

Duc Trung Hamlet, Binh Ba Commune, Chau Duc District, Ba Ria–Vung Tau Province Tel: (02543) 881964

E-mail: vanphong@baruco.com.vn - Website: http://www.baruco.com.vn

DOCUMENTS 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS







June 27, 2025

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

TABLE OF CONTENTS

DOCUMENTS FOR THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

No.	Content			
1	Notice of Invitation to the 2025 Annual General Meeting of Shareholders			
2	Confirmation of Attendance / Proxy Form for the Meeting			
3	Meeting Agenda			
4	Working Regulations of the 2025 Annual General Meeting of Shareholders			
5	Voting Regulations of the 2025 Annual General Meeting of Shareholders			
6	Regulations on Nomination, Candidacy, and Election of Board of Supervisors Members for the Term 2021-2026			
7	Report on Production and Business Results in 2024, Production and			
	Business Plan for 2025			
8	Audited Financial Statements for 2025			
9	Report on the Activities of the Board of Directors in 2024 and Activity			
	Plan for 2025			
10	Report by the Independent Member of the Board of Directors Assessing the			
Activities of the Board of Directors in 2025				
11	Report on the Activities of the Board of Supervisors in 2025			
12	Proposal on Profit Distribution for 2024 and Profit Distribution Plan for 2025			
13	Proposal on Remuneration Payment for the Board of Directors and Board of			
	Supervisors in 2024 and Remuneration Payment Plan for the Board of Directors			
	and Board of Supervisors in 2025			
14	Proposal on the Selection of the Audit Firm for the Financial Statements of 2025.			
15	Proposal on the Addition of Business Lines			
16	Proposal on the Amendment and Supplementation of the Company Charter			
17	Proposal on Board of Supervisors Personnel			
18	Draft Meeting Voting Ballot			
19	Draft Resolution of the Annual General Meeting of Shareholders 2025			
20	Board of Supervisors Member Candidacy Form, Sample CV			

BA RIA RUBBER JOINT STOCK COMPANY



National Road 56, Duc Trung Hamlet, Binh Ba Commune, Chau Duc District, Ba Ria-Vung Tau Province

Tel: (0254) 3881964

E-mail: vanphong@baruco.com.vn - Website: http://www.baruco.com.vn

Business registration number: 3500103432

MEETING INVITATION ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

To: Shareholders of Ba Ria Rubber Joint Stock Company

The Board of Directors of Ba Ria Rubber Joint Stock Company cordially invites shareholders to attend the Annual General Meeting of Shareholders 2025 as follows:

- 1. Time: 08:00 a.m on June 27, 2025.
- **2. Venue:** Binh Ba Hall Ba Ria Rubber Joint Stock Company (National Road 56, Duc Trung Hamlet, Binh Ba Commune, Chau Duc District, Ba Ria-Vung Tau Province).
- **3. Eligibility to attend the Meeting:** All shareholders whose names are on the list as of the record date 17/3/2025.
- **4. Meeting Documents:** All Meeting documents are fully published and regularly updated on the Company's Website at: http://www.baruco.com.vn in the **Investor Relations** section, or shareholders can receive them upon attending the Meeting.
- **5. Registration / Authorization to attend the Meeting:** Shareholders can register / authorize attendance according to the attached form.
- **6.** Shareholders should bring this Notice or the invitation letter along with a valid ID card/Citizen ID card/Passport and the Power of Attorney (if authorized) using the attached form when attending the meeting.

7. Address for sending documents and contact for support:

Ba Ria Rubber Joint Stock Company.

Address: National Road 56, Duc Trung Hamlet, Binh Ba Commune, Chau Duc District, Ba Ria-Vung Tau Province.

Phone: 0254.3881964.

Contact: Mr. Nguyen Huu Nghia - Phone: 0919.969087; email: nghiacd1a@gmail.com

This Notice can be used in case shareholders do not receive the Company's Invitation meeting for the Annual General Meeting of Shareholders 2025.

We are pleased to welcome shareholders to the Annual General Meeting of Shareholders 2025.

Sincerely!

Ba Ria-Vung Tau, date ... month ... year 2025

ON BEHALF OF THE BOARD OF DIRECTOR CHAIRMAN

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Ba Ria – Vung Tau, June 29, 2025

AGENDA ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 (Expected)

(Expected)				
Time	Content			
7:00	Procedure for verifying the list of shareholders attending the Meeting			
8:00	1. Meeting Protocol (Flag salute, National Anthem)			
8:10	2. Statement of reason – Introduction of delegates and attendees of the Meeting			
8:20	3. Report on the results of shareholder registration for the General Meeting of			
8:25	Shareholders.4. Introduction of the Chairperson, Meeting Secretary and election of the Vote Counting			
8:30	Committee. 5. Approval of the agenda, Working Regulations, and Voting Regulations of the Meeting (vote)			
8:35	6. Opening of the Meeting			
8:40	7. Report on 2024 Business Performance results, 2025 Business Performance plan			
8:50	8. 2024 Audited Financial Statements			
9:00	9. Report on the Board of Directors' activities in 2024, plan for activities in 2025			
9:10	10. Report of the Independent Member of the Board of Directors in 2024			
9:20	11. Report of the Board of Supervisors in 2024			
9:25	12. Approval of the Proposals:			
	- Proposal on profit distribution for 2024 and plan for 2025			
	- Proposal on payment of salaries, remuneration for the Board of Directors – Board of			
	Supervisors in 2024 and plan for payment of salaries, remuneration for the Board of Directors – Board of Supervisors in 2025			
	- Proposal on the selection of the audit firm for 2025.			
	- Proposal on supplementing business lines.			
	- Proposal on amending and supplementing the Company Charter.			
	- Proposal on approving the dismissal of the Head of the Board of Supervisors, members			
	of the Board of Supervisors, and personnel for electing additional members of the Board			
	of Supervisors for the term 2021 - 2026			
9:50	13. Discussion			
10:05	14. Approval of the Voting and Election Regulations.			
10:20	15. Voting on the content of the Reports, Proposals for the Meeting's opinion and electing			
	members of the Board of Supervisors.			
10:40	16. Speech by Senior Leadership			
11:00	17. Receiving feedback			
11:05	18. Announcement of voting results, election of Board of Supervisors members			
11:15	19. Approval of the Minutes – Resolution of the Meeting (vote)			
11:30	20. Closing of the Meeting.			

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

CONFIRMATION OF ATTENDANCE / AUTHORIZATION FORM 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

	To: Organizing Committee of the 2025 Annual General Meeting of	Shareholders			
	Ba Ria Rubber Joint Stock Company (BRR)				
	Shareholder's full name (or legal entity shareholder's name):				
	Representative's full name (legal entity shareholder)				
	Position in the organization:				
	Citizen Identity Card/Passport/Business Registration Certificate No. issued on:				
	Permanent address:				
	Total number of shares owned:				
Shar	I confirm my attendance / authorization to attend the 2025 Annual General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company, to be held on 27/6/2025, as follows:				
	1. Direct attendance: (Please mark x in the box)				
	2. Authorize the following Mr./Ms.:				
	Full name:				
	Citizen Identity Card No.:issued on:atat.				
	3. Or authorize one of the following members:				
	(please mark (x) before the name of the member authorized by the esteemed shareholder)				
	Mr. Pham Hai Duong - Chairman of the Board of Dire	ectors			
	Mr. Tran Khac Chung – General Director				

- The authorized party shall represent the authorizing party to attend and vote at the 2025 Annual General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company, acting as the representative for all shares I/we currently own. This authorization form shall expire immediately after the Meeting concludes.
- I/we take full responsibility for this authorization and undertake to comply with the provisions of the Charter of BaRia Rubber Joint Stock Company and applicable laws./.

	D
	Datemonthyear 2025
Authorized Person	Confirmation of Attendance/Authorization
(signature and full name)	(signature and full name)

Note: For organizational convenience, esteemed shareholders are kindly requested to confirm or authorize attendance **before 26/6/2025**, to Mr. Nguyen Huu Nghia – Company Governance Officer, Mobile: 0919.969087 (Zalo available), email: nghiacd1a@gmail.com.

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Ba Ria - Vung Tau, June 27, 2025

WORKING REGULATIONS OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Article 1: General Provisions

- 1. These Working Regulations apply to the organization of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the Meeting) of BaRia Rubber Joint Stock Company.
- 2. These Regulations specifically stipulate the rights and obligations of the parties participating in the Meeting, and the conditions and procedures for conducting the Meeting.
- **3.** Shareholders and participating parties are responsible for complying with the provisions of these Regulations.

Article 2. Legal Basis

Law on Enterprises 2020 and guiding documents for implementation;

Law on Securities 2019 and guiding documents for implementation;

Charter on organization and operation of Ba Ria Rubber Joint Stock Company approved by the General Meeting of Shareholders.

Article 3. Presiding Committee

- 1. The Presiding Committee shall consist of a maximum of 03 members, with the Chairman of the Board of Directors of the Company serving as the Chairperson and 1 to 2 other members appointed by the Chairman of the Board of Directors. The Chairman of the Board of Directors, on behalf of the Chairperson, shall sign the Meeting Minutes and other documents and materials serving the Meeting.
- 2. The Chairperson shall work based on the principle of democratic centralism and decide by majority. The Meeting shall be conducted in a valid and orderly manner and reflect the wishes of the majority of attending shareholders and shareholder representatives.
- 4. The Chairperson has the right to postpone a General Meeting of Shareholders for which a sufficient number of attendees have registered according to regulations to

another time or change the meeting location in the following cases:

- a) Venue does not have enough convenient seating for all attendees;
- b) The communication facilities at the meeting location do not ensure that attending shareholders can participate, discuss, and vote;
- c) An attendee obstructs or disrupts order, posing a risk that the meeting cannot be conducted fairly and legally.

The maximum postponement period shall not exceed three (03) days from the date the meeting commences.

- 5. The Chairperson has the following duties:
- a) Direct activities according to the Agenda approved by the General Meeting of Shareholders.
- b) Appoint the Meeting Secretary, the Vote Counting Committee for the Meeting to elect.
 - c) Guide shareholders and the Meeting in discussions.
 - d) Present drafts and conclude necessary matters for the Meeting to vote on.
 - e) Answer questions requested by the Meeting.
- f) The Chairperson, on behalf of the General Meeting of Shareholders, shall sign the Meeting Minutes and Resolution.

Article 4. Rights and Obligations of the Meeting Secretary

- 1. The Presidium shall nominate 01 to 02 members as the Meeting Secretary. The Meeting Secretary shall be responsible to the Chairperson and the Meeting for their duties.
 - 2. Duties of the Secretary:
 - a) Record fully and truthfully the contents of the Meeting.
- b) Assist the Chairperson in announcing draft documents, conclusions, Resolutions of the Meeting, and notifications from the Chairperson sent to shareholders upon request.
 - c) Receive registration forms for shareholders wishing to speak.

Article 5. Rights and Obligations of the Vote Counting Committee

- 1. The Vote Counting Committee shall be nominated by the Chairperson with a maximum of 05 members and elected by the Meeting.
 - 2. The Vote Counting Committee has the following duties:

- a) Inspect and supervise the voting by shareholders and shareholder representatives.
 - b) Organize vote counting.
- c) Prepare the Vote Counting Minutes and announce them before the Meeting, including the Voting Results Report for each item and notify the results to the Chairperson and the Secretariat.
- d) Review and report to the Meeting on cases of complaints regarding vote counting results.
 - e) Hand over the Minutes and all voting ballots to the Chairperson.

Article 6. Rights and Obligations of the Shareholder Registration Desk

The Shareholder Registration Desk shall be appointed by the Meeting Organizing Committee, with a maximum of 03 members, to perform the following functions and duties:

- Check the validity and legality of the shareholder's Confirmation/ authorization letter.
- Report to the Meeting on the shareholder registration results: number of attendees, number of shares owned / represented, percentage compared to the total number of outstanding shares.

Article 7. Rights and Obligations of Shareholders Attending the Meeting

- 1. Conditions for attendance: Shareholders who are legal entities, individuals, or representatives of shareholders, a group of shareholders owning voting shares of the Company on the shareholder list closing date (record date 17/3/2025) are entitled to attend the Meeting.
 - 2. Rights and Obligations of Eligible Shareholders Attending the Meeting
- a) Each shareholder or shareholder representative attending the Meeting must bring personal identification documents (Citizen ID card, Passport, etc.) and the Meeting Invitation to verify the shareholder's eligibility and receive a voting card indicating the total number of shares equal to the number of voting shares of the shareholder (including the number of shares owned and/or the number of shares authorized).
- b) During the Meeting, if a shareholder leaves the hall, they must inform the Organizing Committee.
- c) An authorized person attending the Meeting is not allowed to re-authorize another person to attend the Meeting.

- d) During the Meeting, shareholders must comply with the instructions of the Chairperson, behave in a civilized and polite manner, and not cause disruption.
- e) Shareholders must maintain confidentiality, adhere to speaking discipline, properly use and preserve documents, and not copy, record, or provide them to persons outside the Meeting without the permission of the Chairperson.
- f) Shareholders and authorized representatives attending the Meeting must strictly comply with the Meeting's Working Regulations.
- g) Shareholders arriving late to the Meeting have the right to register immediately, then have the right to participate and vote immediately at the Meeting, but the Chairperson is not responsible for pausing the Meeting to wait for these shareholders to register, and the validity of the voting rounds already conducted will not be affected.

Article 8. Conduct of the Meeting

The General Meeting of Shareholders shall be convened when the number of attending shareholders represents at least **50%** of the total voting shares according to the shareholder list on the record date 17/3/2025 (pursuant to Clause 1 - Article 145 of the Law on Enterprises and Clause 1 - Article 19 of the Company Charter).

Article 9. Case where the General Meeting is unsuccessful

If the first meeting does not meet the conditions for convening as stipulated in Article 8 of this Regulation, the second meeting must be convened within a period not exceeding 30 days from the date the first meeting was scheduled (pursuant to Clause 2 - Article 145 - Law on Enterprises and Clause 2 - Article 19 - Company Charter)

The second General Meeting shall be convened when there are shareholders or shareholder representatives attending representing at least 33% of the total voting shares.

If the second meeting does not meet the conditions for convening as stipulated in this Article, the third meeting shall be convened within 20 days from the date the second meeting was scheduled. In this case, the General Meeting shall be convened regardless of the number of attending shareholders.

Article 10. Expressing Opinions at the General Meeting

Shareholders shall register the content of their speech with the Chairperson of the General Meeting. When speaking or needing to debate, raise your hand, and only speak when agreed upon by the Chairperson of the General Meeting; the content of the speech should be concise and avoid repetition.

Article 11. Minutes, Resolution of the General Meeting

All contents at the General Meeting must be recorded in the Minutes by the Secretary of the General Meeting. The Minutes and Resolution of the General Meeting must be read and approved before the closing of the General Meeting.

Article 12: Effective Provisions

This is the working regulation of the 2025 Annual General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company. This Regulation consists of 12 articles and shall take effect immediately after being approved by the General Meeting.

Submitted to the General Meeting for consideration to ensure the successful organization of the General Meeting of Shareholders and compliance with the provisions of law and the Company's Charter./.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Ba Ria - Vung Tau, June 27, 2025

VOTING REGULATIONS AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF BA RIA RUBBER JOINT STOCK COMPANY

Pursuant to the Law on Enterprises 2020 and its implementing documents;

Pursuant to the Law on Securities 2019 and its implementing documents;

Pursuant to the Charter on Organization and Operation of Ba Ria Rubber Joint Stock Company approved by the General Meeting of Shareholders.

The Meeting Organizing Committee disseminates the Voting Regulations at the 2025 Annual General Meeting of Shareholders as follows:

1. Purpose, Scope of Application

- Purpose: These Regulations are established to specifically stipulate the principles and methods of voting in accordance with the provisions of law, the Charter, and the internal regulations on corporate governance.
- Scope of Application: These Regulations apply to voting at the 2025 Annual General Meeting of Shareholders with the record date for exercising rights being 17/3/2025.

2. Interpretation of Terms / Abbreviations

- Voting: Is the act of shareholders exercising their right to express opinions on specific contents and issues to determine whether such contents and issues are eligible for approval by the Meeting.
 - The Meeting: The 2025 Annual General Meeting of Shareholders.
 - The Company: Ba Ria Rubber Joint Stock Company.
 - GMS: General Meeting of Shareholders.
- Shareholders attending the Meeting: are those included in the list as of the record date 17/3/2025 for exercising the right to attend the 2025 Annual General Meeting of Shareholders, who attend in person or authorize another person to attend on their behalf (with a valid power of attorney).

3. Principles and Subjects of Voting

- a) Voting Principles:
- Ensure compliance with the provisions of Law and the Company's Charter.
- Ensure the principles of openness, democracy, and the legitimate rights of all shareholders.
 - Ensure the centralized and stable organizational nature of the Meeting.
 - b) Subjects entitled to vote:
- Are shareholders holding common shares with voting rights or authorized representatives attending the meeting with voting rights (according to the list of shareholders as of the record date for exercising the right to attend and vote at the 2025 Annual GMS provided by the Vietnam Securities Depository and Clearing Corporation with the record date for exercising rights being 17/3/2025) who are present at the Meeting and have validly registered their attendance according to the regulations announced by the Company.
 - Yellow ballot papers are distributed to shareholders at the registration desk.

4. Voting Method

- Shareholders are entitled to participate in voting immediately after registration. In case a shareholder arrives late, the validity of the already voted contents will not be affected.
- The subjects entitled to participate in voting are all shareholders (or their validly authorized representatives) of Ba Ria Rubber Joint Stock Company.
- Shareholders may submit their Ballots directly to the Meeting Organizing Committee or send them by post, fax, or email to the Company before the end of the Meeting. The Ballot can be downloaded from the Company's website.

5. Voting Principles

- Voting rights shall be exercised based on shareholder capital. Shareholders shall vote according to the number of shares they hold and/or are authorized to represent.
 - Voting on issues at the Meeting shall be conducted by open, direct voting.
- Ballots shall be issued by the Organizing Committee. The content of the ballot shall include: issues to be voted on, the name of the shareholder or authorized person, and the total number of voting shares. The ballot shall include the contents to be approved at the Meeting according to the approved agenda.
- Upon receiving the ballot, the shareholder/shareholder representative must check the information on the received ballot and immediately report any errors at the

time of receipt. A ballot shall be considered valid when it contains all required information fully and accurately.

- When casting a vote, the shareholder/shareholder representative has the right to decide "Approve" or "Disapprove" or "abstain" by marking (\boxtimes) or (\boxtimes) in the box corresponding to their choice for each issue to be voted on the ballot.

6. Regulations on Ballots

- a) Valid Ballots: A valid ballot is one that meets all the following criteria:
- Issued by the Meeting Organizing Committee and affixed with the Company's seal.
- The ballot concerns contents in the Meeting agenda that have been approved by the Meeting.
 - Not torn, crossed out, erased, or amended.
- b. Invalid Ballots: An invalid ballot is one that violates any of the following conditions:
 - Not issued by the organizing committee, not affixed with the Company's seal.
- Is torn, crossed out, erased, amended, or has contents added that are not part of the agenda approved by the General Meeting of Shareholders before voting proceeds.
- The ballot has marking symbols other than (\boxtimes) or (\boxtimes) added in the voting boxes; other information or symbols are added.
 - The ballot does not have any box marked for a choice.
- The ballot has more than 1 box marked for a choice for a single issue to be voted on.
- Submitted to the Vote Counting Committee after voting has ended and the ballot box has been sealed.
 - Invalid ballots shall not be counted in the voting results of the Meeting.

7. Approved Voting Contents

Issues voted on at the Meeting shall be approved when the approval rate reaches over **50%** of the total voting shares of all attending shareholders, except for cases stipulated in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises, which require a rate of at least **65%** (share class and total number of shares of each class, change in business lines, organizational structure, investment projects valued at 35% of total asset value or more, reorganization, dissolution of the company).

8. Vote Counting Committee, Principles of Casting Votes and Counting Votes

- a) Vote Counting Committee: Vote counting shall be carried out through the Vote Counting Committee. The Meeting Organizing Committee shall prepare and propose to the General Meeting of Shareholders a Vote Counting Committee to be responsible for:
- Checking the registration results of shareholders attending the General Meeting of Shareholders.
- Introducing and distributing ballots, guiding, and answering questions during the voting process.
 - Proceed with vote counting.
 - Announce the voting results before the Meeting.

This Vote Counting Committee will be approved by the shareholders attending the Meeting at the Meeting through open voting.

b) Method of casting votes and voting:

When voting on matters requested by the Meeting Chairman, shareholders holding their shareholder card (pink - distributed beforehand) shall raise it high for the Vote Counting Committee to perform its duty.

After the representative / shareholder marks their choice on the yellow Voting Ballot, signs, and clearly writes their name, the Vote Counting Committee will proceed to collect the Voting Ballots from the attending shareholders. The Vote Counting Committee will check to ensure sufficient information (signature, full name) and the validity of the ballot, request the shareholder to make adjustments if necessary for validity, and then collect it.

c) Regulations on vote counting:

The Vote Counting Committee shall conduct vote counting according to the following regulations:

- The Vote Counting Committee shall work in 01 separate working room/area.
- The Vote Counting Committee may use electronic technical means and technical specialists to assist in vote counting.
 - Check the validity of the voting ballots.
 - Check each voting ballot in turn and record the vote counting results.
 - Seal all voting ballots and hand them over to the Chairman.

9. Preparation and announcement of the vote counting minutes:

After completing the vote counting, the Vote Counting Committee is responsible for compiling the voting results and preparing the Vote Counting Minutes. The Vote Counting Minutes shall be signed by the members of the Vote Counting Committee to confirm the accuracy, transparency, and adherence to the principles and procedures of vote counting.

The content of the Vote Counting Minutes must clearly state the following: Composition of the Vote Counting Committee; time and location of vote counting; total number of shareholders participating in voting; total number of voting shares present at the Meeting; total number of ballots issued; total number of ballots collected; total number of invalid ballots; total number of valid ballots; total number of votes for, against, or abstaining and the corresponding voting percentage for each voting item; signatures of the members of the Vote Counting Committee.

The content of the Vote Counting Minutes must be announced before the Meeting. The Head or a representative of the Vote Counting Committee may announce the voting results on behalf of the Chairman.

10. Complaints:

Any complaints regarding the voting results shall be considered immediately at the Meeting. In case of disagreement on the voting procedure or results, the Vote Counting Committee shall re-examine and seek the Meeting's decision.

11. Effective Date:

These voting regulations shall take effect immediately upon approval by the Company's 2025 Annual General Meeting of Shareholders./.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

REGULATION

Regarding the nomination - candidacy - election of additional members of the Board of Supervisors for the term 2021-2026 of Ba Ria Rubber Joint Stock Company at the 2025 Annual General Meeting of Shareholders

The election of additional members of the Board of Supervisors (BOS) for the term 2021 – 2026 at the 2025 Annual General Meeting of Shareholders is regulated as follows:

I. Responsibilities of the Meeting Chairperson:

- The Meeting Chairperson is responsible for presiding over the election.
- Introduce the list of nominated and candidate members of the BOS
- Supervise voting and vote counting.
- Resolve election complaints (if any).

II. Regulations on nomination and candidacy for members of the Board of Directors and Board of Supervisors:

- Number of additional BOS members to be elected: 01 person.
- Term: 2021 2026
- Number of candidates: Unlimited according to the provisions of the Company Charter

1. Right to nominate, right to be a candidate:

Candidacy and nomination of BOS members shall be carried out in accordance with Article 25 – Company Charter

Shareholders holding common shares have the right to aggregate their voting rights from 5% or more to nominate BOS candidates.

2. Standards for BOS member candidates:

Candidates for the company's BOS must meet all standards and conditions according to Article 169 - Law on Enterprises 2020:

- a) Not subject to the provisions of Clause 2, Article 17 of this Law;
- b) Be trained in one of the specialized fields of economics, finance, accounting, auditing, law, business administration, or a specialized field suitable for the enterprise's business activities:
- c) Not be a family member of a member of the Board of Directors, Director or General Director, and other managers;
 - d) Not be a company manager; not necessarily a shareholder or employee of the

company, unless otherwise stipulated in the company's Charter;

d) Other standards and conditions as stipulated by relevant laws and the company's Charter.

In addition to the above standards, the Company's Supervisor must not be a family member of the company's enterprise manager and Vietnam Rubber Group (the Group); a representative of the enterprise's capital contribution, a representative of state capital contribution at the Group and at the company.

III. Voting method:

- Election ballots for BOS members will be distributed by the Meeting Organizing Committee to shareholders attending the Meeting.
- Shareholders shall not cross out names but shall clearly write their number of votes in the corresponding column on the Election ballot.

Valid Election ballot:

- Is a Election ballot issued by the Meeting Organizing Committee, with the shareholder code, number of shares owned (and also indicating the total number of votes for the candidates).
- The total number of votes for trusted candidates is equal to or less than the total number of votes of the shareholder with voting rights.

The following Election ballots shall be considered invalid:

- Election ballots not in the pre-printed form issued by the Organizing Committee or that have been erased, amended, or have other content added beyond the regulations for Election ballots.
- The total votes for the trusted candidate must be greater than the total votes of shareholders with voting rights.

- Vote counting:

- + Conducted under the supervision of a shareholder representative or a member of the Board of Supervisors.
- + The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and together with the Meeting Chairman, resolving shareholders' questions and complaints (if any).

IV. Election Principles:

Members elected to the BOD are determined by the number of votes received by the candidates with the highest number of votes, until the required number is met, and must achieve over 50% of the votes cast / total votes participating in the election.

V. Documents for nomination and candidacy for Board of Supervisors members:

Documents for nomination and candidacy for Board of Supervisors members include:

- Application for Board of Supervisors membership
- Curriculum Vitae certified by the competent authority.
- Nomination form (if an organization or group of shareholders nominates a candidate)
- Confirmation letter from the Securities Company stating that the shareholder/group of shareholders holds at least 5% of the company's shares (if an organization or group of shareholders nominates a candidate).
 - Notarized and certified copies of the following documents:
 - + ID Card/Citizen Identity Card (or passport if an Overseas Vietnamese or foreigner).
 - + Certificates of cultural and professional qualifications.
 - Nomination and candidacy documents should be sent to the address:

BA RIA RUBBER JOINT STOCK COMPANY

(National Highway 56, Duc Trung Hamlet, Binh Ba Commune, Chau Duc District, Ba Ria-Vung Tau Province)

Tel: (0254) 3881964

E-mail: vanphong@baruco.com.vn

Contact person: Nguyen Huu Nghia (0919.969.087), email: nghiacd1a@gmail.com.

- Deadline for submitting nomination and candidacy documents: at least 03 (three) days before the General Meeting.

Ba Ria-Vung Tau, date month year 2025

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Vo.: /BC-CSHB	Ba Ria - Vung Tau,	2025
---------------	--------------------	------

Draft

REPORT

2024 Production and Business Results and 2025 Production and Business Plan

To: The 2025 Annual General Meeting of Shareholders

Part I

REPORT ON 2024 PRODUCTION AND BUSINESS ACTIVITIES

I. CHARACTERISTICS OF THE SITUATION

In 2024, Ba Ria Rubber Joint Stock Company carried out its production and business tasks amidst numerous challenges posed by the complex global economic and political situation. Escalating geopolitical tensions, military conflicts in some countries, along with global macroeconomic instability, significantly impacted supply chains and the prices of essential raw materials for production.

Domestically, the economy was also heavily affected by competition among major economies, along with internal impacts such as severe natural disasters, storms, and floods in some areas, directly affecting the agricultural sector, including the rubber industry.

In addition to macroeconomic factors, Ba Ria Rubber Joint Stock Company also faced many internal difficulties:

- Unfavorable weather conditions: Prolonged drought, late arrival of the rainy season, and the widespread occurrence of powdery mildew leaf fall disease on over 90% of the tapping area, reducing productivity and extending the recovery time for the plantation.
- Labor shortage: Competition for labor with neighboring industrial parks led to difficulties in recruiting workers and an unstable workforce, directly affecting rubber latex tapping activities.
- Deteriorating agricultural infrastructure: Due to many years of not investing in fertilizers according to technical procedures, inconsistent implementation of disease prevention measures for rubber trees, along with insufficient provision of materials at the beginning of the season, significantly affected production efficiency.

- Land management inadequacies: Policy mechanism issues led to a lack of high consensus in resolving land-related matters between the company and local authorities, resulting in many prolonged land issues that have not been thoroughly resolved over many years.
- Cost pressure and consumption market: The selling price of rubber latex tended to increase towards the end of the year; however, due to tapping output not meeting the plan and low inventory levels, the average selling price remained low compared to other companies in the same industry, affecting business efficiency.

Despite facing many difficulties and challenges in 2024, the collective of staff and employees promoted the spirit of solidarity and responsibility, overcoming difficulties together and maintaining stable production. As a result, owner's equity was preserved and developed, the Company fulfilled all financial obligations to the State, maximized benefits for shareholders, and maintained jobs and income for employees.

II. 2024 PRODUCTION AND BUSINESS RESULTS

1. Regarding production activities:

a) Area

- Total agricultural land area : 8,050.12 ha
- Area of basic construction plantation : 1,631.13 ha
- Area of new replanting : 214.53 ha
- Area of exploited plantation : 6,093.53 ha
- Area converted to other crops : 110.93 ha

b) Exploited Output - Yield

During the year, the Company exploited 7,201.828 tons / 9,250 tons, achieving 77.86% of the annual plan. The average yield only reached 1.18 tons/ha.

c) Replanting

The Company replanted 214.5 ha / 315 ha, achieving 68.1% of the plan, with the remaining 100 ha transferred to the 2025 replanting plan. The Company organized replanting at the right season, planting 100% using seedlings with leaves; by the end of the year, the plantation had taken shape relatively uniformly.

d) Purchasing

The Company organized the purchase of 727.77 tons / 1,200 tons, achieving 60.65% of the plan.

In the purchasing work, the Company regularly checked the quality of delivered latex, ensured fairness between the seller and the buyer, and guaranteed quality for processed products.

e) Processing

In 2024, the factory processed 8,772.62 tons of various types of latex / 14,050 tons, achieving 62.44% of the plan, of which processed latex from the Company's own exploitation was 7,084.93 tons, purchased latex was 727.77 tons, and contract processing was 959.92 tons.

The Company fully implemented the criteria of the Chain of Custody (CoC), implemented the ISO 9001:2015 quality management system to maintain the quality of processed products, ensuring the Company's brand reputation in the market. Wastewater - exhaust gas treatment and environmental work at the processing factory were given attention and implemented, ensuring compliance with State standards.

f) Regarding Sustainable Enterprise Development:

The Company was granted certification by the international FSC organization for rubber forests meeting sustainable forest management standards, and wood and latex products achieved Chain of Custody certification with clear origin, with the total certified area being 4,493 ha. This is the basis for the Company's rubber products to be more widely known by international customers, have a brand, and higher added value. Particularly, through the implementation of sustainable forest certification, the Company has completed its management system, and coordination with local authorities in forest management and community consultation work has been regularly maintained. Environmental work has been ensured, raising employees' awareness in production and environmental protection.

2. Regarding revenue, profit, and budget contribution

- Total revenue : VND 496,931 billion, achieving 92.71% of the plan

- Profit before tax : VND 145,397 billion, achieving 94.54% of the plan

- Profit after tax : VND 127,533 billion, achieving 93.65% of the plan

- Budget contribution : VND 73,45 billion, achieving 86.62% of the plan

- 2024 Dividend payout : 7% / plan was 5%.

3. Business activities

- Beginning inventory volume : 1,935.774 tons;

- Sales volume during the year : 8,302.639 tons / 10,450 tons,

achieving 79.45% of the plan;

- Average selling price : 46.93 Million VND/ton /36.2 Million VND/ton,

achieving 129.64% of the plan;

- Ending inventory volume : 1,562.735 tons / 2,037.44 tons,

achieving 76.7% of the plan.

In the year, the consumption volume did not meet the plan. However, the increase in selling prices led to revenue and profit from rubber exceeding the plan. In 2024, revenue and profit from compensation activities due to land reclamation and liquidation of orchards on the land handed over for the high-tech agricultural project in Xuân Son commune, Châu Đức district, have not yet been realized (the planned revenue was VND 50.5 billion), resulting in total actual revenue for 2024 reaching only 92.71% of the plan.

4. Labor Situation, Organizational Structure, Wages, Income, and Policies

a) Regarding Labor

In 2024, the average total workforce of Ba Ria Rubber Joint Stock Company reached **1,019 people**. Of which, the labor productivity of tapping workers reached **8.62 tons/worker**, and processing workers reached **112.83 tons/worker**.

For labor in the basic construction sector, the Company implemented a contract mechanism for plantation care, helping to optimize costs and save human resources.

To overcome the labor shortage in latex tapping activities, the Company proactively recruited personnel from other provinces, promptly supplementing the workforce, ensuring production progress.

b) Wages, Income

Average wage in 2024 reached **7,980,000 VND/person/month**, an increase of **2.1%** compared to 2023, while average income reached **9,079,000 VND/person/month**, an increase of **1.8%** compared to the same period last year.

To improve the material and spiritual life of employees, the Company implemented welfare benefits such as holiday bonuses, organizing visits, tourism, etc.

c) Organizational Structure, Personnel, Training

The Company continued to carry out the appointment, reappointment, and rotation of cadres to meet management requirements at the grassroots level and throughout the Company, while ensuring human resources are aligned with development orientation. During the year, the Company made the following important personnel decisions:

- Cadre rotation: Transferred 05 management cadres, including heads of departments, to enhance operational efficiency and optimize human resources.

- Cadre reappointment: Carried out 04 cases, including the positions of Deputy Director, Head of Technical Department, and Director of Processing Enterprise.
 - Senior Leadership Restructuring:
- + Extraordinary General Meeting of Shareholders elected a new Chairman of the Company's Board of Directors.
- + Appointed the Company's General Director to strengthen leadership capacity and ensure sustainable development strategy.

Human resource management continued to be implemented synchronously, aiming to consolidate the organizational structure, improve operational efficiency, and well meet production and business requirements in the coming period.

Training was emphasized to enhance professional qualifications, management skills, and labor safety for cadres and employees.

Overall, in 2024, the Company completed the restructuring of its organizational structure, consolidated personnel, and promoted training to enhance management capacity, ensure sustainable development, and meet production requirements in the next phase.

d) Regarding Policy Implementation

The Company always cares about the rights of employees, ensuring full implementation of social welfare benefits.

Occupational safety and health work was implemented synchronously, ensuring safe and healthy working conditions.

In 2024, the Company also implemented social welfare programs to support the community and employees. Total cost exceeded VND 440 million.

Overall, the Company effectively implemented labor, wage, and welfare policies, ensuring the rights of employees and maintaining stability in production organization.

5. Domestic and Foreign External Investment Activities

In 2024, the Company did not contribute additional capital to domestic and foreign investment projects; Total cumulative investment capital in associated companies by the end of 2024 was VND 667,387 million. Of which:

Company Name	Contributed Capital Amount (Million VND)
Ba Ria – Kampong Thom Rubber Joint Stock Company (Cambodia)	342,886
Viet Lao Rubber Joint Stock Company	102,998
Lai Chau Rubber Joint Stock Company	111,014
Yen Bai Rubber Joint Stock Company	35,958
Lai Chau II Rubber Joint Stock Company	59,198
Long Khanh Industrial Zone Joint Stock Company	15,333
Total	667,387

Currently, there are 3 joint venture and associated companies with effective production and business investment for many consecutive years, with cumulative dividends distributed since contributing capital up to December 31, 2024 totaling: VND 309.993 billion (Ba Ria – Kampong Thom Rubber Joint Stock Company VND 178.113 billion; Long Khanh Industrial Zone Joint Stock Company VND 52.288 billion; Viet Lao Rubber Joint Stock Company VND 79.592 billion).

Other invested companies such as Lai Chau Rubber Joint Stock Company, Lai Chau II Rubber Joint Stock Company, Yen Bai Rubber Joint Stock Company, as of December 31, 2024, have reduced the level of financial provision from VND 4,149.835 million to VND 1,078.655 million and reversed to increase financial revenue by VND 3,071.180 million.

6. Capital Construction Work

Total Investment Capital: VND 36.575 billion, reaching 75.89 % of the plan Of which:

+ Agricultural Construction/Installation : VND 10.983 billion

+ Equipment, Projects/Feasibility Study Reports: VND 1.860 billion

+ Other Capital Construction : VND 14.411 billion

+ Wastewater system upgrade (from 2023) : VND 9.321 billion

Over the past year, the Company has focused on prioritizing investment in essential items, limiting the deployment of non-urgent capital construction projects. Capital sources were mainly allocated to replanting, tending to basic construction

plantations, and items directly serving production activities, including repairing latex transportation road systems, maintaining and servicing processing plants, to ensure exploitation efficiency and maintain production chain stability.

7. Some Other Activities

- The Company advised relevant authorities to commend collectives and individuals with excellent achievements in production labor in 2024 and organized the launch of an emulation movement in the final months of the year, awarding 2,343 individuals and 06 collectives with a total amount of VND 1,746,860,000; awarding 01 collective and 111 individuals for completing the annual production plan with an amount of VND 369,000,000.
- During the year, the Company coordinated with local police agencies, continued to implement the plan to protect rubber latex products and maintain political security, social order and safety in the area, ensuring good protection during holidays and Tet, and simultaneously implemented many internal measures to stabilize the situation and combat negativity.
- The Company coordinated with specialized units to research, evaluate, and select optimal technology solutions, prioritizing the deployment of enterprise management software to enhance operational capacity and the GIS digital map system, serving land management and production. The implementation of digital technology applications is expected to be carried out synchronously from early 2025, contributing to the modernization of management activities, increasing transparency, and optimizing operational efficiency.

Part II

SOME KEY TARGETS AND SOLUTIONS FOR 2025

I. SOME KEY TARGETS FOR 2025

1. Volume Targets

1.1. Harvesting Output : 8,800 tons

1.2. Processing : 11,800 tons

1.3. Sales (including purchasing) : 9,800 tons

2. Value Targets

2.1. Total Revenue : VND 593.665 Billion

2.2. Total expenses : VND 412,673 Billion

2.3. Profit before tax : VND 180,992 Billion

2.4. Profit after tax : VND 162,004 Billion

2.5. Expected dividend payout : VND 89,594 Billion

3. Investment Targets

3.1. Total investment capital requirement : VND 52,407 Billion

3.2. Capital Source : VND 52,407 Billion

II. SOME ORIENTATIONS AND SOLUTIONS FOR 2025

In the context of complex developments in the global and domestic economic and political situation, achieving the Company's business production targets requires the utmost effort and determination.

Based on market forecasts, Ba Ria Rubber Joint Stock Company identifies the following key tasks and main solutions:

1. Improve Governance Effectiveness and Operational Capacity

- Enhance the leadership role of the head, strengthen individual responsibility in management and operations.
- Implement the 2025 business production and development investment plan according to the targets of the General Meeting of Shareholders Resolution.
- Continue to implement a suitable production model transformation, ensuring efficiency and enhancing the Company's position in the market.

2. Sustainable Development, Optimizing Land Fund and Production Resources

- Focus on investing in industrial park and industrial cluster infrastructure on rubber land to optimize land use value, attract investment, and improve business production efficiency.
- Strictly manage land use, correctly implement regulations for projects converting from rubber trees to other crops or high-tech agricultural production models.
- Promote the application of modern technology and mechanization in production, reduce costs, and increase labor productivity.
- Actively implement solutions for developing clean energy and renewable energy, contributing to the implementation of the green growth strategy.

- Continue to implement Programme for the Edorsement of Forest Certification (PEFC), ensuring products meet export standards to the European Union (EUDR) and international markets.
- Promote environmental protection efforts, manage resources sustainably, and strictly implement regulations on wastewater and exhaust gas treatment in production.

3. Streamline Organizational Structure, Improve Human Resource Quality

- Streamline the organizational structure to ensure effective and efficient operations.
- Strongly innovate the recruitment, training, rotation, and appointment of personnel, linked with substantive competency assessment to improve the quality of the management team.
- Build a reasonable compensation mechanism to attract and retain competent personnel, especially in the fields of high technology, sustainable agriculture, and industrial park infrastructure.

4. Strict Cost Management, Optimizing Production Cost

- Control production cost, limit the impact from fluctuations in fertilizer prices and input materials.
- Continue to implement the investment cost reduction policy, prioritizing only truly essential items, postponing or stopping investments that are not truly necessary.
- Implement a flexible and effective business product consumption plan, ensuring revenue and profit targets.

5. Agricultural Management

- The Company continues to strictly manage plantation areas, implement replanting according to plan, and simultaneously define and accurately assess the quality and yield of plantations to implement appropriate care solutions.
- Applying high technology and mechanization in production to increase cultivation efficiency and reduce costs. Promoting disease management and rational fertilizer use to optimize plantation yield.
- Implementing appropriate crop rotation and intercropping, effectively utilizing land resources and increasing revenue. Developing sustainable agriculture, building product consumption value chains, ensuring high and long-term stable value.

6. Enhancing Production – Consumption Efficiency

- Organizing production flexibly according to actual conditions, suitable for each member unit.
- Strengthening quality control, ensuring products meet international standards, increasing brand value.
- Promoting procurement and processing activities, maximizing processing plant capacity, increasing revenue, and creating more jobs for workers.
- Proactively forecasting the market, being flexible in consumption, controlling inventory and selling prices, ensuring stable cash flow.

7. Caring for Employees' Lives

- Ensuring full, public, and transparent implementation of salary, insurance, and welfare regimes for employees.
- Focusing on labor safety, fire prevention and control, and fully equipping personal protective equipment.

8. Ensuring Security and Order, Protecting Products

Enhancing workers' responsibility in protecting products, coordinating with local authorities in combating theft and illegal rubber latex trading.

9. Strengthening Supervision, Financial Transparency

- Inspecting and supervising finance, procurement of materials and fertilizers, and construction investment, ensuring compliance with regulations and cost savings.
- Public and transparent management of assets and state capital, strictly implementing internal control procedures according to the provisions of law and the Group.

This is the summary report of production and business activities in 2024 and the directions and tasks for 2025 of Ba Ria Rubber Joint Stock Company.

Respectfully reported to the Company's 2025 Annual General Meeting of Shareholders./.

GENERAL DIRECTOR

Recipient:

- As above;
- BOD; BOS, BOM;
- Company Shareholders;
- Archive: AD, Office.

VIETNAM RUBBER GROUP BARIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.: / BC-BKSCSBR

Ba Ria-Vung Tau, June...2025

Draft

REPORT Re: Summary of Audited Financial Statements for 2024

To: The Annual General Meeting of Shareholders 2025.

The Company prepares periodic financial statements and discloses information in accordance with regulations. The audited semi-annual and annual financial statements for 2024 were prepared by the independent auditing firm International Auditing and Valuation Co., Ltd. in accordance with Resolution No. 11/NQ-GMS dated April 26, 2024 of the Company's Board of Directors. The results are as follows:

I. SOME INDICATORS OF BUSINESS RESULTS IN 2024

No.	Indicator	Unit	Year 2024		
I	Output		Plan	Actual	%
1	Exploited Rubber Output	Ton	9,250	7,201.828	77.86
2	Purchased Rubber Output	Ton	1,200	727.770	60.65
3	Processed Rubber Output	Ton	14,050	8,772.620	62.44
	of which: Processing Output	Ton	3,600	959.920	26.66
4	Rubber Sales Output	Ton	10,450	8,302.639	79.45
5	Average Rubber Selling Price	Million VND/ton	36.200	46.930	129.64
II	Revenue and Profit				
1	Total Revenue, of which:	Billion VND	536.034	496.931	92.71
	- Production and Business	Billion VND	395.250	398.362	100.79
	+ Rubber Business	Billion VND	378.290	389.668	103.01
	+ Other Products	Billion VND	16.960	8.694	51.26
	- Financial Activities	Billion VND	51.053	41.028	80.36

No.	Indicator	Unit	Y	ear 2024	
I	Output		Plan	Actual	%
	- Other Activities (Processing, liquidation of rubber plantations, compensation)	Billion VND	89.731	57.541	64.13
2	Profit before tax, of which:	Billion VND	153.789	145.397	94.54
	- Production and Business	Billion VND	38.520	58.400	151.61
	+ Exploited Rubber	Billion VND	37.801	56.011	148.17
	+ Purchased Rubber	Billion VND	0.719	0.023	3.20
	+ Other Business (Processing)	Billion VND	1.560	2.366	151.67
	- Financial Activities	Billion VND	50.853	41.945	82.48
	- Other Activities (Liquidation of plantations, compensation)	Billion VND	62.856	45.052	71.67
3	Profit after tax	Billion VND	136.184	127.533	93.65
III	Contribution to State Budget	Billion VND	84.803	73.45	86.62
IV	Dividend payout ratio for 2024	%	5.00	7.00	140.00

II. CAPITAL CONSTRUCTION INVESTMENT AND LONG-TERM FINANCIAL INVESTMENT

1. Capital Construction Investment in 2024: VND 36.575 billion.

Of which:

+ Agricultural Construction: VND 10.983 billion

+ Equipment, projects/Feasibility Study Report: VND 1.860 billion

+ Other Capital Construction: VND 14.411 billion

+ Wastewater Treatment System upgrade (from 2023): VND 9.321 billion

2. Long-term financial investment outside the enterprise:

In 2024, the Company did not contribute additional capital to domestic and foreign investment projects; The total cumulative investment capital in associated companies as of the end of 2024 is VND 667,387 million, specifically as follows:

Company Name	Contributed Capital (Million VND)
Ba Ria – Kampong Thom Rubber Joint Stock Company (Cambodia)	342,886
Viet Lao Rubber Joint Stock Company	102,998
Lai Chau Rubber Joint Stock Company	111,014
Yen Bai Rubber Joint Stock Company	35,958
Lai Chau II Rubber Joint Stock Company	59,198
Long Khanh Industrial Zone Joint Stock Company	15,333
Total	667,387

III. COMPANY'S ASSETS AND CAPITAL SOURCES AS OF DECEMBER 31, 2024

- Total assets VND 1,618 Billion, an increase of 1.38% compared to the beginning of the year. Of which: current assets VND 335 Billion (accounting for 21% of total assets), non-current assets VND 1,283 Billion (accounting for 79% of total assets);
- Total capital sources VND 1,618 Billion, an increase of 1.38 compared to the beginning of the year. Of which: liabilities VND 176 Billion (accounting for 11% of total capital sources), equity VND 1,446 Billion (accounting for 89% of total capital sources).

IV. BUSINESS EFFICIENCY EVALUATION INDICATORS IN 2024

- After-tax profit margin on total revenue: 26.1%;
- After-tax profit margin on total assets: 7.88%
- After-tax profit margin on average equity: 11.34%
- Earnings Per Share (EPS): 1,134 VND/share.

V. AUDIT OF FINANCIAL STATEMENTS FOR 2024

The audited financial statements include: Balance Sheet as of December 31, 2024, Income Statement, Cash Flow Statement, and Notes to the Financial Statements for the fiscal year ending on the same date.

The Company's audited financial statements for 2024 have been disclosed as regulated.

Opinion of International Auditing And Valuation Company Limited. - Independent audit firm is as follows:

"In our opinion, the Financial Statements present fairly, in all material respects, the financial position of Ba Ria Rubber Joint Stock Company as of December 31, 2024, and its financial performance and cash flows for the financial year then ended, in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System, and relevant legal regulations on the preparation and presentation of Financial Statements."

Presented to the Annual General Meeting of Shareholders in 2025 for consideration and approval.

Recipients:

GENERAL DIRECTOR

- As above;
- Archive: AD., Finance & Accounting Dept.

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.: /BC-HĐQTCSBR Ba Ria - Vung Tau, ... June 2025

Draft

REPORT

Re: Activities of the Board of Directors in 2024 and operational plan for 2025

To: Annual General Meeting of Shareholders 2025.

In accordance with the functions and duties of the Board of Directors as stipulated, the Company's Board of Directors reports on the results of operations in 2024 and the operational orientation for 2025 as follows:

The personnel of the Board of Directors of Ba Ria Rubber Joint Stock Company in 2024 changed as follows:

- 1. Mr. Nguyen Minh Doan Chairman of the Board of Directors (Dismissed on September 17, 2024).
- 2. Mr. Huynh Quang Trung Member of the Board of Directors, General Director (Dismissed on September 17, 2024).
- 3. Mr. Pham Hai Duong Chairman of the Board of Directors (Appointed on September 17, 2024).
- 4. Mr. Tran Khac Chung Member of the Board of Directors, General Director (Appointed on September 17, 2024).
- 5. Ms. Nguyen Thi Thuy Hang Member of the Board of Directors, Chairwoman of the Trade Union.
- 6. Mr. Pham Van Khien Member of the Board of Directors, Head of Business Planning and Capital Construction Department.
 - 7. Mr. Phung The Minh Independent Member of the Board of Directors.

I. RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024

1. Meetings of the Board of Directors

The Board of Directors operates on the principle of collectivity, voting by majority, and complying with the provisions of the Law and the Company's Charter. In 2024, the Board of Directors held 04 regular meetings, 18 extraordinary meetings, and obtained opinions in writing, with the attendance rate of Board members reaching nearly 100%. The Board of Directors has issued many Resolutions, decisions, and

documents to manage the Company's business production activities (the content of these documents has been posted on the Company's Website).

At the meetings, each member of the Board of Directors reported and contributed according to their specific assigned duties within the Board and their general duties in participating in leading business production activities. The Board of Directors provided practical and frank feedback, offered comments on strengths and weaknesses, and provided orientation to effectively lead the Company's business production tasks.

2. Supervision Activities of the Board of Directors over the Board of Management

The Chairman of the Board of Directors and members attended monthly briefing meetings invited by the Company's General Director. Through these briefing meetings, the Board of Directors provided input on managing the implementation of business production activities, land management, and developing the Company's Plans.

The General Director and the Board of Management have made efforts and performed their assigned duties well during the year, ensuring compliance with legal regulations and the Company's internal governance regulations. The Board of Management also promptly and seriously developed and specifically implemented the business production tasks for 2024 to each member of the Board of Management, Departments, Farms, and Enterprises.

- The Board of Management has effectively implemented the contents according to the Resolution of the 2024 Annual General Meeting of Shareholders, and the Resolutions and Conclusion Notices of the Board of Directors.
- The Company's Board of Directors has directed and supervised the Board of Management to effectively implement the following contents: production output exploitation, new replanting, rubber tree garden care, latex processing, sales, labor arrangement for latex tapping, latex protection in the gardens,... strictly complying with the regime of quarterly Financial Statements, reviewing semi-annual Financial Statements, auditing annual Financial Statements, internal auditing as regulated; and timely information disclosure.

Ensure stable salary and income for employees and maintain high responsibility towards related parties.

3. Activities of the Sub-committees under the Board of Directors

In 2024, the Company established the Human Resources, Salary and Bonus Sub-committee and has planned to establish the Company Development Sub-committee

and the Internal Audit Sub-committee to meet the current production and business tasks at the Company and implement medium and long-term development goals and plans. During periodic meetings of the Board of Directors, members report on the status of assigned tasks. This includes the timely payment of salaries and bonuses; labor restructuring; conducting internal audits; developing and implementing the Sustainable Forest Management Plan, proposing organizations to issue forest certification and chain of custody certification, etc.

4. Summary of Production and Business Results in 2024

In 2024, the Company faced many difficulties in production and significant fluctuations in the personnel organization of the leadership. The Company proactively identified advantages and assessed difficulties. The Company's Board of Directors timely proposed appropriate directions and solutions; together with the consensus of all officers, workers, and employees throughout the Company, they were determined to strive to ensure the good implementation of the targets assigned by the Resolution of the General Meeting of Shareholders. Strive for profitable production and business activities, preserve and develop state capital and shareholder capital. Maintain employment and income for employees, ensuring legitimate rights and interests for shareholders.

Regarding the production and business results in 2024, the General Director will report in detail.

II. REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS ASSESSING THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

(Attached the Detailed Report)

III. DIRECTION OF ACTIVITY PLAN IN 2025:

The world economic situation in 2025 still contains many potential risks and challenges. International trade activities are affected by the conflict in the Middle East region.

Labor shortage, low plantation productivity, pests and diseases in exploited plantations, and complex weather forecasts are factors affecting the Company's exploitation output, revenue, and profit.

The Company's Board of Directors directs the activity plan for 2025 as follows:

1. Key Tasks

1.1. Develop plans and solutions to overcome existing issues and limitations from 2024; closely follow the Resolution of the General Meeting of Shareholders to

direct the implementation of 2025 production and business tasks suitable to the actual situation at the Company. Proactively and decisively direct the Board of Management to implement and complete production and business plan targets.

- 1.2. Continue to seek and expand product consumption markets, develop business lines suitable to the Company's conditions to leverage land potential, and actively seek partners for investment cooperation to enhance land use efficiency.
- 1.3. Continue to improve corporate governance to enhance quality and reduce product costs.
- 1.4. Continue to resolve outstanding issues regarding finance, land, and cooperation projects.

2. Key Plan Targets:

Based on the capacity of the plantations and the direction of the Vietnam Rubber Group, the Company's Board of Directors has developed the 2025 plan with some key targets as follows:

- Production output : 8,800 tons

- Total revenue : VND 593.665 billion

- Pre-tax profit : VND 180.992 billion

- After-tax profit : VND 162.004 billion

- Expected dividend distribution : VND 89.594 billion

- Development investment : VND 52.407 billion

3. Key Solutions:

To implement the business plan for 2025, the Company's Board of Directors has issued and will issue resolutions directing the Executive Board to focus on addressing the shortcomings and limitations of previous years and propose appropriate measures for the new situation, as follows:

3.1. Planning and Business Management

- Mobilize all resources to implement solutions to increase production output, revenue, and business efficiency. Rationalize production organization and be resolute in directing production to ensure progress and improve the quality of the Company's products.
- Effectively manage product quality, consolidate and build the Company's image and branding, and seek partners to expand the product consumption market in 2025 and the following years.

- Proactively and regularly focus on technical work, enhance the application of new technology to meet the objectives of increasing production output and product quality.
- Implement conversion of business lines, other crop areas, and large-scale agricultural production applying scientific and technical advancements.

3.2. Financial Management

- Continue to strengthen financial management, efficiently use capital sources to best serve production and business, ensure profitable operations, and preserve and develop owner's equity.
- Actively coordinate work among departments within the Company to promptly control production and business costs, especially the aggregation of production costs and calculation of product cost, jointly analyze and eliminate factors causing cost increases to reduce product cost. More effectively implement the program of practicing thrift, combating waste, and enhancing the Company's competitiveness.
- Pay special attention to inventory management, continuously analyze and evaluate inventory quality, proactively advise on handling low-quality inventory due to long storage time, and promptly recover capital for production and business.

3.3. Corporate Governance

- Continue to implement synchronized solutions to streamline labor, build a lean and efficient organizational structure from advisory departments to production units. Continue to review and establish labor staffing norms based on job positions, arrange labor reasonably towards: reducing support labor and indirect labor, and increasing labor productivity.
- Build and implement the Company's human resource training and development plan for 2025 and subsequent years. Focus on recruitment, professional development, improving the skills and expertise of employees, creating a good working environment, stabilizing employment, and increasing income for employees, creating policies to attract highly skilled direct labor to be more committed to the Company.
- Direct the continued review, amendment, supplementation, and completion of the Company's internal management regulations in accordance with legal provisions.
- Effectively apply software in the Company's management to ensure scientific, efficient, and timely support for production and business activities.
- Actively liaise with district and provincial authorities and departments to obtain approval for the adjustment and supplementation of the planning for the 2021-

2025 period and the land use plan until 2030, with a vision to 2050. Based on that, complete the dossiers and procedures for implementing the projects.

This is the Report on the activities of the Company's Board of Directors in 2024 and the planned orientation for 2025.

Respectfully reported to the Company's General Meeting of Shareholders.

Recipients:

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

- As above
- Board of Directors,

Board of Supervisors;

- Company's Shareholders;
- Archive: AD, Secretary Board

of Directors.

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Ba Ria - Vung Tau, June ... 2025

Draft

REPORT

OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS ASSESSMENT OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024

To: - The 2025 Annual General Meeting of Shareholders;

- The Company's Board of Directors.

Assessing the activities of the Company's Board of Directors in 2024, the independent member of the Board of Directors makes the following general observations:

- The Company's Board of Directors has worked with a spirit of responsibility and transparency in governance, strictly complying with regulations for Public Companies.
- Issues related to business strategy, financial cashflow, investment projects, and Management Regulations are regularly reviewed and assessed by the Board of Directors during periodic meetings.
- Decisions of the Board of Directors at meetings or via written opinions are approved by the Board of Directors based on the majority principle. Meeting Minutes or Summaries of collected written ballots are fully prepared, with signatures of Board members on the voting ballots and written opinion forms.

1. Organizational Structure:

The Board of Directors has 05 members for the 2021-2026 term, including 01 independent member. All members of the Board of Directors fully attended meetings as per the convocation notices from the Chairman of the Board of Directors and actively participated in planning, compliance control, strategic review, ensuring good standard corporate governance practices.

2. Activities of the Board of Directors:

- In 2024, the Board of Directors held 04 periodic meetings, 18 extraordinary meetings, and gathered opinions in writing. The meetings of the Board of Directors were convened and conducted with specific schedules, full document preparation, in

compliance with the Company's Charter and legal regulations. The content of the meetings was fully and carefully discussed, reviewed, and assessed by the Board members. The content for obtaining opinions from the Board of Directors was fully conveyed, including the basis and attached documents, helping the Board of Directors understand the issues and agree with the content for which opinions were sought.

- Issues related to strategy, business plans, finance, and building management systems within the Company were closely discussed and controlled between the Board of Directors and the Board of Management.
- Changes in investment plans and new strategies were independently researched, scientifically based, and reviewed between the Board of Directors and the Board of Management.

3. Governance and Supervision:

- Overall, the Board of Directors has performed well in supervising the Board of Management, ensuring that the company's operations are always tightly controlled to follow strategic direction and adjust decisions promptly.
- Decisions of the Board of Management are analyzed, reviewed, and consulted with the Board of Directors to ensure the company's interests. Through this, the Board of Directors always has a clear understanding of the company's operational situation and the quickest updates on practical requirements.
- The Board of Directors pays special attention to risk management solutions to support the Board of Management in the early identification of issues and help the Company maintain sustainability and stability in operations, protecting investors' interests.
- The Board of Directors has complied with corporate governance regulations, convened regular and extraordinary meetings or solicited opinions to promptly direct and issue decisions appropriate to the actual situation.
- The Board of Directors has properly fulfilled its role and responsibilities in directing, supporting, and supervising the Board of Management in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations while harmonizing the interests of the Company and shareholders.
- The members of the Board of Directors proactively identified their role and responsibility to support the Board of Management and shared experience, interacted, and exchanged views with the Board of Management regarding corporate governance expertise.

4. Results of supervision regarding the company's financial statements, operational situation, and financial situation

- The financial statements were prepared and disclosed in accordance with current accounting standards and legal regulations.
- The selected auditing firm ensured reliability and integrity, complied with the audit deadline, adhered to professional regulations, and ensured independence and objectivity when issuing the audit opinion.
- The production and business results for 2024 with net revenue reaching VND 496,931 billion, profit after tax reaching **VND 127,533 billion**. The Company's revenue and profit did not meet the set plan because the exploitation output only reached 77.86%. However, the increase in selling prices led to revenue and profit from rubber exceeding the plan. In 2024, revenue and profit from compensation activities due to land reclamation and liquidation of orchards on the land handed over for the high-tech agricultural project in Xuan Son commune, Chau Duc district, have not yet been realized (the planned revenue was 50.5 billion VND), resulting in total actual revenue for 2024 reaching only 92.71% of the plan

5. Some recommendations:

- The Board of Management should have a plan to attract labor to exceed the assigned production plan in 2025. Strengthen the prioritization of fully addressing the regimes and policies for employees in all job positions within the Company. Have measures to protect against the loss of latex by exploitation workers, which is a solution to increase business efficiency.
- Propose that the Board of Management find appropriate and compliant solutions to convert land use purpose and implement large-scale agricultural areas applying science and technology to increase land use efficiency and business efficiency.
- Fully implement contents related to Corporate Governance and disclose information on the stock market in accordance with legal regulations.

6. Conclusion:

- The Board of Directors has fully performed the representative function of the owners in supervising the Company's executive operations, providing appropriate direction and timely guidance, ensuring efficient use of resources to achieve the targets assigned by the General Meeting of Shareholders, based on compliance with legal regulations and the Company Charter.

- In addition to performing the function of managing and supervising the executive work of the Board of Management, the Board of Directors has closely coordinated with the Board of Management to seek solutions to resolve difficulties in production and business in 2024.
- Overall, in 2024, despite facing many difficulties in production and significant changes in personnel organization, affected by the labor shortage situation, etc., but with a high sense of responsibility, solidarity, and cooperation in performing duties honestly and prudently, the Board of Directors has implemented drastic solutions in supervising and directing the Board of Management to implement the General Meeting of Shareholders' Resolutions and Board of Directors Resolutions, ensuring benefits for the Company and shareholders./.

Recipients:

Independent Member of the Board of Directors

- As above;
- BOM, BOS;
- Company Shareholders;
- Archive: AD, Secretary of the BOD.

Phung The Minh

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.: / BC-BKSCSBR Ba Ria-Vung Tau, date...month...year 2025

Draft

REPORT

Re: Activities in 2024 and directions for tasks in 2025 of the Board of Supervisors of BaRia Rubber Joint Stock Company

To: 2025 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises No. dated June 17, 2020;

Pursuant to the Charter of BaRia Rubber Joint Stock Company;

Pursuant to Decision No. 931/QD-BKS.CSBR dated 29/6/2021 of the Board of Supervisors on the promulgation of the Operating Regulations of the Board of Supervisors of BaRia Rubber Joint Stock Company;

Pursuant to Resolution No. 11/NQ-GMS dated 26/4/2024 on the approval of certain contents at the 2024 Annual General Meeting of Shareholders;

Pursuant to Plan No. 19/KH-SB dated 12/12/2023 of the Company's Board of Supervisors on developing the inspection and supervision plan for 2024;

Pursuant to Official Letter No. 201/BODVRG-PID dated 29/3/2024 of the Group's Board of Directors on the agreement of the business production plan – capital construction investment for 2024 of BaRia Rubber Joint Stock Company;

Pursuant to Official Letter No. 2316/VRG-FAD dated 21/7/2024 of Vietnam Rubber Group on the agreement of the Financial Business Production plan for 2024 of BaRia Rubber Joint Stock Company;

Pursuant to Decision No. 957/QD-BODBRR dated 12/6/2024 of the Company's Board of Directors on the approval of the business production and capital construction investment plan for 2024.

The Board of Supervisors of Ba Ria Rubber Joint Stock Company respectfully reports to the General Meeting of Shareholders, the Board of Directors

of Vietnam Rubber Group, and the Board of Supervisors of Vietnam Rubber Group on the performance of tasks in 2024 and the directions for tasks in 2025 of the Board of Supervisors as follows:

I. GENERAL INFORMATION ABOUT THE ENTERPRISE

- Enterprise name: BA RIA RUBBER JOINT STOCK COMPANY
- Address: National Highway 56, Binh Ba Commune, Chau Duc District, Ba Ria Vung Tau Province.
 - Phone: 02543.881964; Fax: 02543.881169; Email: vanphong@baruco.com.vn
 - Stock code: BRR (Upcom HNX)
 - Charter capital: VND 1,125,000,000,000, of which:
- + State contribution: VND 1,096,524,000,000, accounting for 97.47% of charter capital.
- + Other shareholders: VND 28,476,000,000 , accounting for 2.53% of charter capital.

II. PERFORMANCE OF TASKS IN 2024

1. Organizational and personnel work

The Company's Board of Supervisors for the term 2021-2026 currently consists of 03 members

No.	Member Name	Working Unit	Position	Notes
1	Huynh Thi Hoa	Ba Ria Rubber Joint Stock Company	Head of Board (Dedicated)	
2	Hoang Quoc Hung	Vietnam Rubber Group	Member (concurrent)	Appointed from 28/6/2021
3	Nguyen Thi Hai	Ba Ria Rubber Joint Stock Company	Member (concurrent)	20, 0, 2021

2. Activities of the Board of Supervisors

2.1 Regular supervision

- Organize regular supervision of the compliance with legal regulations and the Company's Charter by the Board of Directors and the General Director in managing and operating the Company.

- Supervise the implementation of the Annual General Meeting of Shareholders' Resolution approved on 26/4/2024.
- Supervise the decisions of the General Director in operating the Company's business production activities according to the Resolutions of the General Meeting of Shareholders and the Board of Directors.

2.2 Inspection and Supervision According to Plan

- Supervise the Company's asset inventory at 00:00 A.M. on 01/01/2024
- Appraise the Financial Statements for Quarter IV/2023;
- Appraise the Financial Statements for 2023;
- Inspect the management of cash on hand and deposits at Ba Ria Rubber Joint Stock Company;
 - Appraise the Financial Statements for Quarter I 2024;
- Inspect the assignment of production quotas to contracted households in 2022 and 2023;
- Appraise the Semi-Annual Financial Statements for 2024, analyze and evaluate the Company's financial situation and governance in 2024;
 - Appraise the Financial Statements for Quarter III/2024;
- Inspect the business cooperation situation at the Company and the management and use of the Bonus and Welfare Fund in 2023 and the first 06 months of 2024.

III. RESULTS OF INSPECTION AND SUPERVISION IN 2024

1. Evaluation of the Board of Directors' Performance

In 2024, the Company's Board of Directors (BOD) held 04 regular meetings, 18 extraordinary meetings, and sought opinions in writing. The attendance rate of Board of Directors members at the meetings ranged from 68% to 100% of the total number of members.

In Quarter 3 of 2024, the Company's Board of Directors had personnel changes. On 17/9/2024, the Company held an Extraordinary General Meeting of Shareholders to approve amendments to the Company's Charter according to Proposal No. 730/TTr -HDQTCSBR dated September 13, 2024, adding Article 3 to the Company's Charter with the content: "The Company's legal representatives include 02 persons: the Chairman of the Company's Board of Directors and the Company's General Director (Current Charter: The Company's legal representative is: the Company's General Director).

The Extraordinary General Meeting of Shareholders approved Proposal No. 731/TTr - HĐQTCSBR dated 13/9/2024, dismissing Mr. Nguyen Minh Doan and Mr. Huynh Quang Trung from the BOD for the 2021-2026 term; approved Proposal No. 732/TTr - HĐQTCSBR dated 13/9/2024, electing Mr. Pham Hai Duong and Mr. Tran Khac Chung as additional members of the BOD for the 2021-2026 term. As a result of the election, Mr. Pham Hai Duong and Mr. Tran Khac Chung were elected as members of the Company's BOD for the 2021-2026 term.

The Board of Directors held its first meeting to elect Mr. Pham Hai Duong to the position of Chairman of the Board of Directors of BaRia Rubber Joint Stock Company for the 2021-2026 term, effective from 17/9/2024.

The Board of Directors directed and supervised the Board of Management in implementing the General Meeting of Shareholders' Resolutions, the BOD's Resolutions and decisions; properly implemented and complied with reporting regulations, periodic Financial Statements, and performed well in corporate governance; directed information disclosure in accordance with regulations. Directives on planning and implementing the 2024 production and business plan targets included: rubber latex tapping output, latex processing, sales, replanting, garden care, arranging tapping labor, protecting latex in the garden, environmental work, etc.

2. Evaluation the Board of Management's Performance

From the beginning of the year until 30/9/2024, the Company's Board of Management implemented the tasks assigned by the General Meeting of Shareholders and the Company's Board of Directors.

By the beginning of Quarter IV, the Company had changes in senior personnel. Mr. Tran Khac Chung, a member of the Company's BOD, was appointed as the Company's General Director effective from 01/10/2024, replacing Mr. Huynh Quang Trung who resigned. The Board of Management demonstrated flexible leadership, implemented various management measures, and coordinated with mass organizations to mobilize all employees to overcome difficulties and organize production to achieve the highest efficiency in 2024.

3. Business performance and financial situation

In 2024, although the implementation of the 2024 plan objectives and tasks faced many challenges amidst numerous objective difficulties, with the spirit of overcoming challenges from the collective of cadres, workers, and employees, and with the high effort and determination of the entire political system in the areas of implementation, in 2024, Ba Ria Rubber Joint Stock Company basically completed some assigned financial targets and exceeded the state budget contribution plan. At

the same time, equity was preserved and developed, ensuring the rights of shareholders and investors; employment and income for employees were stabilized.

Along with the attention and efforts of the leadership team and all employees of the Company, the Company's business situation still achieved positive results as follows:

No.	Indicator	Unit	Year 2024		
Ι	Output		Plan	Actual	%
1	Exploited Rubber Output	Tons	9,250	7,201.828	77.86
2	Purchased Rubber Output	Tons	1,200	727.770	60.65
3	Processed Rubber Output	Tons	14,050	8,772.620	62.44
	of which Processing Output	Tons	3,600	959.920	26.66
4	Rubber Sales Volume	Tons	10,450	8,302.639	79.45
5	Average Rubber Selling Price	Million VND/ton	36,200 46,930		129.64
II	Revenue and Profit				
1	Total Revenue, of which:	Billion VND	536,034	496,931	92.71
	- Production and Business	Billion VND	395,250	398,362	100.79
	+ Rubber Business	Billion VND	378,290	389,668	103.01
	+ Other Products	Billion VND	16,960	8,694	51.26
	- Financial Activities	Billion VND	51,053	41,028	80.36
	- Other Activities (Processing, liquidation of plantations, compensation)	Billion VND	89,731	57,541	64.13
2	Profit Before Tax, of which:	Billion VND	153,789	145,397	94.54
	- Production and Business	Billion VND	38,520	58,400	151.61

No.	Indicator	Unit	Year 2024		
Ι	Output		Plan	Actual	%
	+ Exploited Rubber	Billion VND	37,801	56,011	148.17
	+ Purchased Rubber	Billion VND	0.719	0.023	3.20
	+ Other Business (Processing)	Billion VND	1,560	2,366	151.67
	- Financial Activities	Billion VND	50,853	41,945	82.48
	- Other Activities (Liquidation of plantations, compensation)	Billion VND	62,856	45,052	71.67
3	Profit After Tax	Billion VND	136,184	127,533	93.65
III	State Budget Contribution	Billion VND	84,803	86,269	101.73
IV	Dividend Payout Ratio in 2024	%	5.00	7.00	140.00

In 2024, plantation capacity declined due to diseases (powdery mildew leaf fall disease, pink disease, and circular spot disease); due to reduced fertilizer application over many years; technical management of plantations was not strict; and exploited plantations lacked many laborers (over 1,800 ha). These factors affected plantation yield and exploitation output.

During the year, the Company exploited 7,201.828 tons / 9,250 tons, achieving 77.86% of the annual plan. The average yield only reached 1.18 tons/ha.

Total revenue in 2024 was VND 496,931 Billion, equaling 92.71% of the plan. The reason was objective factors: land handover to the locality for a high-tech agricultural project, corresponding to revenue of VND 50.5 Billion (276 ha in Xuan Son commune, the Company is currently completing handover procedures), was not yet completed, and BaRia-Kampong Thom Rubber Joint Stock Company transferred dividends to be distributed in 2025, amounting to VND 18.5 Billion. After excluding objective factors, actual total revenue achieved 106.4%.

- Regarding the achievement of financial targets

In 2024, the Company had no borrowings. The Company's loan balance as of 31/12/2024 was VND **0**.

Performance Evaluation Ratios for 2024			
Current Ratio	9.38 times		
Quick Ratio	2.1 times		
Cash Ratio	1.5 times		
Profit Before Tax/Total Revenue Ratio	29.76 %		
Profit After Tax/Total Revenue Ratio	26.1 %		
Profit Before Tax/Total Assets Ratio (ROA)	8.98 %		
Profit After Tax/Total Assets Ratio (ROA)	7.88 %		
Profit After Tax/Equity Ratio (ROE)	11.34 %		

The Company's Current Ratio and Quick Ratio are both >1.00, indicating that the Company has a good financial situation at the end of the period and can still ensure its debt repayment obligations when due; the Quick Ratio >1.00 shows that the Company's immediate payment ability is always ensured.

4. Situation of receivables and payables as of 31/12/2024

4.1 Receivables

Short-term customer receivables amounted to VND 30.898 Billion, including receivables from latex sales and latex processing fees: VND 12.959 Billion; receivables from 04 households with output-based business contracts: VND 13.529 Billion, receivables from 03 business cooperation units: VND 2.745 Billion, including: BiNon Cocoa Joint Stock Company: VND 0.030 Billion, Thai Duong Development Company: VND 2.282 Billion, Fita Company: 0.433 Billion. Other customers: VND 1.664 Billion.

Other short-term receivables amounted to VND 8.362 Billion, primarily consisting of dividends from Long Khanh Industrial Zone Joint Stock Company: 6.840 Billion, interest on deposits: VND 1.022 Billion, Other receivables: VND 0.5 Billion.

As of 31/12/2024, the Company was not required to make provision for doubtful debts.

4.2 Payables

Payables: VND 172.585 Billion, including short-term payables: VND 159.529 Billion, of which: short-term supplier payables: VND 8.223 Billion, Customer prepayments: VND 2.106 Billion, taxes and amounts payable to the State: VND 12.705 Billion, employee payables: VND 35.790 Billion, other short-term payables VND 43.040 Billion, Bonus and welfare fund: VND 57.374 Billion.

During the year, the Company carried out the profit distribution for 2024 according to Resolution No. 11/NQ-HĐQTCSBR dated 26/4/2024 of the Board of Directors, specifically:

Profit Distribution in 2024	Value (VND)
1. Undistributed Profit as of 01/01/2024	135,366,368,897
2. Profit Arising in 2024	127,532,729,340
3. Profit Distribution During the Year	135,366,368,897
Dividend Payout (07% of par value)	78,750,000,000
Allocation to Development Investment Fund	34,015,905,897
Allocation to Bonus and Welfare Fund	22,143,032,000
Allocation to Management Bonus Fund	457,431,000
4. Profit After Tax as of 31/12/2024	127,532,729,340

The profit distribution, appropriation to funds, and dividend payment were carried out by the Company according to Resolution No. 11/NQ-ĐHĐCĐ dated 26/4/2024 of the 2024 Annual General Meeting of Shareholders.

5. Salary, Income, and Labor Arrangement Matters

Average actual labor in 2024: 1,019 people, achieving 71.26% compared to the Group's assigned Decision of 1,430 people, of which tapping labor was: 663 people, achieving 65.83% compared to the Group's assigned Decision of 1,007 people. - Average salary: 7,980,000 VND/person/month (Increased by 2.1% compared to the average salary in 2023; Average income: 9,079,000 VND/person/month (Increased by 1.8% compared to the average income in 2023)

6. Regarding Sustainable Development Activities

The Company has been granted international certification for rubber forests meeting sustainable forest management standards, and wood and rubber latex products certified for chain of custody with a clear origin, with the certified area being: 4,491.32 ha. This serves as a basis for BaRia Rubber Joint Stock Company's rubber products to be more widely known by global customers, gain brand recognition, and command higher value.

In its sustainable development orientation, the Company continues to maintain and enhance PEFC sustainable forest certifications and the CoC chain of custody product traceability system, aiming to affirm its commitment to sustainable development, environmental protection, and brand value enhancement.

Regarding business activities, the Company continues to maintain cooperative relationships with traditional customers while constantly seeking opportunities to expand markets and develop new customers to enhance competitiveness. Product quality and production processes continue to be strictly controlled, ensuring compliance with industrial hygiene standards and wastewater - exhaust gas treatment according to State regulations, contributing to maintaining brand reputation and enhancing product value in the market.

7. Other Matters

In 2024, the Company did not make capital contribution investments in other entities. Long-term financial investment as of 31/12/2024 was: VND 667,387,945,955. The Company received dividends from capital contributions: VND 21,508,155,600, including:

Long Khanh Industrial Zone Joint Stock Company: VND 6,840,000,000.

BaRia-Kampong Thom Rubber Joint Stock Company: VND 14,668,155,600

Viet Lao Rubber Joint Stock Company: VND 12,804,000,000

The Company invested in 03 entities in the Northern mountainous region. The business results of these 03 entities have not yet been effective; however, in 2024, the capital contribution investment companies such as Lai Chau Rubber Joint Stock Company, Lai Chau Rubber II Joint Stock Company, and Yen Bai Rubber Joint Stock Company had reduced the level of financial provision appropriation from VND 4,149.835 Million to VND 2,774.221 Million as of 31/12/2024, and reversed to reduce financial expenses by the amount of VND 1,375.613 Million

Unit: VND

No.	Company	Provision as of 31/12/2023	Provision until 31/12/2024	Provision/reversal during 2024
1	Viet Lao Rubber Joint Stock Company	0	1,853,906,849	1,853,906,849
2	Lai Chau Rubber Joint Stock Company	2,285,470,044		(2,285,470,044)
3	LaiChau Rubber II Joint Stock Company	1,411,368,529	694,466,054	(716,902,475)

No.	Company	Provision as of 31/12/2023	Provision until 31/12/2024	Provision/reversal during 2024
4	Yen Bai Rubber Joint Stock Company	452,996,294	225,848,505	(227,147,789)
	Total	4.149.834.867	2,774,221,408	(1,375,613,459)

Including a new appropriation arising for Viet Lao Rubber Joint Stock Company, due to the impact of financial statement translation exchange differences. In 2024, Viet Lao Company had a consolidated profit after tax of VND 219,325 billion.

The Company does not have any provisions required for inventory devaluation.

8. Coordination of Activities between the Board of Supervisors and the Activities of the Board of Directors, Board of Management, and other Management Officers

- BaRia Rubber Joint Stock Company has a charter capital of VND 1,125 Billion, of which the Parent Company Vietnam Rubber Group accounts for 97.47% of the charter capital and other shareholders account for 2.53%, operating in accordance with the Law on Enterprises, the Company Charter, other legal regulations, and the Parent Company Group's regulations.

The Company's Board of Supervisors has closely coordinated in inspecting and supervising the Owner's capital management and the Company's capital management invested in other enterprises, while maintaining its independence in performing its assigned functions and duties.

- The Company's Board of Supervisors has always received timely attention and guidance from the leadership of Vietnam Rubber Group; and the coordination of the Company's Board of Directors and General Director to enable the Board of Supervisors to successfully complete its tasks.

VI. COMMENTS AND RECOMMENDATIONS

2024 was a very difficult year for the Company, with a continued shortage of labor allocated to exploited plantations; plantation productivity declined due to pests and diseases, and lack of fertilizer. However, the Company's Board of Directors and Board of Management demonstrated flexible leadership, implemented many management measures, and coordinated with mass organizations to mobilize all officers and employees to strive to overcome all difficulties and endeavor to complete their tasks. By the end of the year, the Company had organized production and business profitably, improved welfare

benefits for employees, ensuring their livelihood and working spirit throughout the system. Financial obligations to the State and the Group were fully fulfilled.

- The Company is an economic unit with controlling state capital, allocated land by the State for use in its primary agricultural activities, and therefore must use the land and assets attached to the land strictly for the purpose determined in the land lease decision of the competent state authority or in the land lease contract, and must also manage and use them in accordance with the provisions of the Land Law.
- It is recommended that the Company manage land in accordance with regulations, preventing disputes and encroachment; make investments and use capital sources in compliance with regulations; ensure the efficiency of cooperation projects, and be directly responsible for the efficiency of capital use; provide performance reports and propose land use plans after the implementation period ends.
- To further enhance management efficiency and limit the occurrence of risks in activities such as investment, procurement, production and business, liquidation of rubber plantations, debt management, and handover of land to local authorities, it is recommended that the Company strictly comply with the Group's directive documents and current legal documents.
- The Company may hire an Audit Firm to conduct an internal audit on the "Rubber tree liquidation process at the Company in recent years", thereby identifying strengths and weaknesses (if any) and solutions to ensure that the Company's rubber tree liquidation activities are carried out transparently, in accordance with State regulations, and achieve the highest efficiency.

Regarding the liquidation of old rubber plantations and rubber plantations handed over to local authorities, the Company must strictly comply with State regulations and the Group's guiding documents on the liquidation of rubber plantations and the handover of land to local authorities.

Periodic information disclosure must be carried out strictly in accordance with Article 120, Law on Securities 2019; Articles 11, 12, 13 Chapter II of Decree 96/2020/TT-BTC, 16/11/2020, on Guidance on Information Disclosure on the Stock Market.

The Company is requested to continue implementing the recommendations of the Board of Supervisors and the inspection and examination teams that have worked at the Company: Conclusion 47/KL-TTr dated 07/3/2019 of the Inspectorate of Ba Ria Vung Tau Province regarding the management and use of land originating from state-owned farms and forestry enterprises for BaRia Rubber

Joint Stock Company. Report No. 232/BC-TTr.NV2 dated 22/6/2021 of the Inspectorate of Ba Ria Vung Tau Province regarding the results of implementing the inspection conclusion for Thong Nhat, Hoa Binh, and BaRia Rubber Joint Stock Companies; Official Letter 15/CSBR-BKS dated 06/6/2024 of the Company's Board of Supervisors regarding investment of capital outside the enterprise, Official Letter 11/CSBR-BKS dated 26/5/2024 regarding monitoring the area of agricultural land managed by the Company, Official Letter No. 26/CSBR-BKS dated 29/11/2024 regarding opinions on the difference in land area in the handover minutes of the Company's General Director and some other recommendations, Official Letter /CSBR-BKS dated 24/5/2025 regarding opinions on the area affected by the high-voltage power line passing through the rubber plantation. Etc...

V. DIRECTIONS AND TASKS FOR 2025

- Supervise the implementation of legal policies and regulations; the implementation of the Company's Charter, Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors, and the regulations and decisions of the Board of Directors and General Director in managing the Company's business operations (regular supervision).
 - Supervise the asset inventory at 00:00 A.M. on 01/01/2025;
 - Appraise the financial statements for Quarter IV and the year 2024;
 - Appraise the financial statements for Quarter I of 2025;
 - Check intercropping in 2023 and 2024;
- Appraise the Semi-Annual Financial Statements for 2025, analyze and evaluate the financial situation and governance situation of the Company in 2025.
- Check goods procurement in 2024; Check and supervise the procurement for repair of Xa Bang Factory in 2024.
 - Appraise the financial statements for Quarter III of 2025.
 - Check and supervise some other contents (if any).
- Prepare the Board of Supervisors's reports in 2025 to be sent to the Company's Board of Directors and the Owner as stipulated; evaluate the level of coordination between the Board of Supervisors and the Board of Directors and the Board of Management in performing assigned functions and tasks, coordinating inspection and supervision activities as stipulated.
- Board of Supervisors meeting to evaluate the level of plan completion for 2025 and propose the operational plan for 2026.

This is the report on the task performance situation in 2024 and the directions and tasks for 2025 of the Board of Supervisors of BaRia Rubber Joint Stock Company. This report has been approved by the members of the Board of Supervisors. Submitted to the General Meeting of Shareholders, the Board of Directors of Vietnam Rubber Group, and the Board of Supervisors of Vietnam Rubber Group for evaluation.

Sincerely reported./.

Recipient(s):

ON BEHALF OF THE BOARD OF SUPERVISORS HEAD OF BOARD OF SUPERVISORS

- As above;
- Company's Board of Directors "for reporting"
- Company's Board of Management;
- Subordinate units;
- Archive: AD, BoS.

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

No.: /TTr-HDQTCSBR

SOCIALIST REPUBLIC OF VIETNAMNAM Independence - Freedom – Happiness

Ba Ria-Vung Tau, June , 2025

Draft

PROPOSAL

Re profit distribution for 2024 and distribution plan for 2025

To: The 2025 Annual General Meeting of Shareholders.

Pursuant to the Charter of Ba Ria Rubber Joint Stock Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company;

Pursuant to document No. 351/HĐQTCSVN-TCKT dated 28/5/2025 of the Board of Directors of Vietnam Rubber Group regarding the agreement on certain contents for providing opinions and voting at the 2025 Annual General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company;

The Company's Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and voting on the profit distribution as follows:

1. Approval of profit distribution for 2024:

- Profit after tax for distribution: VND 127,533 Million.

+ Cash dividend (7% of Charter Capital): VND 78,750 Million.

+ Provision to Development Investment Fund: VND 31,295 Million.

(24.54% of Profit after tax)

+ Provision to Staff bonus and welfare fund: VND 17,091 Million.

(equivalent to 02 months of average salary)

+ Provision Manager bonus fund (1 month's salary): VND 397 Million.

+ Remaining profit: VND 0 Million.

2. Profit distribution plan for 2025:

Based on the business performance in 2025, after the audited financial statements are available, the Board of Directors will submit to the 2025 Annual General Meeting of Shareholders for decision on the profit distribution for 2025.

Sincerely submitted./.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

Recipient:

- As above;
- Archive: Admin, F&A.

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.:	/TTr-HĐQTCSBR
Draft	

Ba Ria - Vung Tau, date month year 2025

PROPOSAL

Re the payment of salaries, remuneration for the Board of Directors - Board of Supervisors in 2024, plan for payment of salaries, remuneration for the Board of Directors - Board of Supervisors in 2025

To: The 2025 Annual General Meeting of Shareholders.

Pursuant to Circular No. 200/2015/TT-BTC dated 15/12/2015 of the Ministry of Finance guiding the supervision of state capital investment in enterprises, performance evaluation, and financial disclosure of state-owned enterprises and enterprises with state capital;

Pursuant to Circular No. 28/2016/TT-BLDTBXH dated 01/9/2016 of the Ministry of Labour, Invalids and Social Affairs guiding labor, salaries, remuneration, and bonuses for joint stock companies with dominant state capital contribution;

Pursuant to the Charter on Organization and Operation of Ba Ria Rubber Joint Stock Company approved by the General Meeting of Shareholders;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company;

Pursuant to Document No. 351/HDQTCSVN-TCKT dated 28/5/2025 of the Board of Directors of Vietnam Rubber Group regarding the agreement on certain contents for participation in opinions and voting at the 2025 Annual General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company.

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders for approval the contents regarding the payment of salaries, remuneration for the Board of Directors, Board of Management, Board of Supervisors in 2024 and the payment plan for 2025 as follows:

1. Results of payment implementation in 2024: VND 6,639, details:

Unit: VND

No.	Full Name	Position	Remuneration	Salary	Notes
I	Full-time M	anagers			

No.	Full Name	Position	Remuneration	Salary	Notes
1	Nguyen Minh Doan	Party Committee Secretary - Chairman of the Board of Directors		1,025,178,920	Secretary, Chairman of the Board of Directors January 2024 - October 2024
2	Huynh Quang Trung	Member of the Board of Directors, General Director		937,955,921	General Director January 2024 - September 2024
3	Tran Khac Chung	Member of Board of Directors, General Director		102,747,880	General Director 10/2024- 12/2024
4	Pham Van Khien	Member of Board of Directors		930,175,614	
5	Nguyen Thi Thuy Hang	Member of Board of Directors		930,175,614	
6	Nguyen Cong Nhut	Deputy General Director		895,877,430	
7	Nguyen Ngoc Thinh	Deputy General Director		465,261,068	Deputy General Director 01/2024
8	Nguyen Thai Binh	Deputy General Director		414,578,812	Deputy General Director 02/2024- 12/2024
9	Huynh Thi Hoa	Head of Board of Supervisors		829,649,827	
II	Non-executi	ve Manager			
1	Pham Hai Duong	Chairman of the Board of Directors	21,000,000		
2	Phung The Minh	Independent Member of Board of Directors	58,000,000		
3	Nguyen Thi Hai	Member of Board of Supervisors	23,000,000		

No.	Full Name	Position	Remuneration	Salary	Notes
4	Hoang Quoc Hung	Member of Board of Supervisors	27,000,000		
	Total		129,000,000	6,531,601,086	

2. 2025 Payment Plan (Provisional Payment):

- Chairman of the Board of Directors: 6,000,000 VND/person/month.
- Independent Member of the Board of Directors: VND 5,000,000/person/month.
- Member of the Board of Supervisors: VND 2,000,000/person/month.
- Board of Directors, Dedicated Head of the Board of Supervisors, and Board of Management: salaries are paid according to the regulations of the Ministry of Labour, Invalids and Social Affairs guiding labor, salaries, remuneration, and bonuses for joint stock companies with dominant state capital contribution; regulations of Vietnam Rubber Group and the actual production and business situation at the Company.

The remuneration of the capital representatives of Vietnam Rubber Group at Ba Ria Rubber Joint Stock Company (participating in the Board of Directors) and part-time Board of Supervisors will be transferred to the Parent Company - Vietnam Rubber Group for management.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

*Recipient:*As above;

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

- Archive: Admin, HR, Labor&Salary.

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.: /TTr -SBBRR Ba Ria - Vung Tau, June , 2025

Draft

PROPOSAL

Regarding the selection of an audit firm for the 2025 Financial Statements

To: The Annual General Meeting of Shareholders 2025.

Pursuant to the Law on Enterprises 2020;

Pursuant to the Law on Independent Audit 2011;

Pursuant to the Charter on Organization and Operation of Ba Ria Rubber Joint Stock Company approved by the General Meeting of Shareholders;

Pursuant to Document No. 351/HDQTCSVN-TCKT dated 28/5/2025 of the Board of Directors of Vietnam Rubber Group regarding the agreement on certain contents for providing opinions and voting at the Annual General Meeting of Shareholders 2025 of Ba Ria Rubber Joint Stock Company.

The Board of Supervisors respectfully submits to the General Meeting of Shareholders the selection of an independent audit firm to review the semi-annual Financial Statements and audit the Financial Statements for the fiscal year ending 2025 with the following specific contents:

1. Proposed criteria for selecting an independent audit firm:

- Select a reputable independent audit firm approved by the Ministry of Finance to perform audits for public interest entities;
- Is a firm with a team of highly qualified and professional auditors, accumulating extensive experience in auditing Financial Statements in accordance with current legal regulations;
- No conflict of interest when performing the audit of Financial Statements (the audit must be performed independently from consulting);
- Has a reasonable audit fee suitable for the content, scope, and progress of the audit required by the Company.
- 2. Based on the aforementioned selection criteria, the Board of Supervisors proposes selecting one of the following three professional audit firms:
 - VACO Auditing Company Limited;

- BDO Audit Services Company Limited;
- International Auditing And Valuation Company Limited.

In case the above 03 firms do not participate due to objective factors, the Board of Directors and the Company's Board of Supervisors shall be authorized to select an eligible audit firm to perform the review of the semi-annual Financial Statements and the audit of the Financial Statements for the fiscal year ending 2025 in accordance with regulations.

3. Through competitive quotation, it is proposed that the General Meeting of Shareholders authorize the Board of Directors to select the audit firm, and authorize the General Director to negotiate and sign the implementation contract.

Respectfully submitted to the General Meeting of Shareholders for consideration and decision

ON BEHALF OF THE BOARD OF SUPERVISORS HEAD OF THE BOARD

Recipient:

- As above;
- BOD, BOD, BOM;
- Company Shareholders;
- Archive: Admin, BOS.

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.:	/TTr-HDQTCSBR	Ba Ria - Vung Tau, date	month	year 20252025
Draft		PROPOSAL		

Regarding the adjustment and addition of the Company's business lines

To: The Annual General Meeting of Shareholders 2025

Pursuant to the Charter of Ba Ria Rubber Joint Stock Company;

Pursuant to document No. 317/HĐQTCSVN-TCCB dated 19/5/2025 of the Board of Directors of Vietnam Rubber Group regarding the agreement on adjusting and supplementing the business lines of Ba Ria Rubber Joint Stock Company.

The Company respectfully submits to the Annual General Meeting of Shareholders for approval of the adjustment and addition of the Company's business lines as follows:

No.	Name of business line before adjustment, addition	Name of business line after adjustment, addition	Industry Code
1	Growing of fruits Details: cocoa, jackfruit, banana.	Growing of fruits Details: cocoa, jackfruit, banana; corn; tropical fruits, High-tech agriculture, Large- scale agriculture.	0121
3	Real estate business, land use rights owned, used, or leased. Details: Buying and selling residential houses and residential land use rights; Buying and selling non-residential houses and land use rights; Leasing, operating, and managing residential houses and land; Leasing, operating, and managing non-residential houses and land.	rights owned, used, or leased Details: Buying and selling residential houses and residential land use rights; Buying and selling non- residential houses and land use rights; Leasing, operating, and managing	6810

No.	Name of business line before adjustment, addition	Name of business line after adjustment, addition	Industry Code
		houses and land; Investing in and trading infrastructure of industrial parks, industrial clusters, residential areas, real estate business; leasing offices, kiosks.	
2	Not available	Post-harvest service activities Details: Pre-sale preparation stages, cleaning, sorting, preliminary processing, drying.	0163

The Board of Directors of Ba Ria Rubber Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders 2025 for approval and authorizes the General Director – Legal Representative, to carry out procedures for reissuance of the Enterprise Registration Certificate and other related contents.

Respectfully submitted.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

Recipient: - As above;

- Archive: AD, Business Planning & Construction.

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.:/TTr-HDQTCSBR	Ba Ria - Vung Tau, May	, 20252025
Draft	PROPOSAL	

Regarding the amendment and supplementation of the Company Charter

To: The Annual General Meeting of Shareholders 2025.

Based on Circular 116/2020/TT-BTC dated 31/12/2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government detailing the implementation of a number of Articles of the Law on Securities;

Based on the Charter on Organization and Operation of Ba Ria Rubber Joint Stock Company.

In order to comply with the provisions of the Law on Securities and the actual situation in the process of production and business, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval of the amendment and supplementation of a number of articles in the Company Charter issued in 2024, with the detailed changes as follows:

Charter 2024	Amendments and supplementations 2025	Reason	
Chapter I	Chapter I	Supplement point g	
DEFINITIONS OF TERMS	DEFINITIONS OF TERMS	in accordance with	
IN THE CHARTER	IN THE CHARTER	the guidance in	
Article 1. Interpretation of	Article 1. Interpretation of	Circular	
Terms	Terms	116/2020/TT-BTC.	
1. In this Charter, the following	1. In this Charter, the	Supplement point h	
terms are understood as follows:	following terms are understood	in accordance with	
g) Company management refers	as follows:	the guidance in the	
to the persons managing the	g) Company management refers	Law on	
Company, including the Board of	to the persons managing the	Enterprises.	
Directors, General Director,	Company, including the	Point k, remove the	
Deputy General Director, and	Chairman of the Board of	phrase "an issuing	
Chief Accountant.	Directors, Members of the Board	organization"	
h) Related persons are	of Directors, General Director,	because the 2024	

Charter 2024	Amendments and supplementations 2025	Reason
individuals, organizations	Deputy General Director, and	version quoted the
defined in Clause 46, Article 4 of	Chief Accountant.	entire content of
the Law on Securities;	h) Related persons are	Clause 18, Article 4
k) Major shareholder is a	individuals, organizations	of the Law on
shareholder holding 5% or more	defined in Clause 46, Article 4 of	Securities,
of the voting shares of the	the Law on Securities; in Clause	generally referring
Company. an issuing	23, Article 4 of the Law on	to the Company
organization;	Enterprises 2020.	and an issuing
	k) Major shareholder is a	organization.
	shareholder holding 5% or more	
	of the voting shares of the	
	Company.	
Article 3. Legal Representatives	Article 3. Legal	Supplementing
of the Company	Representatives of the	point 1 of Article 3
1. The Company has 02 (two)	Company	to prevent the case
legal representatives, including:	1. The Company has 02 (two)	where one of the
- Chairman of the Company's	legal representatives,	two legal
Board of Directors.	including:	representatives is
- General Director of the	- Chairman of the Company's	absent, so that the
Company.	Board of Directors.	Company can still
	- General Director of the	operate normally
	Company.	before the law
	In case one person is absent	while waiting for
	for any reason, the number of	the vacant position
	legal representatives of the	to be appointed.
	Company shall be 01 member,	
	who is either the Chairman of	
	the Board of Directors or the	
	General Director.	
Article 4. Objectives of the	Article 4. Objectives of the	Adjusting and
Company's Operations	Company's Operations	supplementing
1. Business lines of the	1. Business lines of the	some business lines
Company:	Company:	approved by the
- Industry Code 0121:	- Industry Code 0121:	Group
Growing fruits, details: growing	Growing fruits, details: cacao,	
other fruits: cacao, jackfruit,	jackfruit, banana; corn; tropical	
banana;	fruits, High-tech Agriculture,	
- Industry Code 6810: Real		
estate business, land use rights	- Industry Code 6810: Real	

Charter 2024	Amendments and supplementations 2025	Reason		
owned, used, or leased. Details: Buying and selling residential houses and residential land use rights; Buying and selling non- residential houses and land use rights; Leasing, operating, and managing residential houses and land; Leasing, operating, and managing non-residential houses and land	estate business, land use rights owned, used, or leased. Details: Buying and selling residential houses and residential land use rights; Buying and selling non-residential houses and land use rights; Leasing, operating, and managing residential houses and land; Leasing, operating, and managing non-residential houses and land; Investing in and trading infrastructure of industrial parks, industrial clusters, residential areas, real estate business; leasing offices, kiosks - Industry Code 0163: Post-harvest service activities, details: Preparation steps before selling products, cleaning, sorting,			
	preliminary processing, drying			
Article 11. Management	Article 11. Management	Adjusting the		
Structure The Company's management structure follows the model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director (regulated at point a, clause 1, Article 137 of the Law on Enterprises). In addition, the Company also has: rubber planting and tapping farms, rubber processing factories, Rubber Hotel and advisory departments; political and social organizations include: + The Company's Party Committee directly under the Ba Ria - Vung Tau Provincial Party	Structure The Company's management structure follows the model: 1. General Meeting of Shareholders. 2. Board of Directors, Board of Supervisors. 3. General Director.	content in accordance with the regulations in Circular 116/2020/ND-CP and consistent with the actual situation. Do not include Associations and Unions in the Charter.		

Charter 2024	Amendments and supplementations 2025	Reason	
Committee.			
+ The Company's Trade			
Union directly under the			
Vietnam Rubber Industry Trade			
Union.			
+ The Company's Ho Chi			
Minh Communist Youth Union			
directly under the Ba Ria - Vung			
Tau Provincial Youth Union.			
+ The Red Cross Association,			
Veterans Association directly			
under the Ba Ria - Vung Tau			
Provincial Association.			
Article 26. Composition and	Article 26. Composition and	Supplementing	
Term of Members of the Board	Term of Members of the Board	Clause 1 to prevent	
of Directors	of Directors	cases of vacant	
1. The number of members of	1. The number of members of	Board of Directors	
the Board of Directors is five	the Board of Directors is from	members, so that	
(05).	three (03) to five (05).	the Charter remains	
		valid while waiting	
		for the General	
		Meeting of	
		Shareholders to be	
		held for	
		supplementary	
		election.	

Charter 2024	Amendments and supplementations 2025	Reason		
Article 60. Effective Date	Article 60. Effective Date	Change the		
1. This Charter, consisting of	1. This Charter, consisting of	effective date to the		
21 chapters and 60 articles, was	21 chapters and 60 articles, was	date of the 2025		
unanimously supplemented and	unanimously supplemented and	Annual General		
approved by the 2024	approved by the 2025 Annual	Meeting of		
Extraordinary General Meeting	General Meeting of Shareholders	Shareholders.		
of Shareholders of Ba Ria	of Ba Ria Rubber Joint Stock			
Rubber Joint Stock Company on	Company on [Day] [Month],			
September 17, 2024 at Ba Ria	2025 at Ba Ria Rubber Joint			
Rubber Joint Stock Company	Stock Company (Binh Ba			
(Binh Ba commune, Chau Duc	commune, Chau Duc district, Ba			
district, Ba Ria – Vung Tau	Ria – Vung Tau province) and the			
province) and the full text of this	full text of this Charter was			
Charter was jointly accepted as	jointly accepted as effective.			
effective.				

Respectfully submitted.

Recipient:

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

- As above;
- BOM, BOS "for information";
- Secretary of the BOD "for monitoring";File: Admin, In charge of management.

VIETNAM RUBBER GROUP BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.:/TTr-HDQTCSBR Ba Ria - Vung Tau, date month year 20252025

Draft PD CDCG + 7

PROPOSAL

Re: Approval of dismissal from the positions of Head and Member of the Board of Supervisors and personnel for electing additional Members of the Board of Supervisors for the term 2021-2026

To: The Annual General Meeting of Shareholders 2025.

Pursuant to the Law on Enterprises dated 17/6/2020;

Pursuant to the Law on Securities dated 26/11/2019;

Pursuant to relevant legal documents;

Pursuant to the Charter of Ba Ria Rubber Joint Stock Company;

Considering the Resignation Letter from Ms. Huynh Thi Hoa, Head of the Board of Supervisors and Member of the Board of Supervisors of Ba Ria Rubber Joint Stock Company.

The Board of Directors of Ba Ria Rubber Joint Stock Company hereby submits to the General Meeting of Shareholders for approval the dismissal from the positions of Head and Members of the Board of Supervisors and the personnel for electing additional Members of the Board of Supervisors for the term 2021-2026, specifically as follows:

1. Dismissal of Board of Supervisors members

The current number of Board of Supervisors members is: 03 members

- Ms. Huynh Thi Hoa — Head of the Board

- Ms. Nguyen Thi Hai — Member

- Mr. Tran Quoc Hung — Member

The Board of Directors of Ba Ria Rubber Joint Stock Company hereby submits to the General Meeting for approval the dismissal from the positions of Head and Member of the Board of Supervisors for Ms. Huynh Thi Hoa.

2. Electing additional Board of Supervisors members

a) Based on the Resignation Letter of Ms. Huynh Thi Hoa, the Board of Directors proposes that the General Meeting of Shareholders decides to proceed with electing additional Board of Supervisors members for the term 2021-2026, including 01 (one) member.

b) List of candidates:

Pursuant to current legal regulations, the Charter of Ba Ria Rubber Joint Stock Company, the Notice on nomination and candidacy for Board of Supervisors members, and the results of receiving applications from nominated/candidate members as of the current time, the Board of Directors hereby submits to the Annual General Meeting of Shareholders 2025 the list of candidates for the General Meeting to elect Board of Supervisors members for the term 2021 - 2026, including:

- Mr. / Ms	: Nominated by
- Mr. / Ms	: Nominated by
(A44 - 1 - 1 41 - D -	

(Attached are the Resumes of the nominated members).

Hereby submitted to the General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company for consideration and decision.

Sincerely submitted./.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN

Recipients:

- As above;
- BOD, BOM, BOS;
- Company Shareholders;
- Archive: Admin, Secretary of the BOD.

BARIA RUBBER JOINT STOCK COMPANY ANNUAL GENERAL MEETING OF SHAREHOLDERS THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VOTING BALLOT

CONTENTS PRESENTED AT THE 2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS

I. GENERAL INFORMATION

- Full name of shareholder / authorized representative:
- Number of shares owned:
- Number of shares authorized:
- Total number of voting shares:

II. Voting Content

Voting Content	Approve	Disapprove	Abstain
1. Approval of 2024 business results and 2025 business plan			
2. Approval of the audited Financial statements for 2024			
3. Approval of the 2024 Board of Directors' performance report and the 2025 Activity plan			
4. Approval of the report from the Independent Board Member			
5. Approval of the 2024 Board of Supervisors's performance report			
6. Approval of 2024 profit distribution and the 2025 profit distribution plan			
7. Approval of remuneration and salaries for the Board of Directors and Board of Supervisors in 2024 and the plan for 2025			
8. Approval to authorize the Board of Directors to select one of the three audit firms to conduct the semi-annual review and annual audit of the Company's 2025 financial statements			
9. Approval of the addition of business lines for the Company			
10. Approval of amendments and supplements to the Company Charter as proposed by the Board of Directors			
11. Approval of the nomination list for Board of Supervisors members for the 2021–2026 term to proceed with additional election at the meeting			

Note

- Shareholders mark x or $\sqrt{}$ in the corresponding box according to their opinion

Signature and full name of Shareholder / Representative

BA RIA RUBBER JOINT STOCK COMPANY GENERAL MEETING OF SHAREHOLDERS ANNUAL 2025

SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness

No: /NQ-DHDCD

Draft

Ba Ria - Vung Tau, June 27, 2025

RESOLUTION

On Approving certain contents at the 2025 Annual General Meeting of Shareholders

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises dated 17/06/2020;

Pursuant to the Charter of Ba Ria Rubber Joint Stock Company;

Pursuant to Minutes No. /BB-CSBR dated 27/6/2025 regarding the 2025 Annual General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company.

RESOLVES:

Article 1. Unanimously approve the following Reports:

- **1.** Report No. /BC-CSBR dated /6/2025 of the Board of Management on the 2024 business results and 2025 business plan.
- **2.** Report No. /BC-CSBR dated /6/2025 of the Company's Board of Management on the Summary of the 2024 Audited Financial Statements
- **3.** Report No. /BC-HDQT dated /6/2025 of the Board of Directors on the activities of the Board of Directors in 2024 and the 2025 activity plan.
- **4.** Report of the independent member of the Board of Directors evaluating the activities of the Board of Directors in 2024.
- **5.** Report No. /BC-BKSCSBR dated /6/2025 of the Company's Board of Supervisors on the 2024 activities and the direction and tasks for 2025 of the Board of Supervisors of Ba Ria Rubber Joint Stock Company.

Article 2. Unanimously approve the following Proposals:

- **1.** Proposal No.: /TTr-HDQTCSBR dated /6/2025 on the 2024 profit distribution and 2025 distribution plan.
- **2.** Proposal No.: /TTr-HDQTCSBR dated /6/2025 on the payment of salaries and remuneration for the Board of Directors Board of Supervisors in 2024,

and the 2025 remuneration payment plan for the Board of Directors - Board of Supervisors.

- **3.** Proposal No.: /TTr-BKSCSBR dated /6/2025 on the selection of the audit firm for the 2025 Financial Statements.
- **4.** Proposal No.: /TTr-HDQTCSBR dated /6/2025 on the adjustment and addition of the Company's business lines.
- **5.** Proposal No.: /TTr-HDQTCSBR dated /6/2025 on the amendment and supplement to the Company Charter.
- **6.** Proposal No.: /TTr-HDQTCSBR dated /6/2025 on approving the dismissal of the Head and Members of the Board of Supervisors and the personnel for electing additional Members of the Board of Supervisors for the 2021-2026 term.
- **Article 3.** This Resolution was approved by the General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company at the annual General Meeting of Shareholders held on 27/6/2025. Members of the Board of Directors, Board of Supervisors, General Director, esteemed shareholders, and relevant organizations and individuals are responsible for implementing this Resolution./.

Recipients:

- State Securities Commission;
- Hanoi Stock Exchange;
- Vietnam Rubber Group;
- Esteemed shareholders;
- BOD, BOS, BOM of the Company;
- Archive: Admin, Secretary of the BOD.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS CHAIRMAN

BA RIA RUBBER JOINT STOCK COMPANY



National Highway 56, Duc Trung Hamlet, Binh Ba Commune, Chau Duc District, Ba Ria-Vung Tau Province

Tel: (0254) 3881964

E-mail: <u>vanphong@baruco.com.vn</u> - Website: <u>http://www.baruco.com.vn</u>

Business number: 3500103432

APPLICATION FOR CANDIDACY MEMBER OF THE BOARD OF SUPERVISORS

To:	Organizing	Committee	of	the	2025	Annual	General	Meeting	of
	Shareholders	s BaRia Rubb	er Jo	oint S	tock Co	ompany			

After reviewing and comparing the standards and conditions for being a member of the Board of Supervisors as stipulated by Law, the Charter, and the Company's regulations, I hereby submit this application to participate in the election for the Board of Supervisors d of BaRia Rubber Joint Stock Company for the term 2021-2026.

Documents attached to this application include:

- Application for Board of Supervisors member candidacy
- Curriculum Vitae certified by the competent authority.
- Nomination Letter (if an organization or group of shareholders nominates the candidate)
- Confirmation from the Securities Company that the shareholder/group of shareholders holds at least 5% of the company's shares (if an organization or group of shareholders nominates the candidate).
 - Certified copies of the following documents:
 - + Citizen ID Card (or passport if overseas Vietnamese or foreigner).
 - + Certificates of cultural and professional qualifications.
 - Power of Attorney (if the candidate is nominated by a group of shareholders)
- Confirmation from the Securities Company that the shareholder/group of shareholders has held at least 5% of BRR shares or more for a continuous period of 6 months.

I hereby commit that the documents in this application file are true and I take legal responsibility for the accuracy of this file.

If elected, I commit to strictly comply with t	the provisions of the law and the Charter of
Ba Ria Rubber Joint Stock Company.	
Sincerely	
	, Datemonthyear 2025
	CANDIDATE
	(signature and full name)

SOCIALIST REPUBLIC OF VIETNAM

Independence-Freedom-Happiness

----000-----

CURRICULUM VITAE

Picture 4x6

(For candidates)

1. PERSONAL INFORMATION:

Violations of law:		Yes 🗖	No		
Debts to the company:		Yes 🗖	No 🗖		
Related interests with the company:		Yes 🗀	No 🗖		
Interests related to the company's related parties(*):			Yes 🗀	No 🗖	
Conflicts of interest with the company:		Yes 🗀	No 🗖		
Number of HRC shares owned (according to the list closed on 27/03/2025):		——————————————————————————————————————			
Of which:					
+ Representative ownership:		——————————————————————————————————————			
+ Individual ownership		——————————————————————————————————————			
2. PROFE	ESSI	ONAL QUALI	FICATIONS		
Time		School/Training institution		Degree/Certificate	
3. WORK HISTORY:					
Time period W		Workplace	Position		

4. RELATED PARTIES:

No.	Full name Citizen ID	Place of issue, date of issue	Address	Ownership ratio

Note:

<u>"46. Related person</u> means an individual or organization related to each other in the following cases:

^(*) Stipulated in Point 46 – Article 4 – Securities Law No. 54/2019/QH14

- a) Enterprise and its insiders: public fund, public securities investment company and insiders of such public fund or public securities investment company;
- b) Enterprise and organizations, individuals owning over 10% of the voting shares or contributed capital of such enterprise;
- c) Organizations, individuals who, in relation to other organizations, individuals, directly or indirectly control or are controlled by such organizations, individuals, or are under common control with such organizations, individuals;
- d) Individual and his/her biological father, biological mother, adoptive father, adoptive mother, father-in-law (husband's side), mother-in-law (husband's side), father-in-law (wife's side), mother-in-law (wife's side), wife, husband, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, biological younger sibling, brother-in-law (sister's husband), brother-in-law (younger sister's husband), sister-in-law (brother's wife), sister-in-law (younger brother's wife);
- d) Securities investment fund management company and securities investment funds, securities investment companies managed by such securities investment fund management company;
- e) Contractual relationship in which one organization, individual represents the other organization, individual;
- g) Other organizations, individuals are related persons according to the provisions of the Law on Enterprises".

, Date month year 2025

Declarant's signature, full name