Plan 2026	% Plan 2026/Actual 2025
* Rubber exploitation area	Ha	2,480.83	2,541.63	102.45%
- <i>Company's self-exploited rubber area</i>	Ha	1,942.21	2,328.45	119.89%
<i>Rubber area under exploitation franchise</i>	Ha	538.62	213.18	39.58%
* Rubber area under capital construction	Ha	2,633.32	2,801.74	106.39%
* Rubber area liquidated in the period	Ha	521.03	416.02	79.85%
* Replanted rubber area	Ha	539.38	550.25	102.02%
* Rubber exploitation output. In which:	Tons	3,513.93	3,550	101.03%
- <i>Company's self-exploited rubber output</i>	Tons	2,770.04	3,470	125.27%
- <i>Rubber output from exploitation franchise</i>	Tons	743.89	80	10.75%
* Average yield	Tons/ha	1.42	1.40	98.59%
* Smallholder rubber latex purchase output	Tons	1,122.54	1,000	89.08%
* Finished rubber purchase output	Tons	8,265.60	5,000	60.49%
* Processing output	Tons	3,719.14	4,500	120.99%
* Rubber sales volume	Tons	11,944.54	9,500	79.53%
* Total revenue	VND billion	855.16	824.007	96.35%
* Total profit before tax	VND billion	276.74	379.198	137.02%
* Minimum dividend payout ratio (% of par value)	%	17%	17.99%	105.82%
* Budget contribution (payable amount)	VND billion	42.388	72.292	170.54%
* Average labor	People	960	1,163	121.14%
* Average income	Million VND/person/	9.41	8.5	90.33%

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Indicator	Unit	Actual 2025	Plan 2026	% Plan 2026/ Actual 2025
	month			