

No.: 79 /CSTB-TCKT

Tay Ninh, January 21, 2026

INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Name of organization: Tan Bien Rubber Joint Stock Company

- Stock code: RTB

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

- Telephone: (0276) 3875266 Fax: (0276) 3875307

- E-mail: tbrc@tabiruco.vn

2. Contents of information disclosure:

- Minutes of vote counting for collecting written opinions of shareholders No. 01/BB-DHĐCĐCSTB dated January 20, 2026.

- Resolution of the General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company No. 02/NQ-DHĐCĐCSTB dated January 20, 2026 (form: collecting written opinions of shareholders).

3. This information was published on the company's website on 21/01/2026, as in the link: <http://www.tabiruco.vn/quan-he-co-dong/>

We hereby certify that the above-disclosed information is true and accurate, and we take full legal responsibility for the contents of the disclosed information.

*** Attached documents:**

- Minutes of vote counting for collecting written opinions of shareholders;
- Resolution of the General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company (form: collecting written opinions of shareholders).

Person authorized to disclose information
(Signature, full name, position, and seal)



Nguyễn Trần Thiên Phúc

**MINUTES OF BALLOT COUNTING
FOR COLLECTING SHAREHOLDERS' WRITTEN OPINIONS**

Pursuant to the 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;

Pursuant to Resolution No. 403/NQ-BODRTB dated December 19, 2025 of the Board of Directors on the approval of collecting shareholders' opinions in writing.

- Company name: Tan Bien Rubber Joint Stock Company (Stock symbol: RTB)
- Enterprise Registration Certificate No. 3900242832, initially issued by the Department of Planning and Investment (now the Department of Finance) of Tay Ninh Province on December 21, 2009, as amended for the eighth time on January 9, 2025..
- Time: 8:00 a.m., Tuesday, January 20, 2026.
- Venue: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province.

I. Participants:

1. Board of Directors:

- | | |
|-----------------------|---------------------------------|
| - Mr. Truong Van Cu | - Chairman of the BOD |
| - Mr. Lam Thanh Phu | - Member of the BOD |
| - Mr. Duong Tan Phong | - Member of the BOD |
| - Mr. Do Quoc Tuan | - Independent Member of the BOD |

2. Vote Counting Committee:

- | | |
|------------------------------|--|
| - Mr. Lam Quang Phuc | - Chief Accountant - Head |
| - Mr. Le Thai Phuong | - Officer, Inspection and Legal Compliance Department - Member |
| - Ms. Nguyen Tran Thien Phuc | - Officer, Finance and Accounting Department - Member |

3. Vote Counting Supervisory Committee:

- | | |
|-----------------------|---|
| - Mr. Nguyen Van Sang | - Head of the Board of Supervisors - Head |
| - Mr. Hoang Van Vinh | - Member of the Board of Supervisors - Member |

II. Purpose: Vote counting for collecting shareholders' written opinions on:

- Dismissal from the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company in respect of Mr. Hoang Quoc Hung.

- Election of Mr. To Minh Tai – Person in charge of corporate governance cum Company Secretary – to participate in the Board of Supervisors, to stand for election and concurrently hold the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company.

III. Statistics on opinion ballots

- Total number of ballots sent: 453 ballots representing 87.945.000 voting rights, accounting for 100% of the total voting rights of all shareholders entitled to vote.

- Total number of ballots received: 47 ballots representing 86.824.409 voting rights, accounting for 98,73% of the total voting rights of all shareholders entitled to vote, including:

+ 46 ballots from shareholders / authorized persons representing 233.856 voting rights, accounting for 0,27% of the total voting rights of all shareholders entitled to vote.

+ 01 ballots from the authorized representative of Viet Nam Rubber Industry Group – Joint Stock Company, representing 86.590.553 voting rights, accounting for 98,46% of the total voting rights of all shareholders entitled to vote.

- Total number of ballots not received: 406 ballots representing 1.120.591 voting rights, accounting for 1,27% of the total voting rights of all shareholders entitled to vote.

- As of 16:00 on 19/01/2026, the Company had received shareholders' opinion ballots through the following methods:

+ Total number of ballots received by post: 3 ballots representing 3.900 voting rights, accounting for 0,004% of the total voting rights of all shareholders entitled to vote.

+ Total number of ballots received by fax or email: 3 ballots representing 106.000 voting rights, accounting for 0,12% of the total voting rights of all shareholders entitled to vote.

+ Total number of ballots received by other methods: 41 ballots representing 86.714.509 voting rights, accounting for 98,60% of the total voting rights of all shareholders entitled to vote.

IV. Vote Counting Results

Item 1: Approval of the dismissal from the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company in respect of Mr. Hoang Quoc Hung

- Total number of valid voting ballots: 47 ballots representing 86.824.409 voting rights, accounting for 98,73% of the total voting rights of all shareholders entitled to vote.

- Total number of invalid voting ballots: 0 ballots representing 0 voting rights, accounting for 0% of the total voting rights of all shareholders entitled to vote.

- Results::

+ Total number of ballots approve: 47 ballots representing 86.824.409 voting rights, accounting for 98,73% of the total voting rights of all shareholders entitled to vote..

+ Total number of ballots disapprove: 0 ballots representing 0 voting rights, accounting for 0% of the total voting rights of all shareholders entitled to vote.

+ Total number of ballots with abstain: 0 ballots representing 0 voting rights, accounting for 0% of the total voting rights of all shareholders entitled to vote.

Item 2: Election of Mr. To Minh Tai – Person in charge of corporate governance cum Company Secretary – to participate in the Board of Supervisors, to stand for election and concurrently hold the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company

- Total number of valid voting ballots: 47 ballots representing 86.842.409 voting rights, accounting for 98,73% of the total voting rights of all shareholders entitled to vote.

- Total number of invalid voting ballots: 0 ballots representing 0 voting rights, accounting for 0% of the total voting rights of all shareholders entitled to vote.

- Results::

+ Total number of ballots approve: 47 ballots representing 86.824.409 voting rights, accounting for 98,73% of the total voting rights of all shareholders entitled to vote..

+ Total number of ballots disapprove: 0 ballots representing 0 voting rights, accounting for 0% of the total voting rights of all shareholders entitled to vote.

+ Total number of ballots with abstain: 0 ballots representing 0 voting rights, accounting for 0% of the total voting rights of all shareholders entitled to vote.

Based on the above vote counting results, the General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company (in the form of Collecting shareholders' written opinions) unanimously approved:

- The dismissal from the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company in respect of **Mr. Hoang Quoc Hung** (approval rate: 98,73%).

- The election of **Mr. To Minh Tai** – Person in charge of corporate governance cum Company Secretary – to participate in the Board of Supervisors, to stand for election and concurrently hold the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company (approval rate: 98,73%).

The ballot counting minutes were concluded at 9:15 on the same day and were announced by the Head of the Vote Counting Committee to all attending members. All members unanimously agreed and signed the minutes. Members of the Board of Directors, the Vote Counting Committee, and the Vote Counting Supervisory Committee hereby commit to the truthfulness and accuracy of the above vote counting results.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- Member of the BOD; Supervisory Board;
- RTB Shareholders;
- Departments and Affiliated Units;
- Information Disclosure Officer;
- Archived: Clerical section, Secretariat of the BOD.



TRUONG VAN CU

VOTE COUNTING COMMITTEE

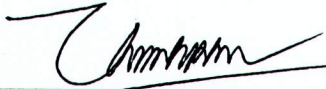
1. Lam Quang Phuc – Head

2. Le Thai Phuong – Member


3. Nguyen Tran Thien Phuc – Member

BOARD OF DIRECTORS

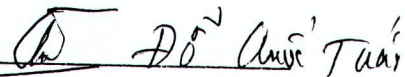
1. Lam Thanh Phu – Member



2. Duong Tan Phong – Member

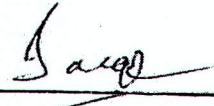


3. Do Quoc Tuan – Independent Member



VOTE COUNTING SUPERVISORY COMMITTEE

1. Nguyen Van Sang – Head



2. Hoang Van Vinh – Member


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LIST OF SHAREHOLDERS SUBMITTING WRITTEN BALLOTS FOR COLLECTING SHAREHOLDERS' OPINIONS

No.	Full name	Shareholding registration number	Date of issuance	Contact address	Shares held
1	Truong Van Cu	072068000008	21/09/2022	Binh Trung Hamlet, Binh Minh Commune, Tay Ninh Province, Viet Nam	46.955
2	Lam Thanh Phu	072071001683	07/09/2022	Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province, Viet Nam	5.200
3	Duong Tan Phong	072068002912	20/08/2021	Hiep Le Quarter, Hiep Ninh Ward, Tay Ninh Town, Tay Ninh Province, Viet Nam	4.200
4	Vietnam Rubber Group Joint Stock Company	0301266564	01/06/2018	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City, Viet Nam	86.590.553
5	Hoang Thi Them	024183008861	16/01/2024	Hamlet 3, Suoi Ngo Commune, Tan Chau District, Tay Ninh Province, Viet Nam	600
6	Huynh Thanh Hien	290594438	27/03/2005	Hamlet 3, Suoi Ngo Commune, Tan Chau District, Tay Ninh Province, Viet Nam	100
7	Le Huu Quoc	290701882	26/02/2010	Tan Thuan Hamlet, Tan Hoa Commune, Tan Chau District, Tay Ninh Province, Viet Nam	1.200
8	Le Ngoc Thuan	072181001505	10/08/2016	Suoi Ngo Rubber Plantation, Suoi Ngo Commune, Tan Chau District, Tay Ninh Province, Viet Nam	1.200
9	Le Thi Mui	038181021535	14/02/2022	Hamlet 2, Suoi Ngo Commune, Tan Chau District, Tay Ninh Province, Viet Nam	1.300
10	Pham Thi Ri	072181012936	16/09/2021	Long Thanh Nam Commune, Hoa Thanh District, Tay Ninh Province, Viet Nam	1.200
11	Truong Thi My Y	072184002057	01/08/2016	H5/2B Truong Cuu Street, Truong Hoa Commune, Hoa Thanh District, Tay Ninh Province, Viet Nam	2.500
12	Tran Van Thu	072080012263	16/09/2021	Tan Hoa Commune, Tan Chau District, Tay Ninh Province, Viet Nam	1.300
13	Vo Thi Thuy Tien	072187003084	16/09/2021	Hamlet 3, Suoi Ngo Commune, Tan Chau District, Tay Ninh Province, Viet Nam	600
14	Van Thi Thuy Tien	290934344	05/04/2011	No. 02, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province, Viet Nam	200
15	Nguyen Thi Ngoc Hien	072176013097	28/09/2021	Da Hang Hamlet, Phuoc Thanh Commune, Tay Ninh Province, Viet Nam	14.198
16	Giang Hai Phi Vu	087076013096	18/09/2021	No. 21, Civil Group 38, Da Hang Hamlet, Hiep Thanh Commune, Go Dau District, Tay Ninh Province, Viet Nam	1.500
17	Van Ba Kiet	082062000001	14/02/2022	Civil Group 2, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province, Viet Nam	2.300
18	Truong Bao Loc	087079000053	07/04/2016	Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province, Viet Nam	100
19	Pham Hoang Nhan	290612260	08/02/2012	Quarter 4, Tan Chau Town, Tay Ninh Province, Viet Nam	1.100
20	Nguyen Thi Ngoc Thuy	079182006809	29/04/2021	Civil Group 6, Quarter 2, Tan Chau Town, Tay Ninh Province, Viet Nam	600
21	Doan Hong Hanh	092182000752	15/10/2015	Quarter 4, Tan Chau Town, Tan Chau District, Tay Ninh Province, Viet Nam	142
22	Huynh Tuyet Lan	092182001548	16/03/2022	Quarter 5, Ward 3, Tay Ninh City, Tay Ninh Province, Viet Nam	400
23	Tran Nguyen Thanh Truc	072185004075	15/08/2017	Civil Group 18, Quarter 4, Ward 3, Tay Ninh City, Tay Ninh Province, Viet Nam	900
24	Nguyen Thi Tuyet	042184005219	19/03/2024	Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province, Viet Nam	600
25	Le Tran Cong Nhan	072075001570	03/04/2017	Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province, Viet Nam	2.000



No.	Full name	Shareholding registration number	Date of issuance	Contact address	Shares held
26	To Minh Tai	072087006124	23/05/2019	Civil Group 1, Quarter 2, Tan Chau Town, Tay Ninh Province, Viet Nam	600
27	Lam Thanh Tung	072084011840	23/01/2024	Truong Tho Area, Truong Hoa Commune, Hoa Thanh District, Tay Ninh Province, Viet Nam	690
28	Tran Thi Ngoc Be	044181003482	25/04/2021	Quarter 3, Tan Chau Town, Tan Chau District, Tay Ninh Province, Viet Nam	1.100
29	Doan Thi Kieu An	072178000249	23/07/2015	Thanh Hiep Hamlet, Thanh Dong Commune, Tan Chau District, Tay Ninh Province, Viet Nam	1.900
30	Dang Hoai Phuc	72081004954	12/01/2022	Quarter 4, Tan Chau Town, Tan Chau District, Tay Ninh Province, Viet Nam	1.000
31	Duong Quoc Lan	042077005219	05/10/2022	Hoi An Hamlet, Tan Hoi Commune, Tan Chau District, Tay Ninh Province, Viet Nam	1.400
32	Le Nguyen Thi Thuy Trang	072184002335	03/10/2016	Quarter 4, Go Dau Town, Go Dau District, Tay Ninh Province, Viet Nam	1.100
33	Nguyen Thi Hien	037173001252	29/06/2017	Trang Ba Chan Area, Suoi Ngo Commune, Tan Chau District, Tay Ninh Province, Viet Nam	21
34	Nguyen Thi Ngoc Giau	072184002524	01/03/2019	Tan Hiep Rubber Plantation, Tan Bien Rubber Joint Stock Company, Tan Hiep Commune, Hamlet 2, Suoi Ngo Commune, Tan Chau District, Tay Ninh Province, Viet Nam	50
35	Nguyen Thi Ngoc Han	040189001486	22/03/2019	Civil Group 7, Hamlet 7, Suoi Day Commune, Tan Chau District, Tay Ninh Province, Viet Nam	700
36	Nguyen Thi Viet	024184016789	28/06/2021	Hamlet 2, Suoi Ngo Commune, Tan Chau District, Tay Ninh Province, Viet Nam	500
37	Nguyen Van Trong	040090027467	05/07/2021	Rach Son Area, Go Dau Town, Go Dau District, Tay Ninh Province, Viet Nam	700
38	Tran Minh Sang	072083000596	21/09/2015	Hamlet 1, Suoi Ngo Commune, Tan Chau District, Tay Ninh Province, Viet Nam	1.000
39	Tran Ngoc Ha	291185668	06/03/2014	Thanh Hoa Hamlet, Thanh Dong Commune, Tan Chau District, Tay Ninh Province, Viet Nam	1.500
40	Nguyen Song Thao	045083000036	28/06/2021	Tan Hiep Commune, Tan Chau District, Tay Ninh Province, Viet Nam	1.300
41	Trade Union of Tan Bien Rubber Joint Stock Company	286/QĐ-CĐCS	10/05/2016	266 Street 30, Quarter 4, Ward 2, Tay Ninh City, Tay Ninh Province, Viet Nam	20.000
42	Lien Anh Rubber Manufacturing Company Limited	3900308988	09/03/2016	Flora Anh Dao Apartment Building, 619 Do Xuan Hop Street, Phuoc Long B Ward, Thu Duc City, Ho Chi Minh City, Viet Nam	100.000
43	Nguyen Ba Hoang Oanh	082090000696	15/04/2021	Hamlet 2, Suoi Ngo Commune, Tan Chau District, Tay Ninh Province, Viet Nam	3.300
44	Ngo Quyet Tien	024059000111	16/09/2021	Long Thanh Nam Commune, Hoa Thanh District, Tay Ninh Province, Viet Nam	2.700
45	Vuong Ngoc Bich	072182011974	28/06/2021	Tan Chau Town, Tan Chau District, Tay Ninh Province, Viet Nam	1.300
46	Le Thi Thanh Nhan	040183012379	19/02/2024	Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province, Viet Nam	1.500
47	Le Thanh Hoa	072085017471	05/05/2025		1.100
	Total				86.824.409

Prepared by



Nguyen Tran Thien Phuc

Tay Ninh, January 20, 2026

Head of the Ballot Counting Committee



Lam Quang Phuc

RESOLUTION

**The General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company
(Form: Collecting shareholders' written opinions)**

Pursuant to the 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;

Pursuant to the Ballot Counting Minutes No. 01 / BB-ĐHĐCĐCSTB dated January 20, 2026.

RESOLVES:

Article 1. Approval of Proposal No.01/TTr-HĐQTCSTB dated January 7, 2026 of the Board of Directors of Tan Bien Rubber Joint Stock Company, with the following contents:

- Item 1: Approval of the dismissal from the position of Member of the Board of Supervisors in respect of Mr. Hoang Quoc Hung.

- Item 2: Approval of the election of Mr. To Minh Tai – Person in charge of corporate governance cum Company Secretary – to participate in the Board of Supervisors, to stand for election and concurrently hold the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company.

Article 2. This Resolution takes effect from the date of signing.

Article 3. To assign the Person in charge of Information Disclosure to consolidate all relevant dossiers and documents to carry out information disclosure procedures in strict compliance with applicable regulations.

Article 4. Members of the Board of Directors, the General Director, functional departments, affiliated units and relevant individuals shall be responsible for the proper implementation of this Resolution./.

Recipients:

- As stated in Article 4;
- RTB Shareholders;
- Board of Supervisors, Board of Management;
- Archived: Clerical section, Secretariat of the BOD.

**ON BEHALF OF
THE BOARD OF DIRECTORS**



Trương Văn Cừ

PROPOSAL

Re: Dismissal of a Member of the Board of Supervisors and additional election of a Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company for the 2021–2026 term

To: The Shareholders of Tan Bien Rubber Joint Stock Company.

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

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

Pursuant to Official Letter No. 2834/VRG-ORP dated October 31, 2025 of Viet Nam Rubber Industry Group regarding the approval in principle for the nomination of personnel to participate in the Board of Supervisors of Tan Bien Rubber Joint Stock Company;

Pursuant to Decision No. 527/QĐ-BODVRG dated December 17, 2025 of Viet Nam Rubber Industry Group regarding the cessation of participation in the Board of Supervisors and termination of the position of Supervisor of Tan Bien Rubber Joint Stock Company;

Pursuant to Official Letter No. 970/BODVRG-ORP dated December 17, 2025 of Viet Nam Rubber Industry Group regarding the approval for the nomination of personnel to participate in the Board of Supervisors and to stand for election to the position of Supervisor of Tan Bien Rubber Joint Stock Company for the 2021–2026 term.

The Board of Directors respectfully submits to the Shareholders for consideration and voting on the following matters:

- Dismissal from the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company in respect of Mr. Hoang Quoc Hung.

- Nomination of Mr. To Minh Tai – Person in charge of corporate governance cum Company Secretary – to participate in the Board of Supervisors and to stand for election and concurrently hold the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company, with the following details:

Summary of the candidate's profile:

- Full name : To Minh Tai



- Date of birth: July 25, 1987
- Place of birth: Vinh Hung Commune, Tay Ninh Province
- Date of admission to the Communist Party of Viet Nam:
 - Probationary : August 28, 2013;
 - Official : August 28, 2014.
- Professional qualification: Master's degree in Finance and Banking
- Political theory qualification: Intermediate level.
- Foreign language proficiency: B level
- Information technology proficiency: B level

Work experience:

Sep 2011 - May 2014	Assistant to the Board of Management - Suoi Ngo Rubber Plantation - Tan Bien Rubber One Member Limited Liability Company.
Jun 2014 - Aug 2019	Administrative clerk, Organization and Administration Department – Tan Bien Rubber Joint Stock Company.
Aug 2019 - Dec 2021	General staff for the Board of Management and concurrently Secretary of the Board of Directors.
Dec 2021 - Feb 2025	Person in charge of Corporate Governance and General staff for the Board of Management - Secretary of the Board of Directors.
Feb 2025 - Jul 2025	Member of the Party Cell Committee of Organization and Administration Department - Person in charge of Corporate Governance and General staff for the Board of Management - Secretary of the Board of Directors.
Jul 2025 - Oct 2025	Member of the Party Executive Committee, Member of the Party Cell Executive Committee of the Organization and Administration Department - Person in charge of Corporate Governance and General staff for the Board of Management - Secretary of the Board of Directors.
Nov 2025 - Present	Member of the Party Executive Committee, Member of the Party Cell Executive Committee of the Organization and Administration Department - Secretary of the Youth Union of the Company -

Person in charge of Corporate Governance and
General staff for the Board of Management -
Secretary of the Board of Directors.

The above is the Proposal on the removal and nomination of personnel for election to the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company. The Board of Directors respectfully submits to the Shareholders for consideration and decision./.

Recipients:

- As addressed;
- Members of the Board of Directors, Board of Supervisors;
- Information Disclosure Officer;
- Departments and Affiliated Units;
- Filed: Clerical section, Organization and Administration Department.

**ON BEHALF OF THE BOD
CHAIRMAN**



Trương Văn Cư