

VIETNAM RUBBER GROUP  
TAN BIEN RUBBER  
JOINT STOCK COMPANY  
No.: /TTr-HĐQTCSJB

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Tay Ninh, June ...., 2026

DRAFT

PROPOSAL

**Re: Approval of (amendments and supplements to) the Internal Regulations on Corporate Governance**

To: The Annual General Meeting of Shareholders 2026

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

*Pursuant to Decision No. 191/QĐ-HĐQTCSJB dated June 26, 2025, of the Board of Directors of Tan Bien Rubber Joint Stock Company regarding the issuance of the Internal Regulations on Corporate Governance (amended and supplemented) - Tan Bien Rubber JSC;*

*Pursuant to Law No. 68/2025/QH15 on Management and Investment of State Capital in Enterprises*

*Pursuant to the Government's Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;*

*Pursuant to Official Dispatch No. 1336/CSVN-PCTT dated May 21, 2026, of the Vietnam Rubber Group regarding the review and amendment of the Company's Charter to comply with legal regulations.*

The Board of Directors of Tan Bien Rubber JSC respectfully submits to the General Meeting of Shareholders for consideration and approval of the amendments and supplements to the Internal Regulations on Corporate Governance of Tan Bien Rubber JSC.

(Comparison table of adjusted contents attached)

Respectfully submitted to the Annual General Meeting of Shareholders 2026 for consideration and approval./.

**Recipients:**

- As above;
- Members of the BOD, BOS of the Company;
- Archives; BOD Secretariat.

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

Article	Current Charter	Amended and supplemented content	Basis for adjustment
<p>Clause 1, Article 2. Interpretation of terms and abbreviations</p>	<p>1. Non-executive member of the Board of Directors is a member of the Board of Directors who is not the General Director, Deputy General Director, Chief Accountant, or other executive officers as prescribed by the Company's Charter.</p> <p>3. Board of Directors: means the Board of Directors</p> <p>6. VSD: means the Vietnam Securities Depository and Clearing Corporation</p>	<p><u>1. Charter capital is the total par value of shares sold or registered for purchase upon the establishment of the Joint Stock Company and in accordance with Article 6 of the Company's Charter;</u></p> <p><u>2. Law on Enterprises is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments and supplements;</u></p> <p><u>3. Law on Securities is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments and supplements;</u></p> <p><u>4. Establishment date is the date the Company is first granted the Enterprise Registration Certificate (Business Registration Certificate and equivalent valid documents);</u></p> <p><u>5. Executive officer is the General Director, Deputy General Director, or Chief Accountant appointed by the Board of Directors;</u></p> <p><u>6. Corporate manager is a manager of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, and the General Director appointed by the General Meeting of Shareholders or the Board of Directors;</u></p> <p><u>7. Related person is an individual or organization as prescribed in Clause 46, Article 4 of the Law on Securities;</u></p> <p><u>8. Shareholder is an individual or organization owning at least one share of the Joint Stock Company;</u></p> <p><u>9. Major shareholder is a shareholder as prescribed in Clause 18, Article 4 of the Law on Securities;</u></p>	<p>Supplement and clarify terms to be consistent with the Charter, Law on Enterprises, and Law on Securities</p>



		<p><u>10. Member of the Board of Supervisors is a Supervisor</u></p> <p><u>11. Stock Exchange means the Vietnam Stock Exchange and its subsidiaries.</u></p> <p>12. Non-executive member of the Board of Directors is a member of the Board of Directors who is not the General Director, Deputy General Director, or Chief Accountant as prescribed by the Company's Charter.</p> <p><u>13. Shareholder/Delegate Eligibility Verification Committee is the department responsible for determining the conditions for conducting the General Meeting of Shareholders in accordance with the law and the Company's Charter.</u></p> <p>15. Board of Directors: <u>means the Board of Directors</u></p> <p>18. VSDC: means the Vietnam Securities Depository and Clearing Corporation</p> <p><u>21. Online General Meeting is a form of organizing the General Meeting of Shareholders using electronic means to transmit images and sound via the internet, allowing shareholders in different locations to monitor the proceedings, discuss, and vote on meeting issues.</u></p> <p><u>22. Electronic voting is the act of shareholders voting through the Electronic Voting System as prescribed in these Regulations.</u></p> <p><u>23. Login name and access password include the username and password uniquely provided by the Company to each shareholder.</u></p> <p><u>24. Contact address is the registered head office address for organizations; the permanent residence, workplace, or other address of an individual that the person registers with the enterprise as a contact address.</u></p>	
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<p>Article 4. Authority to convene the General Meeting of Shareholders</p>	<p>2. Authority to convene an extraordinary General Meeting of Shareholders: a. The Board of Directors must <del>convene</del> a General Meeting of Shareholders within sixty (60) days from the date the number of remaining members of the Board of Directors or the Board of Supervisors falls below the level prescribed in Point b, Clause 3, Article 14 of the Company's Charter, or upon receiving a request as prescribed in Points c and d, Clause 3, Article 14 of the Company's Charter; ...</p>	<p>2. Authority to convene an extraordinary General Meeting of Shareholders: The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the following cases: a. <u>The Board of Directors deems it necessary for the interests of the company;</u> b. <u>The number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number of members prescribed by law;</u> c. <u>Upon the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of this Law; the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, and must bear</u></p>	<p>- Clarify the authority to convene the General Meeting of Shareholders and the cases in which the Board of Directors must convene the meeting.</p> <p>- Clarify that convening a meeting means determining the opening date (distinct from sending the meeting invitation).</p>

		<p><u>the signatures of the relevant shareholders, or the written request may be made in multiple copies and compiled with sufficient signatures of the relevant shareholders;</u></p> <p>d. <u>Upon the request of the Board of Supervisors;</u></p> <p>e. <u>Other cases as prescribed by law and the Company's Charter.</u></p> <p>3. The Board of Directors <u>must determine the opening date of the General Meeting of Shareholders</u> within sixty (60) days from the date the number of remaining members of the Board of Directors or the Board of Supervisors falls below the level prescribed in Point b, Clause 3, Article 14 of the Company's Charter, or upon receiving a request as prescribed in Points c and d, Clause 3, Article 14 of the Company's Charter; ...</p>	
<p>Article 5. Personnel of the General Meeting of Shareholders</p>	<p>1. Chairperson and Presidium:</p> <p>g. The Presidium consists of 01 Chairperson and other members.</p> <p>4. Shareholder/Delegate Eligibility Verification Committee:</p> <p>a. <del>The Chairperson</del> appoints one or more persons to serve on the Shareholder/Delegate Eligibility Verification Committee to support the meeting. The committee consists of 01 Head and other members.</p> <p>b. Duties of the Shareholder/Delegate Eligibility Verification Committee:</p> <p>...</p>	<p>1. Chairperson and Presidium:</p> <p>g. The Presidium consists of at least 01 person, including 01 Chairperson and other members.</p> <p>4. Shareholder/Delegate Eligibility Verification Committee:</p> <p>a. <u>The person convening the General Meeting of Shareholders in accordance with Article 140 of the Law on Enterprises</u> appoints one or more persons to serve on the Shareholder/Delegate Eligibility Verification Committee to support the meeting. The committee consists of <u>at least 01 person</u>, including 01 Head and <u>at least 01 member</u>.</p> <p>b. Duties of the Shareholder/Delegate Eligibility Verification Committee:</p> <p>...</p>	<p>- The Chairman of the Board of Directors acts as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors and may appoint additional support staff to the Presidium.</p> <p>- As they operate before the General Meeting of Shareholders elects the meeting personnel (including the Chairperson), members of the Eligibility Verification Committee should be directly appointed by the</p>

			convener.
Article 7. Notice of convening the General Meeting of Shareholders	<p>2. The meeting invitation notice shall be sent by a method ensuring it reaches the shareholder's contact address and posted on the company's website; <del>if the company deems it necessary, it may publish it in a central or local daily newspaper as prescribed by the Company's Charter.</del></p> <p>3. The meeting invitation notice must be accompanied by the following documents:</p> <p>b. Voting ballot/ballot paper.</p>	<p>2. The meeting invitation notice shall be sent by a method ensuring it reaches the shareholder's contact address and posted on the company's website.</p> <p>3. The meeting invitation notice must be accompanied by the following documents:</p> <p>b. Voting ballot/ballot paper. <u>Note: In the case of an online General Meeting of Shareholders, the voting ballot/ballot paper does not need to be sent with the invitation notice.</u></p>	<p>Remove the form of invitation notice via printed newspaper to optimize information disclosure on the Website in accordance with Article 143 of the Law on Enterprises;</p> <p>simultaneously waive the obligation to attach voting ballots/ballot papers for online meetings to synchronize with the electronic voting mechanism and streamline administrative logistics.</p>
Article 8. Agenda and content of the General Meeting of Shareholders	<p><del>1. The General Meeting of Shareholders is convened in the cases prescribed in Article 3 of these Regulations.</del></p> <p>2. The person convening the General Meeting of Shareholders must perform the following tasks:</p> <p>a. <del>Prepare a list of shareholders eligible to attend and vote/elect at the General Meeting of Shareholders. The list of shareholders eligible to attend the General Meeting of Shareholders shall be prepared no more than 10 days before the date of sending the meeting invitation. The company must disclose information about the preparation of the list of shareholders eligible to attend the General Meeting of</del></p>	<p>1. The person convening the General Meeting of Shareholders must perform the following tasks:</p> <p>a. Prepare the meeting program and content;</p> <p>c. Prepare meeting documents;</p> <p>d. Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;</p> <p>e. Determine the time and venue of the meeting;</p> <p>f. Notify and send the meeting invitation to all shareholders eligible to attend;</p> <p>g. Other tasks serving the meeting.</p> <p>2. The meeting program and documents related to issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In case documents are not attached to the invitation</p>	<p>- Remove Clause 1 as it duplicates Article 4</p> <p>- Remove Point a, Clause 2 as it duplicates Article 7.</p> <p>- To add content to the General Meeting of Shareholders program, the Board of Directors needs to meet and reach a consensus, and the deadline for sending Board meeting invitations is 3 days before the meeting. Therefore, the deadline for shareholder proposals regarding the</p>

<p><del>Shareholders at least 20 days before the record date. The sequence and procedures shall be carried out in accordance with Article 6 of these Regulations;</del></p> <p>b. Prepare the meeting program and content;</p> <p>c. Prepare meeting documents;</p> <p>d. Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;</p> <p>e. Determine the time and venue of the meeting;</p> <p>f. Notify and send the meeting invitation to all shareholders eligible to attend;</p> <p>g. Other tasks serving the meeting.</p> <p><del>3. The invitation notice for the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring it reaches the shareholder's contact address, and simultaneously published on the Company's website and the State Securities Commission, and the Stock Exchange where the Company's shares are listed or registered for trading. The convener must send the invitation notice to all shareholders on the list of shareholders eligible to attend at least 21 days before the opening date of the meeting (calculated from the date the notice is validly sent or forwarded). The meeting program and documents related to issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In</del></p>	<p>notice, the notice must clearly state the link to the full meeting documents so that shareholders can access them, including: ....</p> <p>3. A shareholder or group of shareholders as prescribed in Clause 2, Article 12 of the Company's Charter has the right to propose issues to be included in the program of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 05 working days before the opening date of the meeting, unless the Company's Charter provides otherwise. ....</p> <p>4. <u>In case the convener rejects the proposal prescribed in Clause 3 of this Article, they must respond in writing at least 02 working days before the opening date of the General Meeting of Shareholders, clearly stating the reasons. In case the convener or the proposer requests a discussion, both parties must discuss before the convener responds in writing regarding the rejection. The convener may only reject the proposal if it falls into one of the following cases: ....</u></p>	<p>meeting program is 5 working days before the opening date of the General Meeting of Shareholders to allow time for preparing Board meeting documents.</p> <p>- Supplement the procedure for rejecting proposals to include issues in the General Meeting of Shareholders program by a shareholder or group of shareholders as prescribed in Clause 2, Article 12 of the Company's Charter.</p>
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	<p><del>ease documents are not attached to the invitation notice, the notice must clearly state the link to the full meeting documents so that shareholders can access them, including: ....</del></p> <p>4. A shareholder or group of shareholders as prescribed in Clause 2, Article 12 of the Company's Charter has the right to propose issues to be included in the program of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 03 working days before the opening date of the meeting, unless the Company's Charter provides otherwise. ....</p> <p>5. The convener has <del>the right</del> to reject the proposal prescribed in Clause 4 of this Article if it falls into one of the following cases: ...</p>		
<p>Article 9. Procedures for registration and authorization to attend the GMS</p>	<p>2. Regulations on authorization to attend the meeting</p> <p>b. Authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as prescribed in Point a, Clause 2 of this Article must be made in writing. The power of attorney shall be established in accordance with civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, and the</p>	<p>2. Regulations on authorization to attend the meeting</p> <p>b. Authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as prescribed in Point a, Clause 2 of this Article must be made in writing. The power of attorney shall be established in accordance with civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, and the signatures <u>(clearly stating the full name, handwritten or digital signature) and seals (if an organization)</u> of the authorizing and authorized parties. The authorized person must submit the power of attorney upon registration. <u>The authorized</u></p>	<p>Regulations on the method of re-authorization to ensure voting rights are exercised according to the shareholder's will.</p> <p>Remove the re-authorization clause.</p>



	signatures of the authorizing and authorized parties. <del>The authorized person must submit the power of attorney upon registration. In case of re-authorization, the attendee must present the original power of attorney from the shareholder and the authorized representative of the institutional shareholder (if not previously registered with the Company).</del>	<u>person may not re-authorize another person.</u>	
Article 10. Conditions for conducting the GMS	3. In case the second meeting does not meet the conditions prescribed in Clause 2 of this Article, the invitation notice for the third meeting must be sent within 20 days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of votes of the attending shareholders.	3. In case the second meeting does not meet the conditions prescribed in Clause 2 of this Article, the invitation notice for the third meeting must be sent within 30 days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of votes of the attending shareholders.	Consistent with the minimum time required to convene a General Meeting of Shareholders.
Article 11. Forms of approving GMS resolutions	The General Meeting of Shareholders passes resolutions under its authority by voting at the meeting, collecting written opinions, and other forms as prescribed by current law.	1. The General Meeting of Shareholders passes resolutions under its authority by voting at the meeting: <u>a. Direct meeting</u> <u>b. Online conference</u> <u>c. Direct meeting combined with online conference</u> 2. <u>The General Meeting of Shareholders passes resolutions under its authority by collecting written opinions (Prescribed in Part II - This Chapter):</u> <u>a. Sending opinion ballots by mail, fax, or email</u> <u>b. Sending opinion ballots by electronic voting</u> <u>c. Sending opinion ballots by mail, fax, or email combined with electronic voting.</u>	Clearly define the methods for submitting issues to the General Meeting of Shareholders for approval.
Article 12. Contents	22. Other issues as prescribed by law and	<u>22. Approval of the annual financial statements:</u>	Supplement the approval of annual financial

approved at the GMS	the Company's Charter.	23. Other issues as prescribed by law and the Company's Charter.	statements to the list of contents to be approved at the General Meeting of Shareholders
Article 15. Procedures for objecting to decisions of the General Meeting of Shareholders	3. Within 90 days from the date of receiving the resolution or meeting minutes, a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of this Law has the right to request a Court or Arbitration to consider and cancel the resolution or a part of the resolution of the General Meeting of Shareholders in the following cases: ...	3. Within 90 days from the date of receiving the resolution or minutes of the General Meeting of Shareholders or the minutes of the vote counting results of the General Meeting of Shareholders, a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of this Law has the right to request a Court or Arbitration to consider and cancel the resolution or a part of the resolution of the General Meeting of Shareholders in the following cases: ...	Synchronize the shareholder objection process to be consistent with both forms of passing resolutions of the General Meeting of Shareholders (direct meeting or collecting written opinions)
Article 16. Preparation of Minutes of the General Meeting of Shareholders	1. .... The minutes must be prepared in Vietnamese, may be prepared in a foreign language, and must contain the following main contents: g. Total number of votes for each issue, clearly stating the voting method, total number of valid and invalid votes, votes in favor, votes against, and abstentions; corresponding ratio to the total number of votes of attending shareholders;	1. .... The minutes must be prepared in Vietnamese, may be prepared in a foreign language, and must contain the following main contents: g. Total number of votes for each issue, clearly stating the voting method, total number of valid and invalid votes, votes in favor, votes against, and abstentions; corresponding ratio to the total number of votes of shareholders attending and voting;	- Standardize the method of calculating the voting ratio based on the number of votes of shareholders attending and voting.
Article 19. Voting to pass matters at the meeting	2. Regulations on the validity of voting ballots and ballot papers a. Voting ballot ➤ A valid voting ballot is a ballot according to the pre-printed form issued by the Organizing Committee, without erasures, alterations, tearing, etc., without any content written other than what is prescribed for this ballot, and	2. Regulations on the validity of voting ballots and ballot papers a. Voting ballot ➤ A valid voting ballot is a ballot according to the pre-printed form issued by the Organizing Committee, bearing the Company's hanging seal, without erasures, alterations, tearing, etc., without any content written other than what is prescribed for this ballot, and must bear a signature; below the	Supplement the regulation on hanging seals to increase the authenticity of voting ballots/ballot papers; simultaneously specify the sequence, procedures, and deadlines for submitting ballots for remote voting forms (mail, fax, email) to ensure the

	<p>must bear a signature; below the signature, there must be the full handwritten name of the attending delegate, and it must be sent to the Vote Counting Committee before the ballot box is unsealed.</p> <p>...</p> <p>b. Ballot paper</p> <p>➤ A valid ballot paper: is a ballot according to the pre-printed form issued by the organizing committee, without erasures, alterations, without any content written other than what is prescribed for the ballot; it must bear a signature and the full name of the attending delegate, and be sent to the Vote Counting Committee before the ballot box is unsealed.</p> <p>...</p>	<p>signature, there must be the full handwritten name of the attending delegate, and it must be sent to the Vote Counting Committee before the ballot box is unsealed. In case of direct voting/remote voting (via mail, fax, email, or other means as prescribed by the Company's Charter), it must bear a signature and the full handwritten name of the attending delegate and be sent to the Vote Counting Committee before the vote counting time.</p> <p>...</p> <p>b. Ballot paper</p> <p>➤ A valid ballot paper: is a ballot according to the pre-printed form issued by the organizing committee, bearing the Company's hanging seal, without erasures, alterations, without any content written other than what is prescribed for the ballot; it must bear a signature and the full name of the attending delegate, and be sent to the Vote Counting Committee before the ballot box is unsealed. In case of direct voting/remote voting (via mail, fax, email, or other means as prescribed by the Company's Charter), it must bear a signature and the full handwritten name of the attending delegate and be sent to the Vote Counting Committee before the vote counting time.</p> <p>...</p>	<p>legal voting rights of shareholders in accordance with Article 144 of the 2020 Law on Enterprises.</p>
<p>Article 20. Voting procedures at the in-person General Meeting of Shareholders</p>	<p>2. Forms of voting</p> <p>b. Voting by voting ballot:</p> <p>- When voting by filling out a voting ballot, for each issue, the delegate selects one of the three options "In favor", "Against", "Abstention" pre-printed on the ballot by marking an "X" or "" in the chosen box.</p>	<p>2. Forms of voting</p> <p>b. Voting by voting ballot:</p> <p>- When voting by filling out a voting ballot, for each issue, the delegate selects one of the three options "In favor", "Against", "Abstention" pre-printed on the ballot by marking an "X" or "" in the chosen box. After completing all issues to be voted on at the Meeting, the</p>	<p>Supplement the operation and result confirmation process for electronic voting at the direct General Meeting of Shareholders to apply technology to the meeting</p>

	<p>After completing all issues to be voted on at the Meeting, the delegate sends the voting ballot to the sealed ballot box at the Meeting according to the instructions of the Vote Counting Committee. The voting ballot must bear the signature and full name of the delegate.✓</p>	<p>delegate sends the voting ballot to the sealed ballot box at the Meeting according to the instructions of the Vote Counting Committee. The voting ballot must bear the signature and full name of the delegate.✓</p> <p><u>- When voting is conducted by electronic voting or other electronic forms: for each issue, the delegate selects one of the three options "In favor", "Against", "Abstention" put to a vote at the Meeting, which have been set up in the electronic voting system. Then, the Delegate confirms the vote so that the electronic voting system records the result.</u></p>	<p>in accordance with the 2020 Law on Enterprises.</p>
<p>Article 21. Election voting procedures</p>	<p>1. General principles</p> <ul style="list-style-type: none"> <li>- Strictly comply with the provisions of the law and the Company's Charter;</li> <li>- Members of the vote counting committee must not be named in the list of nominations or self-nominations for the Board of Directors and the Board of Supervisors.</li> </ul> <p>2. Forms of voting for election</p> <p>a. Election by cumulative voting</p> <ul style="list-style-type: none"> <li>- Accordingly, each delegate has a total number of votes corresponding to the total number of shares owned or represented multiplied by the number of members to be elected;</li> <li>- Attending delegates have the right to pool all their votes for one or more candidates;</li> <li>- In case additional candidates arise on the day of the meeting, the delegate can contact</li> </ul>	<p>1. General principles</p> <ul style="list-style-type: none"> <li>- Strictly comply with the provisions of the law and the Company's Charter;</li> <li><u>- The election is conducted by direct voting, electronic voting, or other electronic forms.</u></li> <li>- Members of the vote counting committee must not be named in the list of nominations or self-nominations for the Board of Directors and the Board of Supervisors.</li> </ul> <p>2. Forms of voting for election</p> <p>a. Election by cumulative voting</p> <ul style="list-style-type: none"> <li>- Accordingly, each delegate has a total number of votes corresponding to the total number of shares owned or represented multiplied by the number of members to be elected;</li> <li>- Attending delegates have the right to pool all their votes for one or more candidates;</li> <li>- In case of changing candidates on the day of the meeting, the Vote Counting Committee is responsible</li> </ul>	<ul style="list-style-type: none"> <li>- Supplement the form of election by electronic voting; standardize the term "changing candidates" to cover all personnel fluctuation scenarios at the meeting; simultaneously regulate the responsibilities of the Vote Counting Committee to protect the transparent voting rights of shareholders.</li> </ul>

	<p>the Vote Counting Committee to request a new ballot paper and must return the old one (before putting it into the ballot box);</p> <p>...</p>	<p>for issuing new ballot papers, and the old ones must be returned (before putting them into the ballot box);</p>	
<p>Article 22. Vote counting procedures at the in-person General Meeting of Shareholders</p>	<p>The vote counting method is conducted by aggregating the voting cards/ballots in favor, against, and abstentions.</p> <p>For sensitive issues and if shareholders request, the Company must appoint an independent organization to perform the collection and counting of votes.</p>	<p>The vote counting process shall be conducted as follows:</p> <ul style="list-style-type: none"> <li>- Aggregate voting cards/ballots (according to the voting method) for each voting issue, the total number of valid and invalid ballots, votes in favor, votes against, and abstentions; and the corresponding ratio to the total number of voting shares of shareholders present and voting in accordance with the Company Charter.</li> <li>- <u>Aggregate ballots according to the cumulative voting method, the total number of valid and invalid ballots, the number of votes for each candidate, and other details as prescribed by the Company Charter.</u></li> <li>- For sensitive issues and upon shareholder request, the Company must appoint an independent organization to collect and count the votes.</li> </ul>	<p>Detailed regulations on the vote counting process; clearly classify the number of valid and invalid ballots to serve as a basis for accurate ratio calculation.</p>
	<p><del>Article 24. Notice of convening an online General Meeting of Shareholders</del></p> <p><del>Implement in accordance with the provisions of Article 6 of these Regulations.</del></p> <p><del>Note: Voting cards/ballots do not need to be enclosed with the meeting invitation notice.</del></p>	-	<p>Remove this clause as it duplicates Article 7.</p>
<p>Article 23. Procedures for registering to attend the</p>	<p>3. Method of recording Delegates attending the online General Meeting of Shareholders:</p> <p>A Delegate is recorded by the electronic</p>	<p>3. Method of recording Delegates attending the online General Meeting of Shareholders:</p> <p>A Delegate is recorded by the electronic voting system as attending the online General Meeting of</p>	<p>Add the step of "confirming attendance on the system" to ensure accuracy when</p>

online General Meeting of Shareholders	voting system as attending the online General Meeting of Shareholders when that Delegate accesses the system using the access information provided in accordance with Article 26 of these Regulations and has cast an electronic vote on any issue in the Agenda of the online General Meeting of Shareholders.	Shareholders when that Delegate accesses the system using the access information provided in accordance with Article 26 of these Regulations and has confirmed their attendance at the online General Meeting of Shareholders on the electronic voting system for any issue in the Agenda of the online General Meeting of Shareholders.	determining the ratio of shareholders present to conduct the meeting and as a basis for calculating the approval voting ratio.
Article 24. Provide login information and perform electronic voting	<p>2. When a Delegate requests to have their login information re-issued, the Meeting Organizing Committee may notify them via the following methods: in person or via the specified email/phone number. The method of providing login information via email or phone shall only be implemented based on shareholder information from the list of shareholders with voting rights prepared by the Vietnam Securities Depository and Clearing Corporation in accordance with the Company's notice of exercising the right to attend the General Meeting of Shareholders.</p> <p>3. The Delegate uses the username, password, or other identification factors (if any) to access the electronic voting system and perform electronic voting according to the Agenda of the online General Meeting of Shareholders.</p>	<p>2. When a Delegate requests to have their login information re-issued, the Meeting Organizing Committee may notify them via the following methods: in person, via email/phone, or other methods prescribed by the Board of Directors. The method of providing login information via email or phone shall only be implemented based on shareholder information from the list of shareholders with voting rights prepared by the Vietnam Securities Depository and Clearing Corporation in accordance with the Company's notice of exercising the right to attend the General Meeting of Shareholders.</p> <p>3. The Delegate uses the username, password, or other identification factors (if any) to access the electronic voting system to confirm attendance at the online General Meeting of Shareholders and perform electronic voting according to the Agenda of the online General Meeting of Shareholders.</p>	Add an open mechanism for the Board of Directors to flexibly apply new technological solutions when re-issuing login information to shareholders; standardize the legal name of the Vietnam Securities Depository and Clearing Corporation (VSDC); and synchronize the "attendance confirmation" process when logging into the online system.
Article 25. Authorization for a representative to attend the	<p>Validity of online authorization: authorization is only legally valid when the following conditions are met:</p> <ul style="list-style-type: none"> <li>- When the shareholder fills in all information according to the online</li> </ul>	<p>Validity of online authorization: authorization is only legally valid when the following conditions are met:</p> <ul style="list-style-type: none"> <li>- When the shareholder fills in all information according to the online authorization form and completes the online authorization.</li> </ul>	Require handwritten names and signatures on the Power of Attorney to prevent fraud in the online environment; create a



<p>online General Meeting of Shareholders</p>	<p>authorization form and completes the online authorization.</p> <ul style="list-style-type: none"> <li>- The printed Power of Attorney according to the online authorization form has the full signature, full name, and seal (if an organization) of both the authorizing party and the authorized party.</li> </ul> <p><del>The Company receives the original Power of Attorney before the official opening of the meeting.</del></p> <p>Cancellation of authorization for shareholders who have authorized online: the shareholder sends an official written request to cancel the online authorization to the Company before the official opening of the meeting. Note that the time for recording the effective cancellation of authorization is calculated based on the time the Company receives the official written request to cancel the online authorization.</p> <p><del>Cancellation of authorization will be void if the authorized representative has already cast a vote/ballot on any issue in the Agenda of the online General Meeting of Shareholders.</del></p>	<ul style="list-style-type: none"> <li>- The Power of Attorney to attend the online General Meeting of Shareholders has the full signature, full name (handwritten), and seal (if an organization) of both the authorizing party and the authorized party.</li> <li>- The original Power of Attorney must be sent before the official opening of the meeting. In case the shareholder has not yet attended the meeting and has performed online authorization, the authorization is valid when the Company receives the original Power of Attorney until the closing of the meeting.</li> <li>- Cancellation of authorization for shareholders who have authorized online: the shareholder sends an official written request to cancel the online authorization to the Company before the official opening of the meeting. Note that in case the authorized party has already attended the meeting, the time for recording the effective cancellation of authorization is calculated based on the time the Company receives the official written request to cancel the online authorization; the validity of the contents already voted/balloted on previously remains unchanged.</li> </ul>	<p>flexible mechanism to extend the deadline for receiving the original Power of Attorney until before the closing of the meeting; and protect the validity of voting results already performed before the time the Company records the shareholder's request to cancel authorization.</p>
	<p><del>Article 28. Conditions for conducting the meeting</del></p> <p><del>Implement in accordance with the provisions of Article 9 of these Regulations.</del></p>		<p>Remove this clause as it duplicates Article 13.</p>
<p>Article 26.</p>	<p>b. Responding to Delegate inquiries:</p>	<p>b. Responding to Delegate inquiries:</p>	<p>Create a flexible basis for</p>

Discussion at the online General Meeting of Shareholders	<ul style="list-style-type: none"> <li>- Based on the content of the Delegate's discussion, the Chairperson or a member designated by the Chairperson shall respond to the Delegate's inquiries;</li> <li>- In case of time constraints, questions not answered directly at the meeting will be answered by the Company later.</li> </ul>	<ul style="list-style-type: none"> <li>- Based on the content of the Delegate's discussion, the Chairperson or a member designated by the Chairperson shall respond to the Delegate's inquiries;</li> <li>- In case of time constraints, questions not answered directly at the meeting will be answered by the Company via other methods.</li> </ul>	the Company to provide official responses to questions not answered directly due to the meeting's time constraints.
Article 29. Online vote counting procedures	When a Delegate performs voting/balloting, the number of votes and ballots are recorded on the system according to the principles of votes in favor, votes against, and abstentions.	<p>When a Delegate performs voting/balloting, the number of votes and ballots are recorded on the electronic voting system. Based on the voting and balloting results via the electronic voting method, the Vote Counting Committee aggregates the voting/balloting results according to the following principles:</p> <ul style="list-style-type: none"> <li>- <u>Aggregate voting/balloting cards (according to the voting method) for each voting issue, the total number of votes in favor, votes against, and abstentions; and the corresponding ratio to the total number of voting shares of shareholders present and voting in accordance with the Company Charter.</u></li> <li>- <u>Aggregate ballots according to the cumulative voting method, the total number of valid and invalid ballots, the number of votes for each candidate, and other details as prescribed by the Company Charter.</u></li> </ul>	
	<p><del>Article 33. Announcement of vote counting results</del></p> <p><del>Based on the vote counting minutes recorded as prescribed in Article 32 of these Regulations, the Vote Counting Committee shall check, aggregate, and report the vote counting results for each issue to the Chairperson according to the meeting agenda. The vote counting results</del></p>	-	Remove this clause as it duplicates Article 14.

	<p><del>will be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting.</del></p>		
<p>Article 39. Sequence and procedures for the General Meeting of Shareholders to pass resolutions via written ballot</p>	<p>1. The Company must disclose information regarding the establishment of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the registration closing date.</p> <p><del>3. Regulations on Opinion Collection Forms</del></p> <p>....</p> <p>b. Shareholders may send their completed opinion collection forms to the Company by mail, fax, or email in accordance with the following regulations:</p> <ul style="list-style-type: none"> <li>- In case of sending by mail, the completed opinion collection form must have the signature of the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. The opinion collection form sent to the Company must be enclosed in a sealed envelope and no one has the right to open it before the vote counting;</li> <li>- In case of sending by fax or email, the opinion collection form sent to the Company must be kept confidential until the time of vote counting;</li> <li>- Opinion collection forms sent to the Company after the deadline specified in the opinion collection form or forms that have been opened in case of mail or disclosed in case of fax or email are invalid. Opinion</li> </ul>	<p>1. The Company must disclose information regarding the establishment of the list of shareholders entitled to provide written opinions at least 10 days before the registration closing date.</p> <p>4. Method of sending written shareholder opinion collection forms:</p> <p>a. Shareholders may send their completed opinion collection forms to the Company by mail, fax, or email in accordance with the following regulations:</p> <ul style="list-style-type: none"> <li>- In case of sending by mail, the completed opinion collection form must have the signature (handwritten) of the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. The opinion collection form sent to the Company must be enclosed in a sealed envelope and no one has the right to open it before the vote counting;</li> <li>- In case of sending by fax or email, the opinion collection form sent to the Company must be kept confidential until the time of vote counting;</li> <li>- Opinion collection forms sent to the Company after the deadline specified in the opinion collection form or forms that have been opened in case of mail or disclosed in case of fax or email are invalid. Opinion collection forms not sent to the Company are considered as abstentions.</li> </ul> <p><u>b. Shareholders send opinion collection forms via electronic voting</u></p> <p><u>b1. Providing access accounts</u></p>	<ul style="list-style-type: none"> <li>- Shorten the information disclosure deadline for closing the shareholder list to at least 10 days in accordance with Article 141 of the 2020 Law on Enterprises.</li> <li>- The signature on the opinion collection form must be "handwritten" to prevent the risk of voting fraud.</li> <li>- Add a mechanism for shareholders to send opinions via electronic voting for written shareholder opinion collection.</li> <li>- Members of the Board of Directors do not necessarily have to be in the vote counting committee but only organize the vote counting work.</li> </ul>

	<p>collection forms not sent to the Company are considered as abstentions.</p> <p>4. Vote counting and preparation of Vote Counting Minutes</p> <p>The Board of Directors shall organize the vote counting and prepare the vote counting minutes under the witness of the Board of Supervisors or a shareholder who does not hold a management position in the Company. The vote counting minutes must contain the following main contents:</p>	<p><u>- Access account information is notified by the Company to the delegate along with the shareholder opinion collection form via registered mail.</u></p> <p><u>- When a Delegate requests to have their access information re-issued, the Company may notify them via the following methods: in person, by mail, email, phone, or other methods prescribed by the Board of Directors. The provision of access information is implemented based on information from the list of shareholders prepared by the Vietnam Securities Depository and Clearing Corporation in accordance with the Company's notice of exercising the right to collect shareholder opinions in writing.</u></p> <p>b2. Performing electronic voting</p> <p><u>Implementation principles</u></p> <p><u>- The Delegate can only perform voting on the electronic voting system from the time of receiving the shareholder opinion collection form until the deadline for returning the opinion collection form according to the Company's notice.</u></p> <p><u>- During the voting period according to the Company's notice, the Delegate can access the electronic voting system and perform voting 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control.</u></p> <p><u>- During the voting period according to the Company's notice, the Delegate can change their voting decision on the electronic voting system. Upon the end of the voting period according to the Company's notice, the Delegate cannot change their voting result, and this final result will be counted and disclosed by the Company.</u></p> <p><u>Implementation method</u></p>	
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Article 41. Rights, obligations, and responsibilities of members of the Board of Directors	1. Members of the Board of Directors have full rights as prescribed by the Law on Securities, relevant laws, the Company Charter, and the internal corporate governance regulations, including the right to be provided with information and documents regarding the financial situation and business operations of the Company and its entities.	1. Members of the Board of Directors have full rights as prescribed by the Law on Securities, relevant laws, the Company Charter, and the internal corporate governance regulations, including the right to be provided with information and documents regarding the financial situation and business operations of the Company and its entities. The information provision process is in accordance with the Appendix to these Regulations. The recipient of information is responsible for keeping the provided information confidential and using it for the assigned work for the correct purpose.	Reference the document provision process to the Appendix to the Regulations to streamline the Charter; add a clause binding the internal information confidentiality responsibility of Board members.
Article 42. Number, term,	1. The number of Board members is 05.	1. The number of Board members is from 03 (three) to	- Flexibly change the number of Board



	<p>Enterprises.</p> <p>c. The appointment of Board members must be disclosed in accordance with the laws on information disclosure in the securities market.</p> <p>d. Board members do not necessarily have to be shareholders of the Company.</p>	<p>d. The appointment of Board members must be disclosed in accordance with the laws on information disclosure in the securities market.</p> <p>e. Board members do not necessarily have to be shareholders of the Company.</p>	
Article 43. Standards and conditions for members of the Board of Directors	3. A Board member of a public company may only concurrently be a Board member at a maximum of 05 other companies.	3. A Board member of a public company may only concurrently be a Board member or a Member of the Board of Members at a maximum of 05 other companies.	- Regulations on standards for Board members in accordance with Decree 245/2025/ND-CP
Article 44. Nomination and candidacy of members of the Board of Directors	1. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of total voting shares have the right to nominate one (01) candidate; from 20% to less than 30% have the right to nominate a maximum of two (02) candidates; from 30% to less than 40% have the right to nominate a maximum of three (03) candidates; from 40% to less than 50% have the right to nominate a maximum of four (04) candidates; from 50% to less than 65%	1. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of total voting shares have the right to nominate one (01) candidate; from 20% to less than 30% have the right to nominate a maximum of two (02) candidates; from 30% to less than 40% have the right to nominate a maximum of three (03) candidates; from 40% to less than 50% have the right to nominate a maximum of four (04) candidates; from 50% to less than 65% have the right to nominate a maximum of five (05) candidates; from 65% or more have the right to nominate a maximum of seven (07) candidates. The nomination document for candidates must clearly state the name of the shareholder or group	<p>- Specify requirements regarding the profile and information transparency of Board candidates.</p> <p>- Add a nomination/candidacy process for Board candidates for the two forms of the General Meeting of Shareholders and written shareholder opinion collection.</p> <p>- Order of nomination/candidacy for Board members:</p> <p>1. Shareholders or groups of shareholders from 10% of common shares with voting rights</p>

	<p>have the right to nominate a maximum of five (05) candidates; from 65% or more have the right to nominate a maximum of seven (07) candidates.</p> <p>2. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Board of Directors' Operating Regulations. The introduction of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect Board members in accordance with the law.</p>	<p>of shareholders, the quantity of each type of share of the shareholder or group of shareholders at the time of nominating candidates for the Board of Directors, and information related to the candidate (candidate profile) in accordance with Article 25 of the Company Charter.</p> <p><u>Nomination of candidates for the General Meeting of Shareholders:</u></p> <p><u>- In case a shareholder or group of shareholders sends a written proposal to nominate a candidate for the Board of Directors 15 days before the opening of the General Meeting of Shareholders, the Board of Directors is responsible for reviewing and approving it within 5 days from the date of receiving the nomination/candidacy proposal and disclosing information related to the candidates at least 10 days before the opening of the General Meeting of Shareholders. If there is a decision to reject a candidate, the Board of Directors must notify the nominating shareholder or group of shareholders in writing within 5 (five) days from the date of the Board's decision and clearly state the reason for rejection.</u></p> <p><u>- In case a nominating shareholder or group of shareholders does not ensure the minimum of 15 days before the opening of the General Meeting of Shareholders, the Board of Directors shall send a notice of the time for reviewing the candidate profile to the shareholder or group of shareholders within 03 days from the date of receiving the nomination/candidacy. During the review period mentioned above, the Board of Directors will disclose information about the candidate as soon as the Board of Directors approves the candidate profile. In case the Board of Directors does not have enough time to</u></p>	<p>2. Incumbent Board of Directors</p> <p>3. Other shareholders</p>
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		<p><u>review as notified, the Board of Directors will present this nomination/candidacy information at the General Meeting of Shareholders.</u></p> <p><u>Nomination of candidates for the form of collecting shareholder opinions in writing:</u></p> <ul style="list-style-type: none"><li><u>- The Board of Directors is responsible for disclosing the Regulations on nominating candidates for the Board of Directors (forms and information related to nomination/candidacy) as soon as the Board of Directors decides to collect shareholder opinions in writing regarding the election.</u></li><li><u>- In case a shareholder or group of shareholders sends a written proposal to nominate a candidate for the Board of Directors 05 days before the Company must send the opinion collection form and accompanying documents to all shareholders with voting rights, the Board of Directors is responsible for reviewing and approving it within 05 days from the date of receiving the nomination/candidacy proposal. If there is a decision to reject a candidate, the Board of Directors must notify the nominating shareholder or group of shareholders in writing within 05 days from the date of the Board's decision and clearly state the reason for rejection.</u></li><li><u>- In case a nominating shareholder or group of shareholders does not ensure the minimum of 05 days before the Company must send the opinion collection form and accompanying documents to all shareholders with voting rights, the Board of Directors will not accept the nomination proposal and will report it at the nearest General Meeting of Shareholders (if any).</u></li></ul> <p>2. In case the number of candidates for the Board of Directors through nomination and candidacy is still</p>	
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<p>Article 46. Cases of dismissal, removal, replacement, and supplementation of members of the Board of Directors .</p>	<p>4. The Board of Directors must convene a General Meeting of Shareholders to elect additional Board members in the following cases:</p> <p>a. The number of Board members decreases by more than one-third (1/3) compared to the number prescribed in the Company Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members decreases by more</p>	<p>4. The Board of Directors must convene a General Meeting of Shareholders to elect additional Board members in the following cases:</p> <p>a. The number of Board members decreases by more than one-third (1/3) compared to the number of Board members approved by the General Meeting of Shareholders at the most recent time. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members decreases by more than one-third;</p>	<p>Adjust to clarify the calculation method for the 1/3 reduction in Board members.</p>



	than one-third;		
Article 52. Cases requiring the convening of extraordinary meetings of the Board of Directors	3. The Chairperson of the Board of Directors must convene a Board meeting within 07 working days from the date of receiving the proposal prescribed in clause 3 of this Article. In case of not convening a Board meeting according to the proposal, the Chairperson of the Board of Directors must be responsible for damages occurring to the Company; the proposer has the right to replace the Chairperson of the Board of Directors to convene the Board meeting.	3. The Chairperson of the Board of Directors must send a notice of the Board meeting within 07 working days from the date the Company receives the proposal prescribed in clause 1 of this Article and at least 3 working days before the meeting date. The Board meeting must be held no more than 10 (ten) working days from the date the Company receives the proposal. In case of not convening a Board meeting according to the proposal, the Chairperson of the Board of Directors must be responsible for damages occurring to the Company; the proposer has the right to replace the Chairperson of the Board of Directors to convene the Board meeting, with the convening process similar to the Chairperson of the Board of Directors convening upon proposal.	Regulate the deadline for Board meetings upon receiving a meeting proposal.
Article 53. Notice of Board of Directors meeting and the right of Board of Supervisors members to attend the Board of Directors meeting	1. The Chairperson of the Board of Directors or the person convening the Board meeting must send a meeting notice at least 03 working days before the meeting date. The meeting notice must specify the time and location of the meeting, the agenda, and the issues to be discussed and decided. The meeting notice must be accompanied by documents used at the meeting and the member's voting card.	1. The Chairperson of the Board of Directors or the person convening the Board meeting must send a meeting notice at least 03 working days before the meeting date. The meeting notice must specify the time and location of the meeting, the form of the meeting, the agenda, and the issues to be discussed and decided. The meeting notice must be accompanied by documents used at the meeting and the member's voting card.	Add the content "form of the meeting" to the meeting notice to suit the current reality of online operations.
Article 54. Conditions for organizing a Board of Directors meeting	A Board meeting is conducted when 3/4 or more of the total number of members are present. In case the meeting convened according to this clause does not have enough members present as prescribed, it shall be convened for the second time within 07 days from the intended date of	A Board meeting is conducted when 3/4 or more of the total number of members are present. In case the meeting convened according to this Article does not have enough members present as prescribed, the Chairperson of the Board of Directors must send a second meeting notice within 07 days from the intended date of the first meeting and at least 03	Regulations on convening the second Board meeting in case the first Board meeting does not meet the conditions for conduct.

	the first meeting. In this case, the meeting is conducted if more than half of the Board members are present.	working days before the meeting date. The Board meeting must be held no more than 10 days from the intended date of the first meeting. In this case, the meeting is conducted if more than half of the Board members are present.	
Article 55. Voting procedures	<p>1. Board members are considered to be present and voting at the meeting in the following cases: ...</p> <p>3. Voting</p> <p>a. Except as prescribed in point b, clause 3 of this Article, each Board member or authorized person in accordance with clause 1 of this Article directly present in person at the Board meeting has one (01) vote;</p> <p>b. Board members may not vote on contracts, transactions, or proposals in which that member or their related person has an interest and that interest conflicts or may conflict with the interests of the Company. Board members are not counted in the minimum quorum of members required to hold a Board meeting regarding decisions on which that member does not have the right to vote;</p> <p><del>e. In accordance with point d, clause 11, Article 30 of the Company Charter, when an issue arises at the meeting related to the interest or voting right of a Board member and that member does not voluntarily waive their voting right, the Chairperson's ruling is final, except in cases where the nature or scope of the Board member's</del></p>	<p>1. The Board of Directors passes resolutions and decisions by voting at the meeting, collecting written opinions, or other forms prescribed by the Company Charter. Each Board member has one vote. Board members are considered to be present and voting at the meeting in the following cases: ...</p> <p>3. Voting</p> <p>a. Except as prescribed in point b, clause 3 of this Article, each Board member or authorized person in accordance with clause 1 of this Article directly present in person at the Board meeting has one (01) vote;</p> <p>b. Board members may not vote on contracts, transactions, or proposals in which that member or their related person has an interest and that interest conflicts or may conflict with the interests of the Company;</p> <p>c. A Board member benefiting from a contract prescribed in point a and point b, clause 6, Article 43 of the Company Charter is considered to have a significant interest in that contract;</p> <p>d. Members of the Board of Supervisors have the right to attend Board meetings, have the right to discuss, but do not have the right to vote.</p>	<p>- Add a method for passing Board decisions by collecting written opinions to increase flexibility.</p> <p>- Board members who do not have the right to vote on certain issues but are present at the meeting are still counted in the attendance ratio.</p> <p>- The final decision belongs to the Chairperson of the Board of Directors in case of a tie.</p>

	<p><del>interest has not been fully disclosed;</del></p> <p>d. A Board member benefiting from a contract prescribed in point a and point b, clause 6, Article 43 of the Company Charter is considered to have a significant interest in that contract;</p> <p>e. Members of the Board of Supervisors have the right to attend Board meetings, have the right to discuss, but do not have the right to vote.</p>		
Article 56. Procedures for approving resolutions of the Board of Directors	Resolutions and decisions of the Board of Directors are passed if approved by a majority of members present; in case of a tie, the final decision belongs to the side with the Chairperson's opinion.	Resolutions and decisions of the Board of Directors are passed if approved by a majority of members present; in case of a tie, the final decision belongs to the side with the Chairperson's opinion. <u>Note: Board members may not vote on transactions that bring benefits to that member or their related person in accordance with the Law on Enterprises and Article 43 of the Company Charter.</u>	Add restrictions on the voting rights of Board members regarding transactions with related parties to ensure objectivity and transparency for the Board's decisions.
Article 57. Authorization for others to attend meetings by members of the Board of Directors	Members must fully attend Board meetings. Members may authorize others to attend and vote if approved by a majority of Board members.	Members must fully attend Board meetings. Members may authorize other Board members or other persons (not Board members if approved by a majority of Board members) to attend and vote.	Regulations on authorization to attend Board meetings
Article 67. Role, rights, and obligations of the Board of Supervisors, and responsibilities	-	4. The Board of Supervisors is responsible for receiving requests for searching books and records from common shareholders as prescribed in clause 1, Article 45 of the Company Charter and implementing the requests for information provision according to these requirements to the Board of Directors, the General Director, or other managers. The information	Add the responsibility of the Board of Supervisors as an independent focal point for receiving and processing requests for record searches from shareholders owning 5%

of members of the Board of Supervisors		provision process is in accordance with the Appendix to these Regulations. The recipient of information is responsible for keeping the provided information confidential and using it for the assigned work for the correct purpose.	or more to protect shareholder interests; add a mechanism binding the confidentiality responsibility of provided information to prevent information leakage.
Article 70. Nomination and candidacy of members of the Board of Supervisors	2. In case the number of candidates for the Board of Supervisors through nomination and candidacy is still insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations similarly in accordance with clause 3, Article 50 of these Regulations. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly disclosed before the General Meeting of Shareholders votes to elect Board of Supervisors members in accordance with the law.	<p>2. In case the number of candidates for the Board of Supervisors through nomination and candidacy is still insufficient, the incumbent Board of Supervisors may nominate additional candidates similarly in accordance with the Company Charter, the internal corporate governance regulations, and the Board of Supervisors's Operating Regulations. The nomination of additional candidates by the incumbent Board of Supervisors must be clearly disclosed before the General Meeting of Shareholders votes to elect Board of Supervisors members in accordance with the law.</p> <p><u>3. In case the number of candidates nominated by the incumbent Board of Supervisors according to clause 2 of this Article is still insufficient, the Board of Supervisors shall disclose information about the number of candidates for the Board of Supervisors being insufficient at least 05 days before the opening of the General Meeting of Shareholders. The incumbent Board of Supervisors shall organize for other shareholders to nominate in accordance with the Company Charter, the internal corporate governance regulations, and the Board of Supervisors's Operating Regulations. The organization of additional candidate nominations by the incumbent Board of Supervisors for other shareholders must be clearly disclosed before the General Meeting of Shareholders votes to elect Board of Supervisors members in accordance with the</u></p>	<p>- Order of nomination/candidacy for Board of Supervisors members:</p> <ol style="list-style-type: none"> <li>1. Shareholders or groups of shareholders from 10% of common shares with voting rights</li> <li>2. Incumbent Board of Supervisors</li> <li>3. Other shareholders</li> </ol>

<p>Article 72. Cases of dismissal and removal of members of the Board of Supervisors</p>	<p>-</p>	<p><u>law.</u></p> <p>3. Board of Supervisors members continue to exercise full rights and obligations until the General Meeting of Shareholders approves the dismissal of the Board of Supervisors member, except for the right to attend and vote at Board of Supervisors meetings and the right to receive remuneration of the Board of Supervisors member immediately upon the Company receiving notice of the following cases:</p> <ul style="list-style-type: none"> <li>- The Board of Supervisors member has limited civil act capacity, has lost civil act capacity, or has difficulty in cognition and behavior control.</li> <li>- The Board of Supervisors member is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or doing certain work.</li> <li>- The Board of Supervisors has decided to approve the receipt of the resignation/withdrawal letter of a member of the Board of Supervisors, following the same procedure as stipulated in Article 9 of the Board of Directors' Operating Regulations.</li> </ul>	<p>- Regulations on the rights and obligations of Board of Supervisors members during the period awaiting the General Meeting of Shareholders' approval of their dismissal.</p>
<p>Article 75. Roles, responsibilities, rights, and obligations of the General Director</p>	<p>2. The General Director has the following rights and obligations:</p> <ul style="list-style-type: none"> <li>f) Deciding on salaries and other benefits for employees in the Company, including managers under the appointment authority of the General Director;</li> <li>i) Other rights and obligations as prescribed</li> </ul>	<p>2. The General Director has the following rights and obligations:</p> <ul style="list-style-type: none"> <li>f) Deciding on salaries, bonuses, and other benefits for employees in the Company, including managers under the appointment authority of the General Director;</li> <li><u>i) The General Director is responsible to the Board of Directors and the General Meeting of Shareholders for</u></li> </ul>	<p>Specifying the General Director's decision-making authority regarding employees to increase operational proactivity.</p>

	by law, the Company Charter, and resolutions and decisions of the Board of Directors.	<u>the performance of assigned duties and powers, and must report to these bodies when requested.</u> <u>j) Other rights and obligations as prescribed by law, the Company Charter, resolutions and decisions of the Board of Directors, and the labor contract signed with the Company.</u>	
Article 87. Matters that the General Director must report, provide information on, and the method of notification to the Board of Directors and the Board of Supervisors	3. Matters the General Director must report, provide information on, and methods of notification to the Board of Supervisors b. The General Director and other corporate executives must provide full, accurate, and timely information and documents regarding the management, administration, and business operations of the Company at the request of a member of the Board of Supervisors or the Board of Supervisors.	3. Matters the General Director must report, provide information on, and methods of notification to the Board of Supervisors b. The General Director and other corporate executives must provide full, accurate, and timely information and documents regarding the management, administration, and business operations of the Company at the request of a member of the Board of Supervisors or the Board of Supervisors; <u>excluding information related to the Company's trade secrets.</u>	Adding a trade secret exclusion clause to the General Director's responsibility to provide information.
Article 88. Coordination of control, management, and supervision activities between members of the Board of Directors, members of the Board of Supervisors, and the General Director	2. Coordination of activities between the Board of Supervisors and the General Director: c. A member of the Board of Supervisors has the right to request the General Director to facilitate access to records and documents related to the Company's business operations at the headquarters or the place where records are stored;	2. Coordination of activities between the Board of Supervisors and the General Director: c. A member of the Board of Supervisors has the right to request the General Director to facilitate access to records and documents related to the Company's business operations ( <u>excluding information within the scope of the Company's trade secrets</u> ) at the headquarters or the place where records are stored, <u>for the purpose of performing the assigned duties of the Board of Supervisors member if approved by the Board of Supervisors. The process for requesting information is specified in the Appendix to these Regulations. The recipient of the information is responsible for maintaining the confidentiality of the provided information and using it for the assigned</u>	Adding a trade secret exclusion clause to the coordination between the Board of Supervisors and the General Director.



according to the specific duties of the aforementioned members		<u>tasks only;</u>	
Appendix:	-	<u>Appendix: Information Provision Process</u>	Adding an appendix for the information provision process

VIETNAM RUBBER GROUP  
TAN BIEN RUBBER JOINT STOCK  
COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

No.: .../TTTr-HĐQT CSTB

Tay Ninh, June ..., 2026

DRAFT



PROPOSAL

**Regarding the Adjustment of Business Line Codes and Names on the Enterprise  
Registration Certificate**

To: Annual General Meeting of Shareholders 2026

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

*Pursuant to Decision No. 191/QĐ-HĐQT CSTB dated June 26, 2025 of the Board of Directors of Tan Bien Rubber Joint Stock Company regarding the issuance of the Charter of Organization and Operation (amended and supplemented) - Tan Bien Rubber Joint Stock Company;*

*Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister regarding the issuance of the Vietnam Standard Industrial Classification;*

The Board of Directors of Tan Bien Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the adjustment of business line codes on the Certificate of Enterprise Registration (updating the Company's business line codes and names in accordance with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister regarding the issuance of the Vietnam Standard Industrial Classification). The content is as follows:

No.	Before adjustment	After adjustment	Basis for adjustment
1	Other financial service activities not elsewhere classified (except insurance and social insurance) (Industry Code 6499);	Other financial service activities not elsewhere classified (except insurance and pension funding activities) (Industry Code 6499);	Adjusting industries and industry codes to align with the Vietnam Standard Industrial Classification issued with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister
2	Retail sale of other new goods in specialized stores (Industry Code 4773);	Retail sale of other new goods (except automobiles, motorcycles, motorbikes, and spare parts) (Industry Code 4773);	
3	Manufacture of beds, wardrobes, tables, and chairs (Industry Code 3100);	Manufacture of beds, wardrobes, tables, and chairs by wooden (Industry Code 3101);	
4	Electricity generation (Industry	Electricity generation from	

No.	Before adjustment	After adjustment	Basis for adjustment
	<i>Code 3511</i> );	<u>renewable energy sources</u> <i>(Industry Code 3512)</i> );	
5	Electricity transmission and distribution ( <i>Industry Code 3512</i> );	Electricity transmission and distribution ( <i>Industry Code 3513</i> );	
6	Wholesale of other construction materials and installation equipment ( <i>Industry Code 4663</i> );	Wholesale of other construction materials and installation equipment ( <i>Industry Code 4673</i> );	
7	Manufacture of non-alcoholic beverages, mineral water ( <i>Industry Code 1104</i> );	Manufacture of non-alcoholic beverages, mineral water ( <i>Industry Code 1105</i> );	
8	Other specialized wholesale not elsewhere classified ( <i>Industry Code 4669</i> );	Other specialized wholesale not elsewhere classified ( <i>Industry Code 4679</i> );	

Respectfully submit to the Annual General Meeting of Shareholders 2026 for consideration and approval./.

**Recipients:**

- As above;
- Members of BOD, BOS of the Company;
- Archives, BÓ Secretariat.

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



# TAN BIEN RUBBER JOINT STOCK COMPANY

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

Tel: 0276 3875 193 - Fax: 0276 3875 307 - Website: www.tabiruco.vn

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## REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS 2026 - 2031 TERM

### Pursuant to:

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

The Vote Counting Committee of the General Meeting of Shareholders announces the Regulations on the nomination, candidacy, and election of Members of the Board of Directors and Board of Supervisors for the 2026-2031 term at the Annual General Meeting of Shareholders 2026 of Tan Bien Rubber Joint Stock Company as follows:

### **I. Definition of terms/abbreviations**

- Company : Tan Bien Rubber Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegate : Shareholder, authorized representative
- Supervisors : Member of the Board of Supervisors

### **II. Chairperson of the General Meeting of Shareholders**

The Chairperson of the General Meeting of Shareholders is responsible for presiding over the election, specifically including:

- Introducing the list of nominees and candidates for the Board of Directors and Board of Supervisors for the 2026-2031 term.
- Resolving complaints regarding the election (if any).

### **III. Number, term, and standards for Members of the Board of Directors and Board of Supervisors:**

1. Number of Members of the Board of Directors for the 2026-2031 term: According to the Company Charter, it is from 3-5 members. At the Annual General Meeting of Shareholders 2026: according to the decision on the introduction of the Owner, it is 04 members.

2. Number of Members of the Board of Supervisors for the 2026-2031 term: 03 members.
3. Term of the Board of Directors and Board of Supervisors: Not exceeding 5 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent Member of the Board of Directors of a company for no more than 02 consecutive terms.
4. Standards for candidates for the Board of Directors (In accordance with Article 155 of the Law on Enterprises No. 59/2020/QH14).
5. Standards for candidates for the Board of Supervisors (In accordance with Article 169 of the Law on Enterprises No. 59/2020/QH14).

**IV. Election principles:**

- Comply strictly with the provisions of the law and the Company Charter.
- The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee must not be named in the list of nominees or self-nominated candidates for the Board of Directors and Board of Supervisors.

**V. Rights and Dossiers for Nomination/Candidacy as Member of the Board of Directors/Board of Supervisors**

**1. Rights to nominate/run for the Board of Directors and Board of Supervisors:**

**a. Rights to nominate/run for the Board of Directors:**

Shareholders or groups of shareholders owning from 10% to less than 20% of the total voting shares may nominate 01 (one) candidate; from 20% to less than 30% may nominate a maximum of 02 (two) candidates; from 30% to less than 40% may nominate a maximum of 03 (three) candidates; from 40% to less than 50% may nominate a maximum of 04 (four) candidates; from 50% to less than 65% may nominate a maximum of 05 (five) candidates; from 65% or more may nominate a maximum of 7 (seven) candidates.

**b. Rights to nominate/run for the Board of Supervisors:**

Shareholders holding voting shares have the right to aggregate their voting rights to nominate members of the Board of Supervisors. Shareholders or groups of shareholders holding from 10% to less than 30% of voting shares may nominate one (01) member of the Board of Supervisors; from 30% to less than 40% may nominate a maximum of two (02) members; from 40% to less than 50% may nominate a maximum of three (03) members; from 50% to less than 60% may nominate a maximum of four (04) members; from 60% or more may nominate five (05) candidates.

In case the number of candidates for the Board of Directors and Board of Supervisors through nomination and candidacy is still insufficient (Board of Directors: 04 members, Board of Supervisors: 03 members), the incumbent Board of Directors and Board of Supervisors shall introduce additional candidates or organize nominations in accordance with the Company Charter and Internal Regulations on Corporate Governance. The introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

**2. Dossiers for nomination/candidacy as Member of the Board of Directors/Board of Supervisors include:**

- Nomination/candidacy application for the Board of Directors/Board of Supervisors (according to the prescribed form)
- Curriculum vitae self-prepared by the candidate (according to the prescribed form)
- Copy of ID card or passport and diplomas/certificates certifying educational level and professional qualifications.
- Documents confirming the ownership ratio of shareholders/groups of shareholders meeting the nomination conditions as prescribed by these Regulations (according to the form)

**3. Location and deadline for receiving nomination dossiers**

To facilitate the organization of the General Meeting of Shareholders, candidates are requested to submit their dossiers before 2:00 PM on June 19, 2026

**Tan Bien Rubber Joint Stock Company**

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

Phone: 0276 3875 193 - Fax: 0276 3875 307

Contact: Ms. Nguyen Tran Thien Phuc (0906.797.981)

In case candidates are nominated by groups of shareholders right at the General Meeting of Shareholders, please send the nomination dossier to the Secretary of the General Meeting of Shareholders before the election begins.

**List of candidates**

- Based on the nomination dossiers of shareholders, groups of shareholders, and the accompanying documents of the candidates, the Secretary of the General Meeting of Shareholders will prepare a list of candidates who meet the prescribed conditions to be elected to the Board of Directors and Board of Supervisors.
- The list of candidates for the Board of Directors/Board of Supervisors is arranged in alphabetical order by name, with the full name written on the ballot.

## **VI. Election method:**

- Voting for Members of the Board of Directors/Board of Supervisors shall be conducted by secret ballot using the cumulative voting method (In accordance with Clause 3, Article 148 of the Law on Enterprises).

### **1. Ballot:**

#### **- Content of the ballot:**

The ballot is a document containing the delegate code, the number of shares owned and/or represented, and the company's seal.

Each delegate will be issued ballots: ballots for Members of the Board of Directors and Board of Supervisors.

When receiving the ballot, the delegate must check the information recorded on it; if there are errors, they must notify the Vote Counting Committee immediately.

#### **- How to fill out the ballot:**

+ If casting all votes for one or more candidates, the delegate marks the "Cumulative voting" box of the corresponding candidates.

+ If casting an unequal number of votes for multiple candidates, the delegate clearly writes the number of votes in the "Number of votes" box of the corresponding candidates.

#### **Note:**

In case the delegate both marks the "Cumulative voting" box and writes the quantity in the "Number of votes" box, the result shall be based on the quantity in the "Number of votes" box.

### **2. Validity and invalidity of the ballot:**

Valid ballot: is a ballot according to the pre-printed form issued by the organizing committee, without erasure, scraping, or correction, and without any content written other than what is prescribed for the ballot; it must be signed and clearly state the full name of the attending delegate.

The following ballots will be considered invalid:

- + Writing other content on the ballot;
- + Writing content on the ballot with a pencil;
- + Crossing out the names of candidates;
- + Ballots not according to the pre-printed form issued by the organizing committee, ballots without the company's seal, or ballots that have been erased, scraped, corrected, or have content written other than what is prescribed for the ballot;

- + The number of candidates the delegate votes for is greater than the number of candidates to be elected;
- + The ballot has a total number of votes for candidates of the shareholder or representative greater than the total number of votes allowed to be cast;
- + Ballots submitted after the Vote Counting Committee has opened the ballot box seal;
- + Lacking the signature of the attending delegate.

### **3. Voting and vote counting:**

- In case of errors, shareholders may contact the Vote Counting Committee to request a new ballot and must return the old one (before dropping it into the ballot box).

- Delegates drop their ballots into the sealed ballot box supervised by the Vote Counting Committee.

- After voting ends, the vote counting will be conducted under the supervision of the Board of Supervisors or shareholder representatives.

- The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and working with the Presidium to resolve any questions or complaints from shareholders (if any).

- After counting, the ballots will be stored in accordance with regulations.

### **4. Principles for selecting candidates** *(In accordance with Clause 3, Article 148 of the Law on Enterprises)*

The elected Members of the Board of Directors are determined by the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached.

In case two (02) or more candidates receive the same number of votes for the final member of the Board of Directors or Board of Supervisors, a re-vote will be conducted among the candidates with the same number of votes.

If the first election result does not yield enough Members of the Board of Directors or Board of Supervisors, the election will continue until the required number of members is reached.

## **VII. Effectiveness**

These election regulations take effect immediately upon being approved by the General Meeting of Shareholders and will expire when the Annual General Meeting of Shareholders 2026 of Tan Bien Rubber Joint Stock Company concludes.

The above is the entire set of regulations on candidacy and nomination for the election of Members of the Board of Directors and Board of Supervisors for the 2026-2031 term at the Annual General Meeting of Shareholders 2026 of Tan Bien



Rubber Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

**Recipient:**

- Shareholders;
- Archive: Board of Directors.

*Tay Ninh, [Date] [Month], 2026*

**CHAIRPERSON OF THE GENERAL  
MEETING OF SHAREHOLDERS**

**TAN BIEN RUBBER  
JOINT STOCK COMPANY**

No.: /TTr-HĐQT/ESTB

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

Tay Ninh, June ..., 2026

**PROPOSAL**

**Regarding the nomination of candidates for the Board of Directors,  
Board of Supervisors of Tan Bien Rubber Joint Stock Company  
for the 2026-2031 term**

To: The Annual General Meeting of Shareholders 2026

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

*Pursuant to the Charter on Organization and Operation (amended and supplemented) of Tan Bien Rubber JSC;*

*Pursuant to Official Dispatch No. 1275/CSVN-TCCB dated May 14, 2026, of the Vietnam Rubber Group regarding the policy on re-appointing capital representatives and the personnel structure of the Board of Directors and Board of Supervisors of Tan Bien Rubber JSC for the 2026-2031 term.*

The Board of Directors of Tan Bien Rubber JSC respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the following contents:

As of the time of the Annual General Meeting of Shareholders 2026, the term of the Board of Directors, Supervisory Board of Tan Bien Rubber JSC for the 2021-2026 term will conclude. According to regulations, the Annual General Meeting of Shareholders 2026 re-elect the Board of Directors and the Board of Supervisors for the 2026-2031 term.

The Board of Directors respectfully submits to the General Meeting of Shareholders for voting and approval the number and personnel nominated for the Board of Directors and Board of Supervisors for the 2026-2031 term, with the following contents:

**1. Number of members of the Board of Directors and Board of Supervisors for the 2026-2031 term:**

- Number of Board of Directors' members: **04** members.
- Number of Board of Supervisors' members: **03** members.

**2. Personnel re-appointed by the Group and continued to be nominated for the Board of Directors and Board of Supervisors for the 2026-2031 term:**

**a. Board of Directors' members:**

**a.1. Re-appoint Mr. Truong Van Cu** - Chairman of the Board of Directors, representing 68.46% of charter capital, equivalent to 60,207,053 shares, to continue to be nominated for the Board of Directors, and to run for the position of full-time Chairman of the Board of Directors until retirement in accordance with prescribed policies.

**\* Curriculum Vitae:**

- + Full name: Truong Van Cu                      Date of birth: June 30, 1968.
- + Hometown: Binh Minh Ward - Tay Ninh Province.
- + Date of Party admission: Probationary: 27/6/1996. Official: 27/6/1997.
- + Qualifications: Professional: Agronomist, Bachelor of Journalism.  
Political Theory: Bachelor.

+ Current position: Secretary of the Party Committee - Chairman of the Board of Directors of Tan Bien Rubber JSC.

**\* Work history:**

- From 06/1991-08/1997: Staff, Agricultural Engineering Dept. – Tan Bien Rubber Company
- From 08/1997-01/2004: Deputy Head, Agricultural Engineering Dept. – Tan Bien Rubber Company
- From 02/2004-12/2004: Director, Tan Hiep Farm – Tan Bien Rubber Company
- From 12/2004-06/2010: Director, Processing Factory – Tan Bien Rubber One Member LLC
- From 06/2010-08/2014: Member of the Board of Members and Director of Processing Factory – Tan Bien Rubber One Member LLC
- From 08/2014 – 08/2015: Member of the Board of Members, Deputy General Director, Tan Bien Rubber One Member LLC
- From 08/2015 – 04/2016: Member of the Board of Members, Acting General Director, Tan Bien Rubber One Member LLC
- From 05/2016 – 11/2024: Member of the Board of Directors and General Director, Tan Bien Rubber JSC
- From 12/2024 to present: Chairman of the Board of Directors, Tan Bien Rubber JSC

**\* Interests related to the Company and related parties of the Company: None.**

**a.2. Re-appoint Mr. Lam Thanh Phu** - Member of the Board of Directors, General Director, representing 15% of charter capital, equivalent to 13,191,750 shares, to continue to be nominated for the Board of Directors, and to run for the position of Member of the Board of Directors.

**\* Curriculum Vitae:**

+ Full name: Lam Thanh Phu. Date of birth: August 29, 1971

+ Hometown: Vam Co Commune, Tay Ninh Province.

+ Date of Party admission: Probationary: 11/6/2002. Official: 11/6/2003.

+ Qualifications: Professional: Bachelor of Economics.

Political Theory: Advanced.

+ Current position: Member of the Board of Directors - General Director of Tan Bien Rubber JSC.

\* Work history:

From 08/1995-11/1999: Staff, Sales Department - Tan Bien Rubber Company

From 11/1999-08/2004: Deputy Head, Finance and Accounting Department - Tan Bien Rubber Company

From 09/2004-04/2016: Chief Accountant, Head of Finance and Accounting Department - Tan Bien Rubber Company

From 05/2016-08/2019: Chief Accountant, Head of Finance and Accounting Department - Tan Bien Rubber JSC

From 08/2019-11/2024: Member of the Board of Members, Tan Bien Rubber JSC

From 12/2024 to present: Member of the Board of Directors and General Director, Tan Bien Rubber JSC

\* Interests related to the Company and related parties of the Company: None.

**a.3. Re-appoint Mr. Duong Tan Phong** - Member of the Board of Directors, Deputy General Director, representing 15% of charter capital, equivalent to 13,191,750 shares, to continue to be nominated for the Board of Directors, and to run for the position of Member of the Board of Directors until retirement in accordance with prescribed policies.

\* Curriculum Vitae:

+ Full name: Duong Tan Phong Date of birth: April 18, 1968.

+ Hometown: Chau Thanh Commune, Dong Thap Province.

+ Date of Party admission: Probationary: 27/4/1999 Official: 27/4/2000

+ Qualifications: Professional: Agronomist.

Political Theory: Bachelor

+ Current position: Member of the Board of Directors - Deputy General Director of Tan Bien Rubber JSC.

\* Work history:







+ Hometown: Tan Chau Commune, Tay Ninh Province.

+ Date of Party admission: Probationary: 15/6/2002 Official: 15/6/2003

+ Qualifications: Professional: Bachelor of Law

Political Theory: Intermediate

+ Current position: Deputy Head of Inspection and Legal Department, Member of the Board of Supervisors of Tan Bien Rubber JSC, and Member of the Board of Supervisors of Tan Bien - Kampong Thom Rubber JSC.

\* Work history:

From 12/1995-04/2009: General Accountant, Tan Hiep Rubber Farm – Tan Bien Rubber Company

From 05/2009-04/2017: Head of Credit Team, Tan Bien Rubber Company People's Credit Fund

From 05/2017-05/2020: Staff, Security and Military Affairs Dept. - Tan Bien Rubber JSC

From 06/2020-08/2024: Staff, Security and Military Affairs Dept., Member of the Board of Supervisors, Tan Bien Rubber JSC.

From 09/2024-12/2024: Deputy Head of Security and Military Affairs Dept., Member of the Board of Supervisors, Tan Bien Rubber JSC.

From 01/2025-to present: Deputy Head of Inspection and Legal Department, Member of the Board of Supervisors, Tan Bien Rubber JSC

\* Interests related to the Company and related parties of the Company: None.

**b.3. Re-appoint Mr. To Minh Tai** - Member of the Board of Supervisors of Tan Bien Rubber JSC, to continue to be nominated for the Board of Supervisors, and to run for the position of part-time Member of the Board of Supervisors.

\* Curriculum Vitae:

- Full name: To Minh Tai                      Date of birth: July 25, 1987

- Hometown: Vinh Hung Commune – Tay Ninh Province.

- Date of Party admission: Probationary: 28/8/2013. Official: 28/8/2014.

- Qualifications: Professional: Bachelor of Business Administration, Master of Finance and Banking

Political Theory: Intermediate

- Current position: Member of the Board of Supervisors, Person in Charge of Corporate Governance - Secretary of the Board of Directors

\* Work history:

From 09/2011-05/2014      Assistant to Board of Directors – Suoi Ngo Rubber Farm – Tan Bien Rubber One Member LLC

From 06/2014-08/2019	Clerical Staff - Administrative and Human Resources Dept. – Tan Bien Rubber JSC
From 08/2019-12/2021	Secretary of the Board of Directors – Tan Bien Rubber JSC.
From 12/2021-02/2025	Person in Charge of Corporate Governance and Secretary of the Board of Directors
From 02/2025-07/2025	Member of Administrative and Human Resources Party Cell - Person in Charge of Corporate Governance and Secretary of the Board of Directors
From 07/2025-10/2025	Member of the Company Party Committee, Member of Administrative and Human Resources Party Cell - Person in Charge of Corporate Governance and Secretary of the Board of Directors
From 11/2025 to present	Member of the Company Party Committee, Member of Administrative and Human Resources Party Cell - Secretary of the Company Youth Union - Person in Charge of Corporate Governance and Secretary of the Board of Directors.

\* Interests related to the Company and related parties of the Company: None.

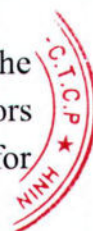
Detailed information about the candidates has been sent to shareholders at the Meeting and disclosed in accordance with regulations. The Board of Directors respectfully requests the General Meeting to proceed with the election procedures for members of the Board of Directors and Board of Supervisors as prescribed.

Respectfully submitted./.

**Recipients:**

- As above;
- Archive: Admin., BOD Secretary.

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



No.: /BB-DHĐCDCSTB

Tay Ninh, Date: Month: Year: 2026

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**2026 Annual General Meeting of Shareholders**

**Company Name: TAN BIEN RUBBER JOINT STOCK COMPANY**

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

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

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

**PART I: OPENING OF THE MEETING**

**I. Introduction of meeting participants.**

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

**On behalf of Vietnam Rubber Group:**

Mr. .... -..... General Director of Vietnam Rubber Group,

**On behalf of Tan Bien Rubber Joint Stock Company:**

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

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

**II. Report on shareholder eligibility verification:**

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

Report on verification of shareholder eligibility for the 2026 Annual General Meeting of Shareholders

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

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

#### **1. Presidium:**

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

#### **2. Secretariat:**

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

#### **3. Vote Counting Committee:**

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

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

### **IV. Introduction of the Meeting Agenda**

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

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

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

### **PART II: MEETING CONTENT**

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

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

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

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

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

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

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

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

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

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

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

### **PART III. Shareholder opinions and responses from the Presidium**

### **PART IV. SHAREHOLDER VOTING**

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

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

**Voting method:** Voting by filling out the Ballot

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

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

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**Voting method:** Voting by filling out the Ballot

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

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

**Voting method:** Voting by filling out the Ballot

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

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

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

**Voting method:** Voting by filling out the Ballot

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

**b. 2025 profit distribution plan:**

**Voting method:** Voting by filling out the Ballot

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

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

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

A.	Volume Indicators	Units	Value
1.	Rubber Area	hectares	5,893.62
	- Area of rubber in tapping	hectares	2,541.63
	+ Area of company-operated rubber tapping	hectares	2,328.45
	+ Area of rubber where tapping rights are transferred	hectares	213.18
	- Immature rubber area	hectares	2,801.74
	- Area of rubber under replanting	hectares	550.25
2.	Rubber Yield	tons/hectare	1.40
	- Yield of company-operated	tons/hectare	1.49
3.	Rubber Output from company-operated tapping	tons	3,550
	- Output from company-operated tapping	tons	3,470
	- Output from transferred tapping rights	tons	80
4.	Purchased Rubber Output	tons	1,000

5.	Rubber Processing	tons	4,500
	- Processing of company-operated rubber	tons	3,500
	- Processing of purchased rubber	tons	1,000
6.	Purchase of finished rubber products	tons	5,000
7.	Consumption. Of which:	tons	9,500
	+ Export & Entrusted Export	tons	1,400
	+ Domestic Consumption	tons	8,100
<b>B.</b>	<b>Value Indicators</b>		
1.	Total Revenue. Of which:	Million VND	824,007
1.1	Rubber Production and Business. Including:	Million VND	460,470
	+ Revenue from Self-Tapped Rubber	Million VND	178,150
	+ Revenue from purchased rubber latex (including rubber commodities)	Million VND	281,200
	+ Revenue from outsourced rubber exploitation rights	Million VND	1,120
1.2	Other Production and Business	Million VND	600
1.3	Financial Activities	Million VND	203,460
1.4	Other Activities. Of which:	Million VND	159,477
	+ Liquidation of Plantations	Million VND	159,277
2.	Total Expenses	Million VND	444,809
3.	Profit Before Tax	Million VND	379,198
	<i>Of which:</i>		
	<i>Profit from self-exploited rubber (including deposit interest from financial activities)</i>	Million VND	34,465
	<i>Profit from other activities</i>	Million VND	147,862
4.	Profit After Tax	Million VND	348,766
5.	Profit Before Tax Margin / Revenue	%	46.02%
6.	Profit Before Tax Margin / Charter Capital at Report End Period	%	43.12%
7.	Minimum Dividend Payout Ratio (% of share face value)	%	17.99%
8.	Budget Contribution (Amount payable)	Million VND	72,292
<b>C.</b>	<b>Investment Indicators</b>		
<b>I</b>	<b>Total Capital Requirement</b>	<b>Million VND</b>	<b>126,303</b>
1.	Capital Investment for Basic Construction for 2026	Million VND	119,047
	- Construction and Installation	Million VND	75,523
	<i>Of which: Agricultural Construction and Installation</i>	Million VND	55,493
	- Equipment	Million VND	20,969
	- Other Basic Construction Investments	Million VND	19,950
	<i>Of which: plantation land rent</i>	Million VND	12,794
	- Bank Loan Interest Payment	Million VND	2,605
2.	Payment for prior year's capital deficit	Million VND	4,056
3.	Long-term Credit Debt Repayment	Million VND	3,200
<b>II</b>	<b>Capital Sources</b>	<b>Million VND</b>	<b>126,303</b>
1.	Owner's Equity. <i>Of which:</i>	Million VND	111,478
	- Depreciation of fixed assets	Million VND	10,730

	- Investment and development fund	Million VND	100,748
2.	Domestic Loans	Million VND	14,825

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

**Voting method:** Voting by filling out the Ballot

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

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

**1. 2025 management salaries and remuneration:**

No.	Full name	Position	2025 Actual salary fund, remuneration, and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
<b>I</b>	<b>Salary fund for full-time managers</b>		<b>1,108,800,000</b>	<b>1,048,471,655</b>	<b>60,328,345</b>
1	Truong Van Cu	Chairman of the BOD	604,800,000	573,069,964	31,730,036
2	Nguyen Van Sang	Head of the Board of Supervisors	504,000,000	475,401,691	28,598,309
<b>II</b>	<b>Salary fund for the Board of Management</b>		<b>2,060,504,196</b>	<b>1,951,275,855</b>	<b>109,228,341</b>
1	Lam Thanh Phu	Member of the BOD - General Director	540,814,752	513,650,976	27,163,776
2	Duong Tan Phong	Member of the BOD - Deputy General Director	508,365,864	481,850,179	26,515,685
3	Tran Van Toan	Deputy General Director	508,365,864	481,138,150	27,227,714
4	Lam Quang Phuc	Chief Accountant	502,957,716	474,636,550	28,321,166
<b>III</b>	<b>Remuneration fund for non-executive managers</b>		<b>154,800,000</b>	<b>146,070,000</b>	<b>8,730,000</b>
1	Lam Thanh Phu	Member of the BOD - General Director	32,400,000	29,160,000	3,240,000
2	Duong Tan Phong	Member of the BOD - Deputy General Director	32,400,000	29,160,000	3,240,000
3	Do Quoc Tuan	Independent members of the BOD	32,400,000	31,590,000	810,000
4	Hoang Quoc Hung	Member of the BOS	28,800,000	28,080,000	720,000

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

## 2. 2026 management salary and remuneration plan:

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

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

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

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

### Voting method: Voting by filling out the Ballot

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

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

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

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

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

1. Authorize the Board of Directors to select 1 of the 3 firms above to perform the review of the 6-month separate and consolidated financial statements and the audit of the separate and consolidated financial statements for the 2026 fiscal year of the Company;
2. Authorize the Company's General Director to carry out procedures to sign an audit contract with the selected auditing firm in accordance with regulations.
3. In case the 03 (three) firms above do not participate in providing audit services, the General Meeting of Shareholders authorizes the Board of Directors to select an independent auditing firm qualified to perform the semi-annual financial statement review and the 2026 annual financial statement audit.

**Voting method: Voting by filling out the Ballot**

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

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

**Voting method: Voting by filling out the Ballot**

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

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

**Voting method: Voting by filling out the Ballot**

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

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

**Voting method: Voting by filling out the Ballot**

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

**PART V. SHAREHOLDER ELECTION**

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

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

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

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

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

**Voting method: Voting by filling out the Ballot**

- Approval:.....shares, accounting for.....% of voting shares.
- Disapproval:.....shares, accounting for.....% of voting shares.
- Abstention:.....shares, accounting for.....% of voting shares.

- 4. Election Results

No	Full name	Position	Number of votes	Voting rate
<b>I</b>	<b>Board of Directors</b>			
1		BOD Member		
2		BOD Member		
3		BOD Member		
4		BOD Member		
<b>II</b>	<b>Board of Supervisors</b>			
1		BOS Member		
2		BOS Member		
3		BOS Member		

**PART VI: APPROVAL OF THE MINUTES AND MEETING RESOLUTION**

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

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

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

The meeting concluded at hours minutes on the same day.

**SECRETARY**

**ON BEHALF OF THE PRESIDUM  
CHAIRMAN**



Draft

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

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

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

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

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

**RESOLVES:**

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

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

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

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

**a. Remuneration and Salaries of Management for 2025**

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

No.	Full name	Position	2025 Actual salary fund, remuneration, and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
2	Nguyen Van Sang	Head of the Board of Supervisors	504,000,000	475,401,691	28,598,309
<b>II</b>	<b>Salary fund for the Board of Management</b>		<b>2,060,504,196</b>	<b>1,951,275,855</b>	<b>109,228,341</b>
1	Lam Thanh Phu	Member of the BOD - General Director	540,814,752	513,650,976	27,163,776
2	Duong Tan Phong	Member of the BOD - Deputy General Director	508,365,864	481,850,179	26,515,685
3	Tran Van Toan	Deputy General Director	508,365,864	481,138,150	27,227,714
4	Lam Quang Phuc	Chief Accountant	502,957,716	474,636,550	28,321,166
<b>III</b>	<b>Remuneration fund for non-executive managers</b>		<b>154,800,000</b>	<b>146,070,000</b>	<b>8,730,000</b>
1	Lam Thanh Phu	Member of the BOD - General Director	32,400,000	29,160,000	3,240,000
2	Duong Tan Phong	Member of the BOD - Deputy General Director	32,400,000	29,160,000	3,240,000
3	Do Quoc Tuan	Independent members of the BOD	32,400,000	31,590,000	810,000
4	Hoang Quoc Hung	Member of the BOS	28,800,000	28,080,000	720,000
5	Hoang Van Vinh	Member of the BOS	28,800,000	28,080,000	720,000
	<b>Total</b>		<b>3,324,104,196</b>	<b>3,145,817,510</b>	<b>178,286,686</b>

**b. 2025 Compensation and remuneration plan for Managers:**

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

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

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

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

**Article 5.** The General Meeting of Shareholders authorizes the Board of Directors to select 01 audit firm from the following 03 firms to review the 6-month financial

statements and audit the 2026 financial statements of Tan Bien Rubber Joint Stock Company:

- a. AASC Auditing Firm Company Limited;
- c. Moore AISC Auditing and Informatics Services Company Limited;
- b. NVA Auditing Company Limited.

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

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

**Article 6.** Approval of the Proposal regarding the structure and introduction of personnel for the Board of Directors and the Board of Supervisors for the 2026-2031 term.

#### **Election Results**

No	Full name	Position	Number of votes	Voting rate
<b>I</b>	<b>Board of Directors</b>			
1		BOD Member		
2		BOD Member		
3		BOD Member		
4		BOD Member		
<b>II</b>	<b>Board of Supervisors</b>			
1		BOS Member		
2		BOS Member		
3		BOS Member		

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

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

**Recipients:**

- RTB Shareholders;

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



- The BOD, BOS, General Director;
  - Archived: Admin, Secretary of the BOD.
- (Document of AGM 2026).

