

No.: 06/TB-HĐQT

Binh Phuoc, date June/04/2025

**NOTICE OF
INVITATION TO THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS.**

Cordially invite: esteemed Shareholders of Binh Long Rubber Industrial Park JSC.

Organization's name: Binh Long Rubber Industrial Park JSC.

Head office's address: 3A zone, Minh Hung ward, Chon Thanh town, Binh Phuoc province, Vietnam.

Business Registration Certificate No. 3800378251 amended for the 9th time dated on August 20th, 2024 granted by the Department of Planning and Investment of Binh Phuoc province.

The Directors Board of Binh Long Rubber Industrial Park JSC would like to cordially invite Shareholders to attend the 2025 Annual General Meeting of Shareholders of Binh Long Rubber Industrial Park JSC.

1. Time: started at 08:00 AM, date June / 27 /2025.

2. Location: Head office of Binh Long Rubber Industrial Park JSC, 3A zone, Minh Hung ward, Chon Thanh town, Binh Phuoc province.

3. Participants: All shareholders or their authorized representatives eligible to attend the Meeting determined at the time finalizing the list of shareholders until **May/ 02 /2025**.

In case a shareholder is not available to attend the Meeting in person, such shareholder can authorize in writing the Board of Directors or authorize another person to attend complying with the prescribed form.

4. Meeting Agenda:

- Report on the Company business operation results in 2024 and Business plan for 2025
- Report on the Board of Directors activities in 2024 and its Plan and Tasks for 2025
- Report on the Supervisory Board activities in 2024 and its Plan and Tasks for 2025
- 2024 Audited Financial Statements
- Proposal on profit distribution plan in 2024 and plan for 2025
- Proposal on the Board of Directors and Supervisory Board remuneration, full-time Supervisory Board Head salary in 2024 and plan for 2025
- Proposal on selection of auditing unit for 2025
- Proposal on approval of additional election of Board of Directors members for the 2023-2028 term

5. Materials of the Meeting:

All related materials of the Meeting are available on the Website of the Company at address: <https://blip.vn/tin-doanh-ngheiep-minh-hung-cong-bo>.

6. Shareholders/shareholder representatives to attend the Meeting must present their documents as follows:

- Invitation Letter to attend the General Meeting of Shareholders of Binh Long Rubber Industrial Park JSC.
- ID Card or Passports;
- The valid Power of Attorney for attendance the General Meeting (for persons who are shareholder representatives to attend);
- For organizations must attach the name of participants as individual authorized in writing.

7. Registration for attendance the Meeting:

To ensure the smooth and thoughtful service and organization of the Meeting, we cordially suggest esteemed Shareholders to confirm Your attendance or authorization of representatives by email, telephone or Fax before time **04:00 PM** date **June / 24 / 2025** addressed as follows:

Binh Long Rubber Industrial Park Joint Stock Company

Address: 3A zone, Minh Hung ward, Chon Thanh town, Binh Phuoc province, Vietnam.

Tel: 0271.3645 205; 0271.3645 206

Fax: 0271.3645204

Email: kenminhhung3@gmail.vn

For further information, please contact: Mr Nguyen Dinh Hung – Tel: 0944 257 577.

This Notice serves as the official Meeting Invitation in case a shareholder does not receive the Invitation Letter.

We look forward to Your attendance at the Meeting.

Binh Phuoc, date **04 / 6/2025**.

On behalf of the Board of Directors

Chairman



Hoàng Văn Xuyên

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty – Happiness

POWER OF ATTORNEY
FOR ATTENDANCE THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
BINH LONG RUBBER INDUSTRIAL PARK JOINT STOCK COMPANY

To: Binh Long Rubber Industrial Park Joint Stock Company

1. Authorizing Party:

Individual/Organization Name:
ID/Passport/Business Registration License No: Issued on
At
Address:
Tel:
Number of shares owned:
(In words:)

2. Authorized Party:

Individual/Organization Name:
ID/Passport/Business Registration License No: Issued on
At
Address:
Tel:
Number of shares owned:
(In words:)

3. Authorization Content:

The Authorized Party represents the Authorizing Party to attend the 2025 Annual General Meeting of Shareholders of Binh Long Rubber Industrial Park Joint Stock Company and is entitled to perform all rights and obligations at the General Meeting of Shareholders related to the authorized shares. This power of attorney is valid until the closing of the 2025 Annual General Meeting of Shareholders of Binh Long Rubber Industrial Park Joint Stock Company.

We/I hereby take full responsibility for this authorization and commit to strictly comply with current provisions of the law.

AUTHORIZED PARTY

(Signature, full name)

....., date June/...../ 2025

AUTHORIZING PARTY

(Signature, full name)

THE 2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS

AGENDA OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- **The Meeting time:** from 08:00 date June/27/2025
- **Location:** **CONFERENCE HALL OF BINH LONG RUBBER INDUSTRIAL PARK JOINT STOCK COMPANY**, Minh Hung ward, Chon Thanh town, Binh Phuoc province.

Duration	No.	CONTENTS
8:00 - 8:30	1	Welcoming and registering Shareholders and representatives.
8:30 – 8:45	2	Salute the flag and introduce the representatives, attendees present at the Meeting.
	3	Report on verification result of attending shareholders' eligibility at the Meeting
	4	Respectfully introduce and invite the Presidium to their seats chairing the Meeting.
	5	Introduce the Meeting Secretariat, the Vote Counting Committee and the Voting Committee (Vote for passing).
	6	Review the Meeting Agenda and the Working Regulation of the Meeting.
	7	Vote for passing the Meeting Agenda and the Working Regulation of the Meeting.
8:45 – 11:00	8	Report on Results of Production and Business activities of the Company in 2024 and Business plans for 2025.
	9	Report on The Board of Directors' activities 2024 and its plans for 2025.
	10	Report on The Supervisory Board's activities 2024 and its plans for 2025
	11	Report on the 2024 Audited Financial Statements.
	12	Proposal on the 2024 profit distribution plan and Business plan for 2025.
	13	Proposal on the remuneration plan for the Board of Directors, the Supervisory Board, salary for the full-time head of the Board of Supervisors in 2024 and its business plan for 2025.
	14	Proposal on selection of the auditing firm for 2025.
	15	Proposal on passing the additional election for Member of Board of Directors for the remainder 2023-2028 term (voting for passing).

Duration	No.	CONTENTS
	16	Approve the Regulation on voting and implement voting.
	17	The Meeting discusses the Contents of the Meeting.
	18	Respectfully invite leader of Vietnam Rubber Group to deliver a speech.
	19	Respond to the Speech.
	20	Announce the result of vote counting of the additional election of the BOD member.
11:00-11:30	21	Vote for passing the Contents of the Meeting.
	22	Approve the result of vote counting for the contents of the Meeting.
	23	Approve the drafted Meeting Minutes and the drafted Meeting Resolution.
	24	Voting for passing Meeting Minutes and Meeting Resolution.
	25	Salute the flag, concludes the Meeting.

BINH LONG RUBBER INDUSTRIAL PARK JOINT STOCK COMPANY

Address: Minh Hung ward, Chon Thanh town, Binh Phuoc province

Tel: +84-271-3645 206

Fax: +84-271-3645 204

Email: kcnminhhung3@gmail.com

Web: www.blip.vn

**WORKING REGULATION OF THE 2025 ANNUAL GENERAL MEETING
OF SHAREHOLDERS**

Pursuant to the Charter of Binh Long Rubber Industrial Park Joint Stock Company.

The Company's Board of Directors reviews the Contents of Working regulation of the 2025 Annual General Meeting of Shareholders through the Meeting as follows :

Article 1: General Provisions

1. The Working Regulation of the Annual General Meeting shall be applied for organization of the 2025 Annual General Meeting of Shareholders of Binh Long Rubber Industrial Park Joint Stock Company.

2. This Regulation specifies the legitimate rights and obligations of the parties attending the Meeting, all relevant conditions and procedures prior to conducting the Meeting.

3. Shareholders and other attendees at the Meeting are responsible for implementing the provisions stated in this Regulation, ensure the principles of openness, fairness, democracy and solidarity to make a constructive contribution to shareholder benefits and the company's stable development requirements.

Article 2: Rights and Obligations of the Presidium

1. The Meeting Chairperson comprises of 03 persons: of which 02 Members of the Board of Directors and 01 Representative Managing Contributed Capital of the Company.

2. Responsibilities of the Chairperson:

- Directing the 2025 Annual General Meeting of Shareholders.
- Giving clear instructions on discussion to the Meeting and its attendees.
- Submitting drafted minutes and summarizing necessary issues on which the General Meeting to vote.
- Responding to relevant issues requested by the Meeting.
- Directing the Meeting complying with the principles of Democratic Centralism, implementing the General Meeting legally, orderly and being capable of reflecting all wishes of the majority of the attending Shareholders/shareholder representatives.

Article 3: Rights and Obligations of the Secretariat

1. The Secretary is nominated by the Meeting Chairperson, is responsible to the Chairperson and The General Meeting of Shareholders for its duties.

2. Duties of the Secretary:

- To record accurately and honestly all contents of the Meeting.
- To assist the Chairperson in announcing all drafted Meeting documents, conclusions, Resolution of the General Meeting and reports of the Chairperson to the Shareholders upon request.
- To collect the registration forms to make a speech from the shareholders.

Article 4: Rights and Obligations of the Committee of Shareholder's Eligibility Verification

The attending Shareholder's Eligibility Verification Committee is recommended by the Board of Directors and is approved by the Meeting. The Shareholder's Eligibility Committee receives registered documents from attending Shareholders, distributes the Meeting documents and voting cards, and reports at the Meeting on the result of verification the Meeting attending shareholders' eligibility.

Điều 5: Rights and Obligations of the Vote Counting Committee

The Vote Counting Committee is nominated by the Meeting Chairperson and approved by the General Meeting of Shareholders. Members of the Vote Counting Board can be shareholders. The Vote Counting Committee has the duties as follows:

- Guide the shareholders to vote as prescribed.
- Monitor and supervise the shareholder's/authorized representative's voting.
- Count the votes.
- Make a report on voting results and announce the results at the Meeting.
- Submit the report on voting results and all recorded voting ballots to the Meeting Chairperson.

Article 6: Rights and Obligations of Shareholders attending the General Meeting of Shareholders

1. Conditions for attending the Meeting: Shareholders are legal representatives, persons or shareholder representatives, a group of shareholders owning voting shares of the Company at the Closing date for the list of shareholders **(06/02/2025)** are eligible to attend the 2025 Annual General Meeting of Shareholders.

2. Rights and Obligations of Shareholders who meet all conditions to attend the Meeting

- Each shareholder/shareholder representative who attends the General Meeting of Shareholders must dress appropriately and formally, present required legal documents (Citizen ID or Passport etc) as well as the Invitation Letter to the Shareholder's Eligibility Verification Committee to verify shareholder's eligibility and shall be entitled to receive a Voting Card (having the shareholder's code on it) indicating shareholder's total number of owned shares equals total number of voting shares.

- During the Meeting's proceeding, once a shareholder wishes to exit the congress hall must have permit of the Chairperson and inform the Secretariat.

- A shareholder proxy to attend the Meeting shall not be allowed to sub-authorize a third party to attend the Meeting.

- During the time the Meeting is proceeding, all shareholders must follow the directives of the Chairperson, maintain a civilized and polite behavior, avoid disrupting order, using private phones is not permitted during the Meeting, all mobile phones must be set to silent mode and on vibrate only.

- Shareholders must be obligated to maintain confidentiality, maintain strict discipline in speaking, appropriately use and preserve the Meeting documents, not copy or record audio to leak to external people outside the congress without permits of the Meeting Chairperson.

- Shareholders/authorized shareholder representatives to attend the Meeting must strictly comply with the working regulation of the General Meeting. A shareholder who violates this regulation, depending on the particular level of violation then the Chairperson shall review and take action to deal with according to point b, clause 7, article 146 of the Law on Enterprises.

- Latecomers shall be allowed to register immediately and shall have the right to participate in voting immediately at the Meeting, but the Chairperson shall not be obligated to suspend the Meeting so that late attendees may register and the validity of the previously conducted voting rounds shall not be affected.

Article 7: Conduct of the General Meeting

The General Meeting of Shareholders shall be conducted where the number of attending shareholders represents more than 50% of the voting shares according to the List of shareholders closed on date **(06/02/2025)**

Article 8: Making a speech and answering the Meeting

Shareholders should register contents to discuss with the Chairperson (through the Meeting Secretariat), who wishes to make a speech or debate shall raise their hand, whereby achieves consensus among the Chairperson shall be entitled to make a speech. Each shareholder's speech should not exceed 3 minutes, the content should be brief and avoid copied content. In addition, the Meeting documents are available on the company's website (www.blip.vn). Therefore, to ensure holding a well-executed and thoughtful General Meeting, we respectfully request Shareholders to study and prepare Your contents to discuss prior to the conduct of the Meeting.

The Meeting Chairperson shall answer directly all key questions which are related to the prescribed contents in the General Meeting's agenda and in the nature of representing many shareholders, shall not be obligated to answer directly or explain in details those contents which have already been disclosed information, stipulated in the Law or those contents which is in the nature of technical explanations, those details which are in the nature of serving specific requests of shareholders solely.

Article 9: Principles of voting

1. Each shareholder/authorized representative of shareholder when attends the Meeting shall be distributed **01 (one) Voting Card**, which is used to vote on related issues

at the General Meeting of Shareholders. On the Voting Card indicates clearly the Shareholder's code, number of voting shares and must have the Company's circular stamp on top.

** The Voting Cards is used to vote and approve related issues as follows:*

- List of the Meeting Chairperson, the Secretariat, the Shareholder's eligibility verification committee and the Vote counting committee;
- Contents of Agenda and Working regulation at the 2025 Annual General Meeting of Shareholders.
- Report on Activities of the Board of Directors in 2024, and its plans for 2025;
- Report on Activities of the Supervisory Board in 2024, and its plans for 2025;
- Report on Operation and Business activities of the Company in 2024 and Business Plan for 2025;
- The 2024 Audited Financial Statements.
- Report on Profit distribution in 2024 and the plan for 2025;
- Report on Remuneration of the Board of Directors, Board of Supervisors in 2024 and the estimated plan for 2025.
- Proposal on selection of auditing firm for 2025;
- Additional election of the Directors Board's member for the remainder 2023-2028 term;
- Approval of the Meeting Minutes and Decision;
- Other issues (if any) complying with provisions of the Company's Charter.

For voting on issues via Voting Cards: the Chairperson shall ask for shareholders' opinions by raising Voting Cards. Shareholders vote (**Approval, Disapproval, Non Opinion**) on an issue by directly raising their Voting Card at the General Meeting;

When voting at the Meeting, shareholders who vote Approval shall raise their Voting Cards. Members of the Vote counting committee shall mark Shareholder's code and number of votes correspondent to each shareholder who approves. Similarly, under the directives of the Chairperson, shareholders who disapprove or have other opinions shall raise their Voting Cards in turn; the Vote counting committee shall be responsible to supervise the voting process of shareholders; counting votes and making a Vote counting sheet, then notifying the results to the Secretariat to summarize in the Meeting Minutes and Resolution of the General Meeting.

2. Shareholders/representative group of shareholders who are eligible to attend the General Meeting of Shareholders shall have the full right to vote on issues within their authority of attending the General Meeting of Shareholders, the right to vote with their number of owned shares and number of authorized shares.

3. Voted issues at the General Meeting shall be passed in the following cases:

- For passing the Company's Charter: Voting ratio must reach at least 75% of total voting shares of all attending shareholders who approve.
- For passing other related issues: Voting ratio must reach at least 65% of total voting shares of all attending shareholders who approve.

Article 10: General Meeting Minutes

All contents of the General Meeting of Shareholders must be recorded by the Meeting Secretary into the General Meeting Minutes. The General Meeting Minutes must be announced and approved prior to the conclusion of the Meeting.

Article 11: In case conducting the General Meeting of Shareholders is unsuccessful

Where the first meeting does not satisfy the conditions for being conducted as prescribed at Article 7 of this Regulation, the convening of a second meeting must be implemented within a period not exceeding 30 days from the date of the intended opening of the first meeting.

The General Meeting of Shareholders which is convened for the second time shall be conducted where the number of attending shareholders/shareholder representatives represents at least 33% of the voting shares as stipulated in the Company's Charter.

Where the second meeting does not satisfy the conditions for being conducted as prescribed at the above provision of this Regulation, it may be convened for a third time within 20 days from the date of the intended opening of the second meeting.

In this case, the General Meeting of Shareholders shall be convened irrespective of the number of attending shareholders.

Article 12: Implementation provisions

Working Regulation of the 2025 Annual General Meeting of Shareholders of Binh Long Rubber Industrial Park Joint Stock Company, comprises of 12 Articles. This Regulation takes effect immediately after being voted to approve by the General Meeting of Shareholders.

Kính trình Đại hội đồng cổ đông công ty xem xét thông qua để việc tổ chức Đại hội đồng cổ đông được thực hiện thành công tốt đẹp và tuân theo các quy định pháp luật của Nhà nước và Điều lệ của Công ty.

Respectfully submit to the General Meeting of Shareholders of the Company to review and approve for the convening of the General Meeting to be conducted successfully and in compliance with the provisions of the Law of the Socialist Republic of Vietnam and the Charter of the Company.

**ORGANIZATION BOARD OF
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

VIETNAM RUBBER GROUP (VRG)
**BINH LONG RUBBER
INDUSTRIAL PARK JSC**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty – Happiness

No.: 38/BC-KCNCSBL

Binh Phuoc, date May 30, 2025

DRAFT

**SUMMARY REPORT
ON THE PRODUCTION AND BUSINESS ACTIVITIES IN 2024
AND ITS BUSINESS PLAN FOR 2025**

I. COMPANY INTRODUCTION

- **Company Name:** Binh Long Rubber Industrial Park Joint Stock Company.
- **Address:** Minh Hung Ward, Chon Thanh Town, Binh Phuoc Province.
- **Phone:** 0271 364 205 - 0271 3645 206
- **Website:** www.blip.vn **Email:** vanphongblip@gmail.com

The Company's establishment and development milestones: Binh Long Rubber Industrial Park JSC was established according to Decision No. 44.03.000090 granted by the Planning and Investment Department of Binh Phuoc province, issued on October 9, 2007, with a Charter capital of VND 120 billion. In 2023, the Charter capital was increased to VND 240 billion. Located at Minh Hung Ward, Chon Thanh Town, Binh Phuoc Province. Name of the investment project: Construction and Operation of technical infrastructure of Minh Hung III Industrial Park with a total area of 292.27 hectares, which is 98.56% leased (with a total commercial land for lease of 220.52 hectares).

Currently, Minh Hung III industrial park has been approved by the Prime Minister for its investment policy of construction and operation of technical infrastructure of Minh Hung III industrial park phase 2 (sub-phase 1), covering an area of 483.4 hectares, with a total investment capital of VND 2,282 billion, of which the investor's contributed capital is VND 390.71 billion. The total area of Minh Hung III Industrial Park after its phase 2 (sub-phase 1) expansion shall be 775.67 hectares.

Binh Phuoc Economic Zone Management Board granted the Investment Certificate for the construction and operation of technical infrastructure of Minh Hung III Industrial Park phase 2 (sub-phase 1) on March 31, 2025.

1. Advantages:

- At the Company, we have a workforce which has a powerful sense of solidarity, mutuality, dynamic of togetherness and great responsibility, being fully dedicated to their work, helping each other to complete tasks. There is smooth and flexible coordination between the professional departments and Socio-political organizations.

- The Company obtains constant care and support from provincial leaders, relevant statal agencies, Binh Phuoc Economic Zone Management Board, Chon Thanh Town, Minh Hung Ward, and especially the close and timely guidance from the Vietnam Rubber Group, the Board of Directors, and the Party Committee of the Company.

2. Challenges:

- The global political situations continue to undergo complex and unpredictable changes, with fierce strategic competition among major countries, geopolitical instability, and escalating military conflicts in certain countries and regions, which have significantly impacted domestic investment attraction efforts.

- Enterprises in the industrial park encounter relevant difficulties and challenges in their investment process due to changes in global supply chains and fluctuations in the international financial and monetary markets.

- The shift of labor forces into new sectors and the recruitment competition for labor between industrial parks in the region has led to a regional labor shortage, causing difficulties for labor-intensive enterprises in Minh Hung III Industrial Park.

- The application of diverse import-export tax rates imposed by major countries has had a significant impact on the production, business and investment activities of tenants in the industrial park.

II. RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES

1. Revenue, Profit (Before, After Tax), Statutory obligations:

Currency unit: VND

No.	Content	2024 Plan	2024 Actual	%
1	Revenue from business operations	89,343,000,000	93,647,784,692	104.82
2	Revenue from financial activities	36,250,000,000	39,367,361,682	108.60
3	Other income	800,000,000	821,054,889	102.63
	Total Revenue	126,393,000,000	133,836,201,263	105.89
1	Business operation expenses	75,553,000,000	76,249,620,963	100.92
2	Financial activities expenses	5,000,000	0	0.00
3	Other expenses	12,000,000	144,349,832	1202.92
	Total Expenses	75,570,000,000	76,393,970,795	101.09
1	Profit before tax	50,823,000,000	57,442,230,468	113.02
2	Profit after tax	40,659,000,000	45,797,661,332	112.64

Summary report on the production and business activities in 2024

No.	Content	2024 Plan	2024 Actual	%
3	Corporate income tax payable	7,407,000,000	11,644,569,156	157.21
4	After-tax profit ratio/capital	16.94	19.08	112.63

- In 2024, the Company liquidated a lump sum land lease for the entire lease period to the State budget amounting to 48,634,683,005 VND.

- Total amount of statutory obligations is 14,264,243,229 VND.

*** Profit Distribution in 2024:**

Implementation of Profit distribution according to Document No. 322/HĐQTCSVN-TCKT dated May 20, 2025 issued by Vietnam Rubber Group (VRG) on agreement upon certain matters at the 2025 General Meeting of Shareholders.

Profit Distribution	Amount Allocated (VND)	Allocation Ratio (%)
Undistributed profit from previous year	52,627,189	
After-tax profit 2024	45,797,661,332	
Total profit for distribution	45,850,288,521	100
Development investment fund (12.6% of annual after-tax profit)	5,775,000,000	12.60
Dividends (16% of average charter capital)	38,400,000,000	83.75
Bonus and welfare fund	1,543,000,000	3.36
Bonus fund for the Board of Executive's plan completion	132,000,000	0.29
Undistributed profit carried forward to next year	288,521	0

*** Assessment:**

- Revenue from business activities increased according to the 2024 plan, as the Company collected additional infrastructure fees from some land lease contracts.

- Financial revenue increased due to higher bank interest rates during the year.

- Other income increased as the Company collected the rising cost of security services for the telecommunications base stations.
- Other expenses increased significantly in 2024 due to support for court and tribunal fees and auction commissions for the liquidation of trees.

2. Production Activities: Binh Long Rubber Industrial Park Joint Stock Company operates its major business line is Investment in construction and operation of technical infrastructure of industrial parks. The detailed area of land in the industrial park is as follows:

- **Total land area of the industrial park:** Total industrial park area: Phase 1: 292.27 ha, Phase 2 (Sub-Phase 1): 483.4 ha. The total area of Minh Hung III Industrial Park after Phase 2 expansion (Sub-Phase 1) is 775.67 ha.

- **Leasable land area:** Phase 1: 220.52 ha; Phase 2 (Sub-Phase 1) is estimated to be 367.24 ha

3. Business activities:

In 2024, the industrial park did not attract investment projects due to the remaining land area located in less favorable locations, restricted in attracting several types of industries, simultaneously the procedures of reissuance the Environmental Impact Assessment (EIA) Report for the industrial park has not been completed.

Until now, the industrial park has signed land lease contracts for 217.35 ha, with an occupancy rate correspondent to 98.56% of the leasable land. Currently, there are 27 investment projects in the industrial park, including 15 FDI projects (4 from South Korea, 10 from Taiwan – China, 1 from Japan), with a total attracted investment capital of 768.35 million USD (of which 578.68 million USD is FDI). The industrial park has created employment for over 10,708 workers (including more than 200 foreign workers).

4. HR Situation, Salaries, Income, and Employee Welfare

4.1. The Company's HR Situation

The total number of employees of the Company as of December 31, 2024 is: 72 people including:

- Managers: 04 people
- Administrative employees: 07 people
- General employees: 61 people

4.2. Salaries and Average Income of the Company in 2024

The total salary fund for 2024 was **VND 11,033,802,464**; including:

- Salary fund for general employees: VND 9,257,679,191.
- Salary fund for full-time managers: VND 1,587,696,000.
- Remuneration for part-time managers: VND 188,427,273
- Average salary of the whole Company: VND 12,552,517 / person/ month.
- Total average income of the whole Company: VND 13,501,592 / person/ month.

- Employees' salaries are transferred by the Company to individual bank accounts.

4.3 Results of revenue and expenditure of the Bonus and Welfare fund:

***Bonus fund:**

- Bonus fund for managers:

+ Beginning balance in 2024	:	3,410,861 VND.
+ Appropriation to set up Bonus fund (2023):		144,000,000 VND.
+ Amount of Bonus fund spent	:	136,000,000 VND.
+ Closing balance	:	11,410,861 VND.

- Bonus fund for employees:

+ Beginning balance in 2024	:	-3.853.555 VND.
+ Appropriation to set up Bonus fund (2023):		957,000,000 VND.
+ Amount of Bonus fund spent	:	926,700,000 VND.
+ Closing balance	:	26,446,445 VND.

3.8.2 Welfare fund:

+ Beginning balance in 2024	:	7,774,477 VND.
+ Appropriation to set up Welfare fund (2023):		638,000,000 VND.
+ Amount of Welfare fund spent	:	622,459,000 VND.
+ Closing balance	:	23,315,477 VND.

4.4. Implementation of Policies for Employees:

The Company regularly coordinates with the Trade Union and Youth Union to organize sports and cultural activities to improve the spiritual life of employees. In 2024, the Company focused on employee welfare as follows:

- Organized a sightseeing trip for all employees, with a total expenditure of VND 600,000,000.

- Allocated for condolences and wedding or death anniversary with a total expenditure of VND 44,800,000.

- Allocated for emergency support and maternity assistance to employees with a total of VND 25,000,000.

- Sponsored sports and cultural activities with a total expenditure of VND 59,730,000.

- Distributed Mid-Autumn Festival's Mooncakes to the children of employees, with an expenditure of VND 80,733,333.

- The Company still keeps on providing mid-shift meal allowances to employees at VND 30,000 per person per workday.

Additionally, the Company maintains a strong commitment to employee for health care and occupational safety and health (OSH) in compliance with Labor Code and regulations issued by the Vietnam Rubber Group, specifically:

- Purchased and provided labor protective equipment for employees with an expenditure of VND 58,330,516.
- Provided bonus of in-kind (milk) anti-toxic compensation for employees with an expenditure of VND 134,147,845.
- The company organized regular health check-ups for employees, with a total expenditure of VND 96,195,000.

5. Organizational Structure, Apparatus and HR Management

The Board of Directors issued Decision No. 02/QĐ-HĐQT on February 13, 2025, to establish a Steering Committee and Task Force for streamlining the Company's organizational structure in compliance with the guidance of Document No. 3818/CSVN-TCCB dated December 23, 2024, issued by the Vietnam Rubber Group on renewal in restructuring and streamlining the organization for more effective operations.

The Company terminated labor contracts as of April 1, 2025, with 03 employees as senior employees of security and tree maintenance staff, then went on terminating labor contracts with one more senior employee as of May 1, 2025. Simultaneously, the Company shall keep on working on plans to streamline its structure, workforce reduction, and adjust labor quotas according to the directives from the Vietnam Rubber Group and the Company's Board of Directors, while also developing regulations and mechanisms to pay severance benefits for employees who are downsized complying with the provisions.

6. Social Welfare Activities

In addition to developing the socio-economic sector, the Company has always cares and focused on supporting local authorities and the Vietnam Rubber Group in social welfare activities. In 2024, the company contributed a total of VND 182,000,000 as follows:

- Contributed VND 10,000,000 to support activities celebrating the Communist Party and welcoming the Lunar New Year, as well as organizing the 2024 New Year's Eve event for the Lunar New Year 2024 organized by the People's Committee of Chon Thanh Town.
- Contributed VND 5,000,000 to support organizing the 2023 Police activities year-end summary Meeting and Deploying 2024 work plan of the Police Department of Chon Thanh Town.
- Contributed VND 10,000,000 to support the organization of the "Victory Emulation" Conference for the Chon Thanh Military Forces in 2019-2024 period.
- Contributed VND 10,000,000 to support the People's Committee of Minh Hung Ward in helping poor households, social protection beneficiaries, and other social groups celebrate the Lunar New Year 2024.
- Contributed VND 20,000,000 to support the installation of a LED screen system for serving congresses and connecting transmissions from senior authorities to the local Minh Hung Ward.
- Contributed VND 10,000,000 to support providing health insurance cards to disadvantaged residents in Minh Hung Ward.

- Contributed VND 3,000,000 to distribute gifts for poor, elderly, policy, war veterans, and Agent Orange victims on the 2024 Lunar New Year for the zoning No.4 area in Minh Hung Ward.
- Contributed VND 3,000,000 to sponsor Mid-Autumn Festival gifts for children and students in the zoning No.4 area of Minh Hung Ward.
- Contributed VND 3,000,000 to support the construction of a roof and paving the yard at the community center in the zoning No.2 area of Minh Hung Ward.
- Contributed VND 10,000,000 to support the Fire Prevention and Fighting & Rescue Police Department in building a mini football field.
- Contributed VND 3,000,000 to support the relocation and planting of trees at Minh Hung A Primary School.
- Contributed VND 5,000,000 to support flood victims from Typhoon No. 3 (YaGi) as part of the Young Entrepreneurs Association of the Vietnam Rubber Group's initiative.
- Contributed VND 20,000,000 to support the 14th "Golden Hand" Rubber Tapping Competition organized by the Vietnam Rubber Group.
- The Company also contributed VND 50,000,000 to the Vietnam Rubber Group's scholarship fund and VND 20,000,000 to the scholarship fund of the People's Committee of Binh Phuoc Province.

In addition, all of the Company's employees have collectively handled social responsibility by donating one day's wage to support the flood victims of Typhoon No. 3 (YaGi) with a total of VND 30,000,000. The entire amount raised was transferred to the Vietnam Rubber Group.

6. Capital Construction Activities

6.1. Infrastructure Investment and development activities:

The Company invested VND 15.104 billion for infrastructure development, achieving 10.79% of the planned investment (VND 139.979 billion). The following construction projects were executed and completed:

- Infrastructure of D2a road 986m length: accepted and completed inspection to put into operation.
- Specialized fire-fighting car No. 02: Contractor selection completed.
- The following infrastructure repair works were completed in the industrial park: Repair of N11 and D4 roads, repair of the industrial park's management building, dredging of drainage channels inside and outside the industrial park, and replacement of halogen bulbs with LED lights in the park.

6.2. Procedures of Expansion of Minh Hung III Industrial Park, Phase 2 (Sub-Phase 1), area of 483.4 hectares:

On February 27, 2025, the Prime Minister issued Decision No. 440/QĐ-TTg approving the investment policy for the construction and development of technical infrastructure for Minh Hung III Industrial Park, Phase 2 (Sub-Phase 1), with the land scale for the project is an area of 483.4 hectares (Sub-Phase 1). Currently, the Company is urging the consulting contractor to complete the zoning planning

documents, environmental impact assessment (EIA), land clearance, and land surveying.

On April 4, 2025, the Company sent Document No. 42/KCNCSBL-XDCB to the Department of Agriculture and Environment of Binh Phuoc Province regarding the retract of the land survey excerpt for Minh Hung III Industrial Park Phase 2, area of 577.3 hectares, and requested the appraisal and approval of the land survey excerpt for Minh Hung III Industrial Park Phase 2 (Sub-Phase 1) with an area of 483.4 hectares.

On April 9, 2025, the Company sent Document No. 45/KCNCSBL-XDCB to the Provincial People's Committee and the Department of Construction of Binh Phuoc Province regarding the implementation of a zoning plan at scale 1/2000 for Minh Hung III Industrial Park, Phase 2 (Sub-Phase 1), area of 483.4 hectares.

On April 22, 2025, the Department of Construction responded to Document No. 811/SXD-QHKT regarding the zoning plan for Minh Hung III Industrial Park Phase 2, stating that the zoning plan was already included in the overall urban planning for Chon Thanh, which was approved by the Binh Phuoc Provincial People's Committee under Decision No. 2892/QĐ-UBND dated December 31, 2019. Therefore, according to the provisions, the zoning plan for Minh Hung III Industrial Park Phase 2 (Sub-Phase 1), does not require a separate planning task.

Currently, the consulting unit is revising the 1/2000 scale zoning plan (Sub-Phase 1) for the 483.4-hectare area in accordance with Decision No. 440/QĐ-TTg dated February 27, 2025, granted by the Prime Minister regarding the investment and development of technical infrastructure for Minh Hung III Industrial Park Phase 2 (Sub-Phase 1). The Company and the consulting unit are expected to complete the revised zoning plan by June 2025 and submit it to the Binh Phuoc Provincial People's Committee and the Department of Construction for review and approval.

6.3. Procedures of Environmental Impact Assessment (EIA) for Existing Minh Hung III Industrial Park:

On April 14, 2025, the Ministry of Agriculture and Environment issued Document No. 1016/BNMT-MT regarding the insufficient documents for evaluating the EIA report of the project "Investment in construction and development of technical infrastructure for Minh Hung III – Binh Long Rubber Industrial Park, covering an area of 2,922,729 m²." The Ministry stated that there was not enough basis to determine whether the EIA report and Environmental Permit granted by the Binh Phuoc Provincial People's Committee require compliance with the Environmental Protection Law. The Ministry instructed the Company to review and clarify the basis for preparing the EIA report for the project in accordance with the provisions of Decree No. 08/2022/NĐ-CP.

On April 16, 2025, the Company submitted Report No. 26/BC-KCNCSBL to the Binh Phuoc Provincial People's Committee, Department of Agriculture and Environment, Binh Phuoc Economic Zone Management Board, Chon Thanh Town People's Committee, and Vietnam Rubber Group regarding asking for a detailed guidance from the relevant authorities on alternative approaches to resolve the EIA issue without redoing the entire EIA process to assist the Company to quickly implement the restoration of EIA report in accordance with the conclusions of Document No. 1452/KL-TTCT of the Inspectorate of Government and Notification No. 70/TB-STNMT of the Department of Natural Resources & Environment.

6.4. Environmental Management and Wastewater Treatment Plant Operations:

- Environmental Management in the industrial park:

The Company strictly complies with environmental laws inner the industrial park. Continuous monitoring and control of wastewater quality from tenants are conducted through cameras and direct sample checks, to promptly detect any violations of environmental protection laws by organizations or individuals, and to propose appropriate legal actions.

The Company has issued environmental protection regulations in line with legal requirements, conducted environmental monitoring as required, and prepared environmental protection reports submitted to the Economic Zone Management Board and the Department of Natural Resources and Environment of Binh Phuoc Province in compliance with the laws.

- Wastewater Treatment Plant Operations:

The collective wastewater treatment plant is undergoing for collecting and treating wastewater from 17 tenants in compliance with the standard rules permits set in Column B of QCVN 40:2011/BTNMT. The plant has been operating stably, with treated wastewater meeting the prescribed standards before being discharged into the environment.

The wastewater treatment plant has been installed an automatic wastewater monitoring system, transmitting real-time results on flow rate, TSS, COD, pH, temperature, and ammonia levels to the Department of Natural Resources and Environment of Binh Phuoc Province in compliance with the provisions of law.

7. Emulation and Reward Work:

The Company consistently rewards individuals and groups with outstanding achievements in labor and emulation movements to motivate employees. Specifically:

- Rewarded employees for completing production and business tasks for the first half of the year with a total amount of VND 144,400,000

- On holidays and New Year, the Company provided cash gifts to each employee of VND 1,000,000 per person.

- Provided emergency rewards for employees who completed exceptional tasks in Quarter 4/2024 with an amount of VND 1,500,000 per person.

- Rewarded employees according to their performance ranging ABC in 2024: VND 10,500,000 for outstanding employees, VND 10,000,000 for category A, VND 8,000,000 for category B, and VND 6,000,000 for category C.

In 2024, Binh Long Rubber Industrial Park Joint Stock Company participated in the sports competition of Emulation Bloc No. 8 (the Industrial Parks Bloc) organized by Dau Giay Industrial Park Joint Stock Company as being Bloc head. The Company won several awards, including third place in beach volleyball, fourth place in tug-of-war, and a team consolation prize.

8. Security and Order Protection in the Industrial Park:

The Company signed Coordination Agreement No. 65/KHPH-ĐCA-CTCPKCNCBSL on November 22, 2024 with the Minh Hung Industrial Park Police

Station to cooperate in education and propaganda on Laws and raising awareness of law compliance among employees, workers, and residents within Minh Hung III Industrial Park. Additionally, the Company's specialized security team cooperates with the PA.04 Police Department of Binh Phuoc Province and Minh Hung Ward Police to patrol and control the area, ensuring that security and order in the industrial park remain stable.

9. Digital Transformation:

The Company has actively participated in and supported the digital transformation initiatives launched by the government and the Vietnam Rubber Group. This gradual shift to digital processes aims to reduce paper document usage and enhance security measures. The Company is currently using the national document management and operational system (VNPT-iOffice) implemented by the Binh Phuoc Provincial People's Committee for sending and receiving documents. Additionally, the Company uses eOffice, the document management software provided by the Vietnam Rubber Group, and uses weekly work schedules through the Group's document management application, employs also digital signatures for both organizational and individual use, invested and is now using a camera and audio system prior to serve online meetings.

III. OVERALL ASSESSMENT

In 2024, Binh Long Rubber Industrial Park Joint Stock Company successfully completed all business and financial plans pointed by the General Meeting of Shareholders and the Board of Directors. The Company effectively managed its organizational structure – labor - salaries, and ensured strong performance in security and order protection as well as Emulation and Reward activities.

Regarding infrastructure development, the Company has completed the investment of technical infrastructure in the existing Minh Hung III Industrial Park. For Minh Hung III Industrial Park Phase 2 (Sub-Phase 1) area of 483.4 hectares, the Company is preparing related tasks for this expanded land area; the process of revising the Environmental Impact Assessment (EIA) for the existing Minh Hung III Industrial Park shall proceed as soon as a specific guidance is received from the Binh Phuoc Provincial People's Committee. The Company shall then complete the related documents and submit them to the Ministry of Agriculture and Environment for review and approval, as outlined in the response letter No. 1016/BNMT-MT from the Ministry of Agriculture and Environment.

IV. BUSINESS PLAN FOR 2025

1. Revenue, Profit (Before, After Tax), Statutory obligations:

Currency unit: VND

No.	Content	2024 Actual	2025 Plan	%
1	Revenue from business operations	93,647,784,692	92,372,590,000	98.64
2	Revenue from financial activities	39,367,361,682	38,865,000,000	98.72

Summary report on the production and business activities in 2024

No.	Content	2024 Actual	2025 Plan	%
3	Other income	821,054,889	455,000,000	55.42
	Total Revenue	133,836,201,263	131,692,590,000	98.40
1	Business operation expenses	76,249,620,963	83,460,000,000	109.54
2	Financial activities expenses	0	0	
3	Other expenses	144,349,832	10,000,000	6.93
	Total Expenses	76,393,970,795	83,470,000,000	109.35
1	Profit before tax	57,442,230,468	48,223,000,000	83.84
2	Profit after tax	45,797,661,332	38,578,000,000	84.12
3	Corporate income tax payable	11,644,569,156	9,631,720,000	82.71
4	After-tax profit ratio/capital	19.08	16.07	84.12

*Plan for 2025 State budget contribution: VND 15,568.5 million, which includes land lease, VAT, corporate income tax (CIT), personal income tax (PIT), and other taxes and fees.

*** Profit distribution plan for 2025:**

Profit Distribution	Amount Allocated (VND)	Allocation Ratio (%)
Undistributed profit from previous year	0	
After-tax profit for the year	38,578,000,000	
Total profit for distribution	38,578,000,000	100.00
Development investment fund (30% allocation rate)	0	30

Profit Distribution	Amount Allocated (VND)	Allocation Ratio (%)
Dividends (Minimum 15.39% of charter capital VND 240 billion)	36,934,000,000	95.74
Bonus and welfare fund	1,500,000,000	3.89
Bonus fund for the Board of Executive	144,000,000	0.37
Undistributed profit carried forward to next year	0	0

The profit after tax distribution plan for 2025 will be executed according to the agreement of the Vietnam Rubber Group.

*** Assessment:**

- Revenue from Financial activities decreased due to lower bank interest rates during the year.
- Other income based on plan for 2025 is expected to decrease because there will be no asset liquidation during the year.
- Business activities expenses in 2025 are expected to rise sharply because there will be no land lease cost reductions.

2. Business Activities

Currently, due to limited remaining land, the available land for lease in the industrial park is only 0.68 ha of service land and 1.95 ha of industrial land. The industrial park shall actively attract investment to fill the remaining area, aiming to complete the 2025 plan with 1.95 ha leased, while focusing on investor care and support activities as well promoting the industrial park.

The Minh Hung III Industrial Park Phase 2 (Sub-Phase 1) area of 483.4 ha, is expected to require an additional 20,000 workers when it becomes operational, contributing to local social welfare.

3. Labor, Wages, Income, and Employee Welfare:

3.1. Salary plan and Average Income:

- Labor plan for 2025: 72 employees.

The total salary fund plan for 2025 is **VND 11,415,792,000**, which is a 103% increase compared to 2024. This includes:

- Planned salary fund for general employees: VND 9,634,992,000.
- Planned salary fund for full-time managers: VND 1,510,800,000.
- Planned remuneration for part-time managers: VND 270,000,000.

- Estimated average salary for the whole Company: VND 12,900,222/person/month
- Estimated average income for the whole Company: VND 13,849,296/person/month

The Company strives to meet and exceed the production and business plans scheduled by the Vietnam Rubber Group and the General Meeting of Shareholders in 2025, ensuring that salaries and average income of employees in 2025 will meet or surpass the planned targets.

The Company shall keep on improving employee welfare, collaborating with trade unions and youth unions to enhance both the material and spiritual life of employees, ensuring stable salaries and income to keep them concentrated in their work.

3.2. Bonus and Welfare Fund - Income and Expenditure Plan:

Bonus fund:

- Bonus Fund for Managers:

+ Opening balance in 2025	:	VND 11,410,861.
+ Bonus fund allocation (2024)	:	VND 144,000,000.
+ Estimated Bonus fund expenditure	:	VND 140,000,000.
+ Closing balance	:	VND 15,410,861.

- Bonus Fund for Employees:

+ Opening balance in 2025	:	VND 26,446,445.
+ Bonus fund allocation (2024)	:	VND 900,000,000.
+ Estimated Bonus fund expenditure	:	VND 906,000,000.
+ Closing balance	:	VND 20,446,445.

- Welfare Fund:

+ Opening balance in 2025	:	VND 23,315,477.
+ Welfare fund allocation (2024)	:	VND 600,000,000.
+ Estimated welfare fund expenditure	:	VND 603,000,000.
+ Closing balance	:	VND 20,315,477.

4. Infrastructure Development Work:

4.1. Infrastructure Development Work:

The plan for implimentation of investment in infrastructure development in 2025 is VND 8.109 billion. This includes the following tasks related to the expansion of Minh Hung III Industrial Park Phase 2: Land clearance consulting; Surveying and zoning planning consulting (1/2000 scale); Investment project preparation consulting; Environmental Impact Assessment (EIA) report preparation consulting.

4.2. Environmental Management and Wastewater Treatment Plant Operations:

The Company shall keep on collaborating with environmental protection Statal agencies in dealing with implimentation of environmental protection activities in the

industrial park, ensuring compliance and conducting inspections of environmental protection activities of tenants in the industrial park according to the provisions of law.

Enhance monitoring of wastewater quality from tenants, taking timely action to identify violations and impose additional wastewater treatment fees for enterprises that exceed discharge limits as outlined in the Land lease contracts.

The Company shall also continue researching cost-effective and efficient solutions for sludge treatment. Initially, it will focus on repairing and upgrading the sludge storage facility and drying yard. Additionally, contact other centralized wastewater treatment plants in other industrial parks to learn from their experiences and improve its operations.

4.3. Expansion of Minh Hung III Industrial Park, Phase 2 (Sub-Phase 1) area of 483.4 hectares:

Continuing implementing the project by working closely with specialized agencies for guidance. At the same time, urge consulting contractors to complete the following documents: Measuring cadastral maps at 1/5000 scale; Conducting terrain surveys and creating the 1/2000 zoning plan for Minh Hung III Industrial Park phase 2 (sub-phase 1) area of 483.4 hectares; Preparing a compensation plan for site clearance of the Minh Hung III Industrial Park infrastructure investment and construction project, phase 2 (sub-phase 1) with an area of 483.4 hectares; Carrying out procedures for land allocation/land lease and land use purpose change with the People's Committee, Economic Zone Management Board and Department of Agriculture and Environment of Binh Phuoc province; Preparing the investment project for construction and operation of infrastructure of Minh Hung III Industrial Park, Phase 2 (Sub-Phase 1) with area of 483.4 hectares (basic design); Preparing an Environmental Impact Assessment (EIA) for the expansion of Minh Hung III Industrial Park Phase 2 (sub-phase 1) with an area of 483.4 hectares; Preparing technical designs for construction items of the Minh Hung III Industrial Park infrastructure investment and construction project, phase 2 (sub-phase 1) with an area of 483.4 hectares; Implementing construction items of the Minh Hung III Industrial Park infrastructure investment and construction project, phase 2 (sub-phase 1) area of 483.4 hectares.

4.4. Regarding Environmental Impact Assessment (EIA) for Existing Minh Hung III Industrial Park:

The Board of Executive shall continue working with the consulting unit to regularly liaise with Binh Phuoc provincial authorities and the Ministry of Agriculture and Environment to review and clarify the basis for preparing the EIA report for the project complying with relevant comments in Document 1016/BNMT-MT aiming to come up with an alternative plan to revise the EIA for the existing Minh Hung III Industrial Park

5. Organizational Structure, Apparatus, and HR Management:

- The task force for streamlining the Company's apparatus shall continue to develop plans for restructuring departments – teams – groups of the Company, and labor policies after rearranging and putting the new apparatus into operation from July 1, 2025.

- Complying with the regulations of the Vietnam Rubber Group on staff organization, labor salary and occupational safety and hygiene (OSH). Strengthening

the work of urging, inspecting and reminding employees to seriously implement the Company's Rules and Working Regulations.

6. Emulation and Reward Work:

- Better implement the emulation and reward work at the Company in accordance with the provisions of the Emulation and Reward Law and the Group's Emulation and Reward Regulations. Timely reward individuals and groups of the Company who successfully complete assigned tasks, replicate advanced examples, individuals or groups with scientific and technical initiatives to increase labor productivity at the Company.

7. Security and Order Protection in the Industrial Park:

- Further strengthen patrolling and control of security and order in Minh Hung III Industrial Park, and strengthen coordination with the Police Station and Military Executive Committee of Chon Thanh Town and Chon Thanh Town Police in ensuring security and order in the Industrial Park.

8. Digital Transformation:

- Continue to gradually deploy and apply digital transformation technologies at the Company, respond and participate in the full implementation of digital transformation items deployed and applied by the People's Committee of Binh Phuoc province and Vietnam Rubber Group.

V. EXISTING ISSUES AND RECOMMENDATIONS:

1. Existing Issues:

Regarding the revising work of Environmental Impact Assessment (EIA) of the project "Investment in construction and operation of infrastructure of Minh Hung III - Binh Long Rubber Industrial Park, with an area of 2,922,759 m²," as requested by State agencies have not been completed due to several objective factors such as changes in environmental protection regulations so the Ministry of Agriculture and Environment's reception and appraisal of documents for the Company is prolonged

2. Proposals and Recommendations:

- Pursuant to Decision No. 440/QĐ-TTg dated February 27, 2025 granted by the Prime Minister on the investment policy for Sub-Phase 1 with an area of 483.4 hectares, the Company distinguishedly requests the Vietnam Rubber Group to work with the Binh Phuoc Provincial People's Committee and relevant Departments to accelerate the approval process for the cadastral survey, zoning plan, land clearance compensation and land allocation for the Company to initiate quickly the investment for Minh Hung III Industrial Park Phase 2.

- **The revising work for EIA:** The Company distinguishedly requests the Vietnam Rubber Group to work with the Binh Phuoc Provincial People's Committee and relevant Departments to provide specific guidance on revising resolution for the issue in alternative approaches without having to redo the entire EIA or authorize the Company to continue using the Environmental Permit No. 52/GPMT-UBND issued by the Binh Phuoc Provincial People's Committee on September 26, 2022, which is valid for seven years from the issuance date. This would allow the company to use the existing permit to resolve the EIA issue.

Summary report on the production and business activities in 2024

The above content is the Summary Report on the Production and Business Activities in 2024 and its Business Plan for 2025 of Binh Long Rubber Industrial Park Joint Stock Company.

Respectfully submit./.

Recipients:

- General Meeting of Shareholders (report);
- Vietnam Rubber Group (report);
- BOD, BOS, BOE (report);
- Party cell, Trade unions (report);
- Heads of Dept.;
- Archived.

GENERAL DIRECTOR

(Signed)

PHAN HUY THANH

**REPORT
ON ACTIVITIES OF DIRECTORS BOARD
BINH LONG RUBBER INDUSTRIAL PARK STOCK COMPANY**

To: General Meeting of Shareholders

Esteemed shareholders!

Today, at the 2025 Annual General Meeting of Shareholders, hereinafter the Directors Board would like to report briefly on activities of the Board of Directors in 2024 and Business operation plan for 2025 as follows:

I. REPORT ON ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Information about members of the Board of Directors:

The Board of Directors (BOD) of Binh Long Rubber Industrial Park Joint Stock Company was elected at the General Meeting of Shareholders on June 28, 2023, for a 5-year term (2023–2028), consisting of 5 members, including 1 independent member, as follows:

No.	BOD Member	Position
1	Mr. Le Van Vui	Chairman
2	Mr. Ha Hue Hai	Member
3	Mr. Nguyen Huu Tu	Member
4	Mr. Ha Trong Binh	Member
5	Mr. Trinh Xuan Tien	Independent Member

At the 2024 Annual General Meeting of Shareholders:

- Approval of the dismissal of BOD members for the 2023–2028 term, including:

1. Mr. Le Van Vui – Chairman
2. Mr. Ha Trong Binh – BOD Member
3. Mr. Ha Hue Hai – BOD Member

Approval of additional election list of new BOD members for the 2023–2028 term, including:

1. Mr. Hoang Van Xuyen – Chairman
2. Mr. Phan Huy Thanh – BOD Member

List of the Board of Directors after the 2024 Annual General Meeting of Shareholders includes:

No.	BOD Member	Position
1	Mr. Hoang Van Xuyen	Chairman
2	Mr. Phan Huy Thanh	Member
3	Mr. Nguyen Huu Tu	Member
4	Mr. Trinh Xuan Tien	Independent Member

2. Activities of the Board of Directors in 2024:

In 2024, the Board of Directors has executed conduct of 04 meetings (invited also the Board of Supervisors, Executives Board, Department managers to take part in) to deal with matters within their authority.

No.	BOD Member	Position	Meetings Attended	Attendance Rate	Reason for Non-Attendance
1	Mr. Le Van Vui	Chairman	01	100%	
2	Mr. Ha Trong Binh	Member	0	0%	Resigned since 11/2023
3	Mr. Ha Hue Hai	Member	01	100%	
4	Mr. Hoang Van Xuyen	Chairman	03	100%	
5	Mr. Trinh Xuan Tien	Independent Member	04	100%	
6	Mr. Phan Huy Thanh	Member	03	100%	
7	Mr. Nguyen Huu Tu	Member	04	100%	

* Results of the Business and Operation activities in 2024 achieved as follows:

No.	Item	2024 Plan	2024 Actual	Note
	Total Revenue	126,393,000,000	133,836,201,263	
	Total Expenses	75,570,000,000	76,393,970,795	
1	Profit Before Tax	50,823,000,000	57,442,230,468	
2	Profit After Tax	40,659,000,000	45,797,661,332	
3	Corporate Income Tax	7,407,000,000	11,644,569,156	
4	Return on Capital (%)	16.94	19.08	

* Profit Distribution in 2024:

Distribution Item	Amount (VND)	Note
Total Profit Distributed	45,850,288,521	
Development and Investment Fund	5,775,000,000	
Dividends (16% of average charter capital)	38,400,000,000	
Bonus and Welfare Fund	1,543,000,000	
Bonus Fund for the Executive Board	132,000,000	
Undistributed Profit Carried Over	288,521	

In addition to quarterly meetings, the Board of Directors regularly collects opinions on guidelines and policies in production and business activities and staff organization to implement the contents of the Resolution of the 2024 Annual General Meeting of Shareholders. In 2024, the Board of Directors issued 26 Resolutions, 41 documents, 22 working minutes, 25 submissions, 16 notices, 04 reports. and 28 Decisions of direction and approval.

The Company's Board of Directors also participates and directs the Company's briefings, meetings of the Executive Board, and appoints members of the Board of Directors to work with the Executive Board on unexpected issues or need to go on field trips. Thereby, actively grasp the situation of the Company's production and business activities to direct operations, and work with the Executive Board to resolve problems and difficulties to ensure uniformity of policies and direction in all production and business activities of the Company.

During the meetings, the Board of Directors had opinions evaluating the inspection and supervision of production and business operations of the Executive Board in each month, quarter and the whole year 2024. Each member of the Board of Directors promoted his role in participating in the supervision of production and business activities, with many contributions. The members of the Board of Directors frankly commented to the Board of General Directors to find the right solutions to complete the production and business tasks approved by the General Meeting of Shareholders. Timely resolve problems to ensure unity of policies and leadership direction in production and business activities.

Regarding production and business activities: In 2024, the Company has been working with a number of new customers, strengthening the investors attracton activities to the industrial park as a premise for the expansion of Minh Hung III Industrial Park phase 2, thoughtfully implementing customer care work, control of security and order, environment in the industrial park. The Board of Directors has directed the Company's Executive Board in the spirit of maximizing available internal resources: high consensus in the Board of General Directors, the best efforts, the spirit of solidarity to overcome difficulties of all employees, implementing savings to contribute to completing the targets of

production and business tasks in 2024. Besides, focusing on directing the expansion of Minh Hung III Industrial Park phase 2 with an area of 577.53 ha (sub-phase 1 is 483.4Ha).

Retrieved from production and business efficiency, the Company has taken good care of employee lives. The Board of Directors submits to the General Meeting of Shareholders a decision to pay dividends for the whole year of 2024 at 16%/par value on the Company's new charter capital of 240 billion VND.

3. Remuneration, operation expenses and other benefits of the BOD and BOD members in 2024:

Pursuant to Resolution No. 08/NQ-KCNBL of the BOD dated June 26, 2024 of the 2024 Annual General Meeting of Shareholders, Binh Long Rubber Industrial Park Joint Stock Company has paid 2024 remuneration to members of the BOD as follows:

Chairman: 3,000,000 VND/month

BOD member: 2,250,000 VND/month /person

II. SUPERVISION ACTIVITIES OF THE BOARD OF DIRECTORS

Pursuant to the charter and governance regulations of Binh Long Rubber Industrial Park Joint Stock Company, the Board of Directors has supervised the activities of the General Director and the Executive Board in organizing production and business operations and implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors issued in 2024.

According to the assessment of the BOD, the General Director and the Board of Management have successfully completed the task of managing the Company's production and business activities in 2024, complying and accurately and fully implementing the contents of the Resolutions of the General Meeting of Shareholders, Resolutions, Decisions, and documents of the BOD. Implement well the Company's organizational inspection and risk control system; Implement fully and appropriately in preparing and disclosing quarterly and annual financial reporting information in accordance with Vietnamese accounting standards, regulations on information disclosure on the stock market and current legal regulations.

The General Director and the Board of Executive of the Company always overcome difficulties and problems that arise, be proactive and flexible in the management and administration of the company's production and business activities (ensuring compliance with the provisions of law and the Company's Charter), and at the same time promptly propose and recommend to the Board of Directors to direct directions in accordance with the actual situation.

III. OPERATION ORIENTATION FOR 2025:

Entering 2025, the Company's production and business situation must adapt to the new situation. The US announcement to impose a 46% reciprocal tax on Vietnamese goods not only affects exports but also affects the financial sector, foreign direct investment (FDI) flows, real estate and gold markets... continuing to affect the economy and difficulties for investors in the industrial park due to

declines in orders and revenue. The Board of Directors shall regularly supervise, support and direct the Executive Board to achieve the targets of the Resolution of the 2025 Annual General Meeting of Shareholders, and support investors to restore their production and business and facilitate their investment progress in the industrial park under control of the Company. In 2025, the BOD develops an operating plan with the following key orientations and solutions:

*** Planned Targets for 2025:**

No.	Item	2025 Plan	Note
	Total Revenue	131,692,590,000 VND	
	Total Expenses	83,470,000,000 VND	
1	Profit Before Tax	48,223,000,000 VND	
2	Profit After Tax	38,578,000,000 VND	
3	Corporate Income Tax Payable	9,631,720,000 VND	
4	Return on Capital (%)	16.07	

Planned Profit Distribution for 2025:

Distribution Item	Amount (VND)	Note
Total Profit for Distribution	38,578,288,521	
Development Investment Fund	0	
Dividends (Minimum 15.39% of Charter Capital)	36,934,000,000	
Bonus and Welfare Fund	1,500,000,000	
Executive Board Bonus Fund	144,000,000	
Undistributed Profit Carried Over	288,521	

- Organize periodical meetings of the BOD to discuss and approve reports and production and business plans of the Executive Board in order to promptly set out specific and appropriate policies for the Executive Board to carry out production and business tasks and invest in the Company's projects in the most effective way. In case of necessity, the Board of Directors will hold an extraordinary meeting to resolve and handle arising issues within the authority of the BOD.

- Strengthen forecasting and improve management capacity to ensure the Company's financial safety, effectively implement production and business targets and comply with the State provisions.

- Create favorable conditions for the executive apparatus to strengthen promotion and marketing to attract investors to facilitate the completion of the 2025 production and business plan.

- Research and propose effectively new business solutions for industrial park when implementing the phase 2 investment such as diversifying industrial park products, development of industrial parks orienting green industrial park, and applying digital technology to industrial park operation.

- In 2025, complete the staffing work, restructure the management and organizational apparatus, operate effectively and efficiently, and proceed to self-implement most of the work towards digitalization and application of information technology to reduce infrastructure operation costs of industrial park for bringing higher efficiency in production and business activities.

- Focus on completing documentations and procedures to deploy leasing land in 2025 for the area of Minh Hung III Industrial Park phase 2, area of 577.53 ha (sub-phase 1 - 483.4ha).

- Continue to improve the Company's system of regulations and internal processes complying with the provisions of law, focusing on clear decentralization and decentralization issues in the governance model.

- Direct the Board of Executive to strengthen governance, management and collection of investors' debt who do not comply with payment commitments under the contract to meet the requirements and prescribed plans.

- Implement digital transformation of management, use and application of management software in the enterprise to effectively operate and supervise production and business activities.

- With the specifically identified goals in the plan approved by the General Meeting of Shareholders, the BOD, Board of Management and all employees of the Company shall strive to carry out management, production and business in 2025 with the most efficiency, to lead Binh Long Rubber Industrial Park Joint Stock Company to stability and sustainable development. The BOD always looks forward to the long-term support and engagement of shareholders and partners who have trusted and involved with the Company over the years. The BOD also sincerely thanks the enthusiastic and valuable help of the agencies and departments of Binh Phuoc Province and the Vietnam Rubber Group for creating conditions for the Company to develop.

IV. TRANSACTIONS WITH RELATED PARTIES

1. Share transactions by internal shareholders and related parties (purchases):

No.	Person Executing Transaction	Relation to Insider	Number of shares owned at beginning balance		Number of shares owned at closing balance		Internal Transactions (Purchase)
			Number of shares	%	Number of shares	%	

No.	Person Executing Transaction	Relation to Insider	Number of shares owned at beginning balance		Number of shares owned at closing balance		Internal Transactions (Purchase)
			Number of shares	%	Number of shares	%	
1	Binh Long Rubber One-Member Co., Ltd.	Controlling Shareholder	9,863,740	41.10%	9,863,740	41.10%	–
2	Nam Tan Uyen Industrial Park JSC	Controlling Shareholder	9,069,173	37.79%	9,069,173	37.79%	–
3	Le Van Vui	Chairman of the BOD	26,000	0.11%	26,000	0.11%	–
4	Tran Thi Kim Thanh	Wife of Chairman	36,550	0.15%	36,550	0.15%	–
5	Phan Huy Thanh	BOD Member	100	0.00%	100	0.00%	–
6	Phan Van Thuong	Father of BOD Member	4,000	0.02%	4,000	0.02%	–
7	Vu Thi Luyen	Wife of Chief Accountant	44,200	0.18%	44,200	0.18%	–
8	Tran Van Huynh	Brother-in-law of Chief Accountant	20,000	0.08%	20,000	0.08%	–
9	Nguyen Duc Hung	Authorized Information Disclosure Officer	35,000	0.15%	34,500	0.14%	Sold 500 shares

2. Transactions between the company and related parties, major shareholders, insiders, or related persons::

No.	Organization/Individual	Relationship to the Company	ID/License No. & Issuance Info	Address	Transaction Period	Resolution No. & Date	Content & Transaction Value (VND)	Note
	Binh Long Rubber One-Member Co., Ltd.	President of the Members' Council	3800100168-1	QL13, Hung Chien Ward, Binh Long Town, Binh Phuoc	02/2022; 08/2023	Res. 19/NQ-BOD (29/12/2023), Res. 16/NQ-BOD (15/07/2024)	15,781,984,000	Related party of insider
	Nam Tan Uyen Industrial Park JSC	Ceased to be CEO from 01/11/2023	3700621209	DT747B Street, Long Binh, Khanh Binh, Tan Uyen, Binh Duong	02/2022; 08/2023	Same as above	14,510,676,800	Related party of insider
	Le Van Vui	Chairman of the BOD	285409679	Group 7, Phu Nhuan, Phu Thinh, Binh Long Town, Binh Phuoc	02/2022; 08/2023	Same as above	39,520,000	Insider
	Tran Thi Kim Thanh	Wife of Chairman	070166095310	Same as above	02/2022; 08/2023	Same as above	25,585,000	Related party of insider

No.	Organization/Individual	Relationship to the Company	ID/License No. & Issuance Info	Address	Transaction Period	Resolution No. & Date	Content & Transaction Value (VND)	Note
	Phan Huy Thanh	BOD Member	070085000455	Phu Duc, Binh Long, Binh Phuoc	08/2024	Res. 16/NQ-BOD (15/07/2024)	85,500	–
	Phan Van Thuong	Father of BOD Member	045058000273	Same as above	09/2024	Same as above	3,420,000	Related party of insider
	Vu Thi Luyen	Wife of Chief Accountant	037165002659	Same as above	02/2022; 08/2023	Same as above	67,184,000	Related party of insider
	Nguyen Duc Hung	Authorized Information Disclosure Officer	070056000483	Minh Hung Ward, Chon Thanh, Binh Phuoc	02/2022; 08/2023	Same as above	23,450,000	Related party of insider
	VRG Dongwha MDF JSC	Subsidiary of Vietnam Rubber Group	3800426402	Minh Hung, Chon Thanh, Binh Phuoc	2024	01/HDDV-KCN, 29/12/2020 (Infrastructure fees, utilities)	24,144,853,945	Same parent group (VRG)

The above content is the report on activities of the Board of Directors in 2024, business operation plan for 2025 of the BOD of Binh Long Rubber Industrial Park Joint Stock Company, sincerely thank you.

Shareholders, customers, partners of the Company and all employees have been making efforts to develop with the Company.

Finally, on behalf of the BOD, I would like to deliver my message to shareholders, customers, partners of the Company and all employees as well, wish you health, happiness and prosperity and wish the Congress a great success.

Recipients:

- As above addressed;
- Members of BOD, BOS
- BOE
- Archived, Secretary

**On behalf of the BOD
CHAIRMAN
(Signed)**

HOANG VAN XUYEN

No.: 39/BC-BKS

Binh Phuoc, date 05/30/2025

DRAFT

**REPORT ON ACTIVITIES OF THE SUPERVISORY BOARD
RESPECTFULLY SUBMIT TO THE 2025 ANNUAL GENERAL MEETING
OF SHAREHOLDERS**

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

Pursuant to the Charter of Organization and Operation of Binh Long Rubber Industrial Park Joint Stock Company;

Pursuant to the Regulations on Organization and Operation of the Supervisory Board of Binh Long Rubber Industrial Park JSC JSC issued by Decision No. 57/QĐ-HĐQT dated December 30, 2019;

Pursuant to Resolution No. 13/NQ-DHĐCD dated June 26, 2024 of the 2024 Annual General Meeting of Shareholders;

Pursuant to the 2024 Financial Statements of Binh Long Rubber Industrial Park Joint Stock Company audited by AVA Auditing Firm Co., Ltd.;

Pursuant to the functions, rights and obligations of the Supervisory Board;

The Supervisory Board of Binh Long Rubber Industrial Park Joint Stock Company hereby reports on the results of inspection and supervision of activities in 2024 and the 2025 plan including the following contents:

PART I

Activities of the Supervisory Board, Directors Board and Executives Board

I. Activities of the Board of Supervisors in 2025:

1. About Personnel:

Currently, the Supervisory Board (2023-2028 term) operates with 03 members as follows:

No.	Full name	Position	Amount of money hold	Quantity of shares owned	Ratio (%)
01	Vu Manh Xuan Tung	Head	0	0	0
02	Dinh Thanh Toan	Member	0	0	0
03	Le Duc Le Van	Member	0	0	0

- During the year, the Supervisory Board held two meetings to specifically assign its members to be in charge of supervision and inspection activities according to each field and professional skill suitably complied with actual working conditions. The members regularly exchange information and opinions via email and phone. The reports of the Supervisory Board are always agreed upon by the members.

2. Evaluation of inspection and supervision activities in 2024

- In 2024, the Supervisory Board was invited to fully participate in all meetings of the Board of Directors, supervised the implementation of Resolutions and Decisions of the Board of Directors, and participated in contribution of opinions and proposals based on the spirit of construction and development of the Company.

- Checked and reviewed accounting documents, cash fund receipts and expenditures, and supervise expenses of production and business activities according to approved plans.

- Inspected and evaluated quarterly, interim and annual financial statements to evaluate the accuracy and truthfulness nature of financial data in accordance with the law and accounting standards.

- Supervised the implementation of production and business progress according to contents of the Resolutions of the Annual General Meeting of Shareholders and Resolutions of the Board of Directors.

- Inspected and supervised the financial investments, warned of credit institutions and banks not to invest to the Board of Directors.

- Inspected and supervised activities of personnel management, implementation of the salary fund, and payment of salaries to employees in accordance with provisions.

- Supervised profit distribution and dividend payment in compliance with the Resolution of the 2024 Annual General Meeting of Shareholders

- Completed review of topics as requested by the Board of Directors.

* **Overall assessment:** The Supervisory Board always receives the attention, help and support from the Board of Directors and the Executive Board in inspection and supervision, especially the professional departments always provide complete information of documents and records as required. In 2024, the Supervisory Board completed its work according to the functions and obligations specified in the Company's charter and regulations. At the time of reporting, the Supervisory Board did not receive any requests to report or answer any questions from shareholders.

3. Results of inspection and supervision in 2024

After conducting inspection and review of books, accounting documents, financial investment activities and reports of the Board of Executive, financial statements in 2024. The Board of Supervisors has the following comments:

3.1 Charter Capital:

Total charter capital as of December 31, 2024 is 240 billion VND, of which:

- Legal persons own: 189,329 billion vnd equals 79.89%
- + *Binh Long Rubber Co., LTD:* 98,637 billion vnd (41.10%)
- + *Nam Tan Uyen IP Joint Stock Corportation:* 90,692 billion vnd (37.79%)
- Individuals own: 50,670 billion vnd (21.11%)

3.2 About accounting and archived accounting documents:

- Accounting documents are fully accounted for, honestly recorded in accordance with provisions. At the time of inspection, no significant errors in documents or data were detected.

- Books and accounting documents are accounted for according to Circular No. 200/2014/TT-BTC, and are done on Pacific accounting software. At the end of the period, the accounting books are fully printed and saved at the accounting department according to regulations.

- Economic contracts and bank deposit credits were prepared and signed in accordance with provisions, the total balance on deposit contracts coincided with the report of the Board of Executives.

- Financial Statements' indicators are fully prepared according to provisions, the data on the reports is truthful, the financial data at the end of 2024 has been audited by AVA Auditing Company Limited.

3.3 Land lease business:

- As of December 31, 2024, the Company has leased an area of 217.35 hectares, equivalent to 98.56% of the total leased land area of the whole project.

- There are totally 27 investment projects in the industrial park (14 foreign investment projects, 13 domestic investment projects) including:

- + 20 projects have been put into operation
- + 1 project is under construction
- + 1 project is temporarily suspended
- + 5 projects are completing legal procedures to deploy construction

*** Overall assessment:**

- Up to now, the land lease business in the industrial park has completed almost all of the rental area (the remaining area is relatively small and located in an unfavorable location). Business activities in 2024 mainly focus on customers care, debt collection of land lease and infrastructure management fees, coordinating with departments to complete legal documents for expansion of the industrial park phase 2 with an area of 483 hectares approved by the Prime Minister and urging investors who have leased land to quickly deploy the projects.

3.4 Revenue, cost and profit results realized in 2024

Currency Unit: million VND

No.	Indicators Total Revenue	2024 Plan 126,393.00	2024 Actual 133,836.19	% vs 2024 Plan 105.89%
I	Revenue from business activities	89,343.00	93,647.78	104.82%
1	Revenue from financial activities	36,250.00	39,367.36	108.60%
2	Other revenue	800	821.05	102.63%
3	Total Expenses	75,570.00	76,392.03	101.09%
II	Business operation expenses	75,553.00	76,247.68	100.92%
1	Financial operation expenses	5	0	0.00%
2	Other expenses	12	144.35	1202.92%
3	Profit Before Tax	50,823.00	57,442.23	113.03%
III	Production and business	13,790.00	17,400.10	126.18%
1	Financial activities	36,245.00	39,367.36	108.61%
2	Other income	788	676.70	85.88%

No.	Indicators Total Revenue	2024 Plan 126,393.00	2024 Actual 133,836.19	% vs 2024 Plan 105.89%
3	Corporate Income Tax Payable	10,164.00	11,644.95	114.57%
IV	Net Profit After Tax	40,659.00	45,797.66	112.64%
V	Net Profit Margin/Capital Ratio	16.94	19.08	112.64%
	Indicators	2024 Plan	2024 Actual	% vs 2024 Plan

*** Overall assessment:**

- The results that the Company achieved in 2024 are relatively good. The year's accumulated profit after tax exceeded 12.6% compared to the 2024 plan, and the profit margin on charter capital reached 19.08%.

3.5 Distribution of profits and dividends in 2024

- Pursuant to Document No. 322/HĐQTCSVN-TCKT dated May 20, 2025 of Vietnam Rubber Group (VRG) on agreement upon voting contents at the General Meeting of Shareholders of Binh Long Rubber Industrial Park Joint Stock Company in 2025, the Board of Executive shall distribute profits and dividends of 2024 as follows:

Profit Distribution	Amount Distributed (VND)	Distribution Rate (%)
Undistributed profit from previous year carried forward	52,627,189	
Net profit after tax 2024	45,797,661,332	
Total profit for distribution	45,850,288,521	100
Development investment fund (12.6% of annual net profit)	5,775,000,000	12.60
Dividends (16% of average charter capital)	38,400,000,000	83.75

Profit Distribution	Amount Distributed (VND)	Distribution Rate (%)
Reward and welfare fund	1,543,000,000	3.36
Management bonus fund for plan completion	132,000,000	0.29
Undistributed profit carried forward to next year	288,521	0

3.6. Capital construction work:

- Capital construction plan approved in 2024: 139.9 billion VND
- Implemented in 2024: 15.1 billion VND (reaching 10.8% of the plan).
- Specific projects implemented in 2024 as follows:
 - + Infrastructure of D2a road 986m length: accepted and completed inspection to put into operation.
 - + Specialized fire-fighting car No. 02: Contractor selection completed.
 - + Complete the technical infrastructure repair items in the Industrial Park specifically as follows:
 - Repair roads N11 and D4;
 - Repair the administration office of the IP;
 - Repair and dredge drainage channels inside and outside the industrial park;
 - Repair and replace Halogen bulbs to LED lights in the Industrial Park.
 - On February 27, 2025, the Prime Minister issued Decision No. 440/QĐ-TTg on Investment Policy for the Investment project of Construction and Operation of technical infrastructure of Minh Hung III Industrial Park phase 2 (sub-phase 1) with land use scale of the project (sub-phase 1) of 483.4 hectares.
 - To speed up progress, the Company currently is urging and working with consulting contractors to complete zone-functioned planning documents; (EIA) environmental impact assessment; Land clearance; Prepare cadastral maps, re-create construction zone-functioned planning project at scale 1/2000 (sub-phase 1) with an area of 483.4 hectares. The consulting unit is expected to accomplish by the end of April 2025.

* **Overall assessment**: The capital construction work in 2024 is mainly to continue constructing and completing approved projects according to the 2023 plan. The capital construction investment process is carried out in accordance with the approval process and in compliance with the prescribed procedures.

3.7 Human resources - policies - salary

a. Human resources: The total number of employees of the Company as of December 31, 2024 is: 72 people including:

Managers: 04 people

Indirect employees: 31 people

Direct employees: 37 people

b. Policies:

- During the year, the Company organized a vacation for all employees in Nha Trang City at a cost of 600 million.

- Organize general health checks for all employees annually.

- Increase mid-shift meal cost from 25,000 VND to 30,000 VND/meal/person.

- In addition, the Company also spends bonus of in-kind anti-toxic compensation for employees in 2024 is: 134,147,845 VND

c. Salaries

- Planned salary fund for 2024: 10,240,915,000 VND.

- Salary fund implemented in 2024: 11,033,802,000 VND (salary fund increased due to increased revenue and profit exceeding the plan).

- Average salary: 12,550,000 VND/person/month

- Average income: 13,500,000 VND/person/month

Employees' salaries are transferred by the Company to individual accounts at Vietinbank. As of the time of the report, no employee has any questions or complaints about the salary regime and policies related to salary and income.

3.8 Results of revenue and expenditure of the Bonus and Welfare fund:

3.8.1 Bonus fund:

*** Bonus fund for managers:**

+ Beginning balance in 2024 : 3,410,861 VND.

+ Appropriation to set up Bonus fund (2023): 144,000,000 VND.

+ Amount of Bonus fund spent : 136,000,000 VND.

+ Closing balance : 11,410,861 VND.

• Bonus fund for employees:

+ Beginning balance in 2024 : -3.853.555 VND.

+ Appropriation to set up Bonus fund (2023):	957,000,000 VND.
+ Amount of Bonus fund spent	: 926,700,000 VND.
+ Closing balance	: 26,446,445 VND.

3.8.2 Welfare fund:

+ Beginning balance in 2024	: 7,774,477 VND.
+ Appropriation to set up Welfare fund (2023):	638,000,000 VND.
+ Amount of Welfare fund spent	: 622,459,000 VND.
+ Closing balance	: 23,315,477 VND.

3.9 Financial investment activities:

- The company's financial revenue comes mainly from bank deposits. This is a large income in the profit structure. Restructure bank deposits according to the policies of the Board of Directors. Total deposit balance as of December 31, 2024: **810,200,000,000 VND**, deposited at the following banks:

1. Vietinbank Binh Phuoc branch:	343,000,000,000 VND
2. NamABank:	10,000,000,000 VND
3. HD Bank Binh Phuoc branch:	3,000,000,000 VND
4. ACB Bank:	10,000,000,000 VND
5. SHB Bank:	282,000,000,000 VND
6. Agribank:	146,200,000,000 VND
7. Eximbank Binh Phuoc branch:	13,000,000,000 VND
8. Sacombank:	3,000,000,000 VND

- Deposit structure: 60% deposited at banks controlled by state capital, 40% deposited at other commercial banks. 6-month deposit interest rate is 4%/year, 12-month deposit interest rate ranges from 4.3% - 5.5%/year depending on the time the deposit is incurred.

After consulting a number of banks in Binh Phuoc province. The Company's deposit interest rates are consistent with the interest rate provisions of the State Bank of Vietnam and commercial banks at the time of signing contract.

3.10 Basic financial indicators until December 31, 2024

Currency Unit: VND

No.	ITEMS	31/12/2024	01/01/2024
	TOTAL ASSETS	1,206,937,172,119	1,291,098,437,905
A	Current Assets	838,304,746,891	908,998,501,827
1	Cash and cash equivalents	1,863,090,848	341,023,735,886

No.	ITEMS	31/12/2024	01/01/2024
2	Short-term financial investments	810,200,000,000	532,384,613,390
3	Short-term receivables	23,717,049,036	32,929,881,986
4	Inventory	367,801,995	177,356,753
5	Other current assets	2,156,805,012	2,482,913,812
B	Long-term Assets	368,632,425,228	382,099,936,078
1	Fixed assets	94,088,264,778	99,360,398,970
2	Investment property	133,252,923,993	133,254,594,732
3	Long-term work in progress	23,262,931,544	23,509,475,988
4	Long-term financial investments		7,000,000,000
5	Other long-term assets	118,128,304,913	118,975,466,388
	TOTAL SOURCES OF CAPITAL	1,206,937,172,119	1,291,098,437,905
A	Liabilities	615,318,940,171	702,148,240,369
1	Short-term liabilities	30,671,493,727	96,226,306,316
2	Long-term liabilities	584,647,446,444	605,921,934,053
B	Shareholders' Equity	591,618,231,948	588,950,197,536
1	Owner's equity investment	556,564,176,883	550,905,515,551
	Charter capital	240,000,000,000	240,000,000,000
	Share premium	215,713,888,362	215,713,888,362
	Undistributed after-tax profit	45,797,660,332	45,191,627,189
	Development investment fund	55,000,000,000	50,000,000,000
2	Other funding sources	35,054,055,065	38,044,681,985

3.11 Phân tích các chỉ tiêu tài chính cơ bản

No.	INDICATORS	Unit	2024	2023
1	Capital Conservation Ratio			
	Ending shareholders' equity/Beginning shareholders' equity	Times	1.01	2.27
2	Capital Structure			
	Long-term assets/Total assets	%	0.305	0.30
	Current assets/Total assets	%	0.695	0.70
	Liabilities/Total capital	%	0.509	0.54
	Shareholders' equity/Total capital	%	0.490	0.46
3	Liquidity Ratios			
	Quick ratio ((Current assets-Inventory)/Current liabilities)	Times	27.33	9.45
	Overall liquidity ratio (Total assets/Liabilities)	Times	1.961	1.84
4	Operating Efficiency			
	Net profit margin/Total assets	%	3.79	3.5
	Net profit margin/Net revenue	%	34.218	29.25
	Net profit margin/Charter capital	%	19.08	18.8

* **Overall assessment:** As of December 31, 2024, the Company's financial indicators basically show efficiency and healthy financial situation. The criteria for capital structure, solvency, and profit margin all reached good rates. Total investment capital of shareholders is preserved and stable with high profitability.

3.12 Industrial park expansion work

In 2024, under authority of the Board of Directors, the Executive Board with help of the leaders of Vietnam Rubber Group, directly worked with the Ministry of Planning and Investment on the expansion of Minh Hung III Industrial Park phase 2. As a result, the Prime Minister approved the policy to expand the Industrial Park with an area of 483

hectares. In order to shorten the progress and have commercial land available for lease soon, the Board of Executives has carried out the following issues in advance:

+ Measuring the 1/5,000 cadastral map, the data has been agreed upon with Binh Long Rubber Co., Ltd, and currently is under submission to the Department of Natural Resources and Environment for appraisal and approval.

+ Preparing the investment project: already signed a contract with a consulting unit which is a joint venture between two companies: V.N Mekong Joint Stock Company and Thien Phu Consulting and Trading Joint Stock Company, and the implementation is underway.

+ Set up the environmental impact assessment (EIA) project: already signed a contract with a consulting unit: Huy Hoang Environmental Consulting and Construction Joint Stock Company, and the implementation is underway.

+ Carrying out the Topographic surveys and establishing the zone-functioned construction planning at a scale of 1/2,000 which have been submitted to the Department of Construction, awaiting appraisal.

+ Preparing a compensation and site clearance plan: the consulting unit is implementing the work.

* **Overall assessment:** Regarding to the Work of Industrial park expansion with an area of 483 hectares in 2024. The Executive Board and the support of the Board of Directors. The Executive Board will make every effort to complete legal procedures and documents to improve the efficiency of capital usage of shareholders.

II/ Results of supervising the activities of the Board of Directors and Executive Board

1. Activities of the Board of Directors:

- The Board of Directors is elected for a 5-year term (2023-2028) including 05 members (lack of 01 member due to not fully supplementing documents according to provisions):

No.	Name	Position	Amount Held (VND)	Number of Shares	Percentage (%)
01	Hoàng Văn Xuyên	Chairman of Board of Directors	0	0	0
02	Phan Huy Thành	Board Member - General Director	1,000,000	100	0.00041
03	Nguyễn Hữu Tú	Board Member	0	0	0
04	Trịnh Xuân Tiến	Board Member	0	0	0
05					

- In 2024, under the leadership of the Board of Directors, the Company implemented to organize the 2024 Annual General Meeting of Shareholders successfully. At the meeting, the General Meeting of Shareholders issued Resolution No. 13NQ ĐHĐCĐ dated June 26, 2024 approving the business development plan and key issues in 2024.

- In 2024, the Board of Directors held 05 meetings (The number of members attending the meeting was sufficient according to regulations, the Supervisory Board and Executive Board were invited to attend and were handed over full documents). The Board of Directors has issued 26 resolutions, 28 approval decisions and 41 administrative documents, orienting all production and business activities of the Company.

- Directed the Board of Executive to maintain high concentration and efforts in application for the permits issuance related to procedures of expanding the industrial park phase 2 with an area of 483 hectares and social housing projects.

- The Board of Directors always cared of supporting and approving Proposals of the Board of Executive timely and issued Resolutions approving capital construction projects under the authority of the Board of Directors, as well issued Salary and Bonus regimes to have the Company better developed and the life of the Company's employees better improved.

- All members of The Board of Directors are always united under a democratic working method through always discussing and collecting opinions from each member to reach consensus on policies and resolutions, simultaneously coordinating well with the Executive Board to resolve matters quickly, promptly and in accordance with provisions.

* **Overall assessment:** Through the content of Resolutions, Decisions, and Documents of the Board of Directors, The Board of Supervisors acknowledges that the Board of Directors operates according to its functions and obligations complying with the Law on Enterprises and the Company's Charter, always ensures the mutual benefits of the Company and shareholders.

2. Activities of the Executive Board

- The Board of Executive operates comprising of following departments:

+ Board of General Directors: Comprising of 02 members

No.	Full name	Position	Cash hold	Quantity of shares hold	Ratio (%)
01	Phan Huy Thanh	General Director	1,000,000	100	0.00041
02	Huynh Van Thi	Deputy General Director	0	0	0

+ Accounting – Finance Department

+ Marketing and Business Department

+ Human resources and Administration Department

+ Construction Department (wastewater Plant is subdivision under the Construction Department's direction)

+ Security & Fire Protection Team.

Subdivisions of the departments are professional teams: Office Team, Green area Team, Environmental management Team, Wastewater treatment & operation Team.

- The Executive Board always strictly complies and follows the direction of the Resolutions of the General Meeting of Shareholders and the Resolutions issued by the Board of Directors.

- The Executive Board performs its duties of production and business activities and always complies with and respects regulations and laws.

- The Board of Executive regularly consults and proposes advantages and disadvantages to the Board of Directors in a timely manner, assisting the Board of Directors in issuance of reasonable resolutions aiming to have the Company developed further.

- Taking care of and improving the income and lives of all employees increasingly.

- In addition to the main production and business activities, the Executive Board also tries its great efforts to complete the documents and procedures to expand the Industrial Park phase 2 (the Prime Minister has approved the policy of expanding the Industrial Park with an area of 483 hectares).

- Dưới sự lãnh đạo của HĐQT và nỗ lực của Ban điều hành, trong năm 2024 Công ty đã hoàn thành vượt kế hoạch SXKD và hoàn thành tốt nghĩa vụ nộp ngân sách nhà nước.

Under the leadership of the Board of Directors and the efforts of the Executive Board, in 2024 the Company exceeded the production and business plan and successfully fulfilled its Statutory obligations.

* **Overall assessment:** The Board of Management has been trying its great efforts and being proactive in operating, closely following and seriously implementing the Resolutions of the General Meeting of Shareholders, the Board of Directors' Resolutions as well as proposing necessary measures to improve business efficiency, preserve capital, enhance capital value for shareholders, and gradually improve the lives of all employees. In 2024, the Board of Executive has successfully completed its political duties and the production and business plans according to the Resolution of the 2024 Annual General Meeting of Shareholders.

PART 2

Proposals, plans and duties of the Supervisory Board in 2024

I. Proposals

1. Propose the Board of Executive to manage well all debts, to reduce receivables from investors and personal debts according to contents of the Resolutions of the Board of Directors.

2. Keep on supporting and urging State agencies in completing legal procedures for the expansion area of the industrial park phase 2, which has been approved by the Prime Minister, in order to improve the efficiency of using shareholders' capital and achieve better results.

II. Plans and Duties of the Supervisory Board in 2025

With the prescribed functions, rights and obligations, on behalf of the Company's shareholders the Supervisory Board shall inspect and supervise the management of capital, production and business activities and other activities of the Company. Pursuant to the contents of the Resolution of the Annual General Meeting of Shareholders, the Resolutions of the Board of Directors and the Company's business development orientation. The Supervisory Board will focus on the following duties:

1. Clearly defines tasks and responsibilities to each member of the Supervisory Board during the process of inspecting and supervising the Company's operations.

2. Tightly supervises the Company's production and business activities according to the plans and contents of Resolution of the 2025 General Meeting of Shareholders and Resolutions of the Board of Directors.

3. Inspects the compliance with regulations on financial and accounting management, inspects the accuracy, honesty and legitimacy in preparing financial reports.

4. Inspects and supervises the payment of salaries, policies for employees, and the payment of dividends to shareholders correctly, fully and promptly.

5. Consults and proposes constructive comments to the Board of General Directors to develop, adjust and complete internal management regulations complying with new regulations.

6. Conducts inspection and supervision complying with regulations once requested by shareholders, the Board of Directors.

7. The specific plan for quarterly inspection and supervision is as follows:

7.1 Quarter 1/2025:

- Supervises financial investment activities (mainly supervises the legitimacy of contracts, interest rates on bank deposits, deposit rates at banks according to the Resolution of the Board of Directors).

- Supervises documents and bookkeeping systems in 2024.

- Appraises the 2024 financial statements and business results reports.

- Prepares Report of the Board of Supervisors of the Quarter 4/2024 and the entire year 2024 for the quarterly meeting of the Board of Directors and year-end summary Report.

- Participates in preparing a constructive and development-focused summary reports of the Executive Board, preparing supervision reports to submit to the 2025 Annual General Meeting of Shareholders, and supervising issues related to wastewater treatment business.

7.2 Quarter 2/2025:

- Inspects accounting documents and reviews business results report of Quarter 1/2025
- Supervises the collection of deferred land lease debts from investors.
- Inspects the legitimacy of accounting documents, supervises accurate and full dividend payments according to the Resolution of the 2025 Annual General Meeting of Shareholders
- Supervises over issues related to efficiency in fresh water supply business, prepares a report to submit to the 2025 Annual General Meeting of Shareholders.
- Inspects the regular purchasings of the Purchasing Team.
- Prepares Report of the Supervisory Board of the first quarter prior to serve regular meetings of the Board of Directors.
- Prepares Report of the Supervisory Board to submit to the 2025 General Meeting of Shareholders, supervises information disclosure documents for the 2025 Annual General Meeting of Shareholders.

7.3 Quarter 3/2025:

- Appraises interim financial statements, inspects and compares the achieved production and business activities' results with the prescribed plans in order to assist the Board of Executive in pointing out targets to complete the Business plan according to the Resolution of the General Meeting of Shareholders in 2025.
- Conducts specialized inspection over issues requested by the Board of Directors and shareholders . Inspects the capital construction investment process of already-realized projects.
- Inspects and supervises the reasonableness and legitimacy of archived documents, and accounting books arising in the second quarter.
- Prepares Report of the Board of Supervisors of the second quarter prior to serve the regular meeting of the Board of Directors in the second quarter.

7.4 Quarter 4/2025:

- Inspects the legitimacy of land lease contracts in the industrial park arising during the year, inspects the progress of capital construction projects.
- Inspects all accounting documents arising in 2024, inspects and supervises the effectiveness of financial investments (majorly related to short-term loans at commercial banks).
- Inspects the implementation progress and level of completion of the 2025 production and business plan, participating in contribution of constructive comments to assist the Executive Board to successfully complete the plan.
- Supervises the salary payment circumstance according to the approved salary plan and social insurance payments for employees during the year.

- Prepares Report of the Board of Supervisors prior to serve the 3rd quarter regular meeting of the Board of Directors.

In 2024, the Supervisory Board actively inspected and monitored the Company's production and business activities and completed its duties assigned by the General Meeting of Shareholders.

Hereby is the report on the results of inspection, supervision, proposals for 2024 and the supervision plan for 2025 of the Supervisory Board submitted to the General Meeting of Shareholders. This report has been agreed upon by all members of the Supervisory Board for approval./.

Recipients:

- The General Meeting of Shareholders;
- Report to VRG;
- The Directors Board;
- The Executive Board;
- Archived by the Supervisory Board.

**On behalf of The Supervisory Board
HEAD OF BOARD**

(Signed)

Mr. VU MANH XUAN TUNG

CÔNG TY
CÓ PHẦN
KHU CÔNG
NGHIỆP
CAO SU
BINH LONG

Digitally signed by
CÔNG TY CỔ PHẦN
KHU CÔNG NGHIỆP
CAO SU BINH LONG
DN: cn=CÔNG TY CỔ
PHẦN KHU CÔNG
NGHIỆP CAO SU
BINH LONG, o=VN
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author of this
document
Location:
Date: 2025-03-07
09:47:07.00

BINH LONG RUBBER INDUSTRIAL PARK JOINT STOCK COMPANY

FINANCIAL STATEMENTS

For the financial year ended December 31, 2024

(Audited)

Handwritten red text and stamps on the right margin, including a circular stamp with the text "CÔNG TY CỔ PHẦN KHU CÔNG NGHIỆP CAO SU BINH LONG" and a signature.



No: 154/BCKT-TC/AVA.NV9

INDEPENDENT AUDITOR'S REPORT

To: The Shareholders
Board of Directors and Executive Board
Binh Long Rubber Industrial Park Joint Stock Company

We have audited the accompanying financial statements of Binh Long Rubber Industrial Park Joint Stock Company, prepared on February 27, 2025, from pages 5 to 29, including the Balance Sheet as of 31 December 2024, the Income Statement, the Cash Flow Statement for the financial year ended on the same date, and the Notes to the Financial Statements (collectively referred to as the "Financial Statements").

Responsibilities of the Executive Board

The Executive Board is responsible for the preparation and fair presentation of the financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and applicable legal regulations. The Executive Board is also responsible for designing, implementing, and maintaining internal controls as necessary to ensure the financial statements are free from material misstatements, whether due to fraud or error.

Responsibilities of the auditor

Our responsibility is to express an independent opinion on these financial statements based on our audit. We conducted our audit in accordance with Vietnamese Auditing Standards. These standards require that we comply with ethical requirements, plan, and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including an assessment of the risks of material misstatement, whether due to fraud or error. In making these risk assessments, the auditor considers the Company's internal control system relevant to the preparation and fair presentation of the financial statements in order to design appropriate audit procedures. However, our audit does not provide an opinion on the effectiveness of the Company's internal control system. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Executive Board, as well as assessing the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independent auditor's opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Binh Long Rubber Industrial Park Joint Stock Company as of 31 December 2024, as well as its financial performance and cash flows for the year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and applicable legal regulations.

10/23/2025 10:10 AM
C.T.C.
EP
PHUOC

Other matters

The financial statements of Binh Long Rubber Industrial Park Joint Stock Company for the financial year ended 31 December 2023 were audited by another audit firm, which expressed an unqualified opinion on those financial statements in its audit report dated 19 February 2024.

VIETNAM AUDITING AND VALUATION
COMPANY LIMITED



Mai Quang Hiep

Deputy General Director
Audit Practicing Certificate
No. 1320-2023-126-1
Ha Noi, 28 February, 2025

Nguyen Bao Trung

Auditor
Audit Practicing Certificate
No. 0373-2023-126-1

BALANCE SHEET

At 31/12/2024

ASSETS	Codes	Notes	31/12/2024	01/01/2024
CURRENT ASSETS				
A. (100=110+120+130+140+150)	100		838,304,746,891	908,998,501,827
I. Cash and cash equivalents	110	5	1,863,090,848	341,023,735,886
1. Cash	111		1,863,090,848	5,223,735,886
2. Cash equivalents	112		-	335,800,000,000
II. Short-term financial investments	120	6	810,200,000,000	532,384,613,390
Held to maturity investments	123			
III. Short-term receivables	130		23,717,049,036	32,929,881,986
1. Trade accounts receivable	131	7	22,957,633,514	21,961,870,498
2. Short-term advances to suppliers	132	8	938,582,676	4,875,813,958
3. Other short-term receivables	136	9	15,468,833,146	20,128,410,346
4. receivables	137	10	(15,648,000,300)	(14,036,212,816)
IV. Inventories	140	11	367,801,995	177,356,753
1. Inventories	141		367,801,995	177,356,753
V. Other short-term assets	150		2,156,805,012	2,482,913,812
Taxes and other receivables from the				
1. State budget	153	12	2,156,805,012	2,482,913,812
NON-CURRENT ASSETS				
B. (200=210+220+240+250+260)	200		368,632,425,228	382,099,936,078
I. Fixed assets	220		94,088,264,778	99,360,398,970
1. Tangible fixed assets	221	13	94,088,264,778	99,360,398,970
- Cost	222		152,163,005,393	149,877,820,208
- Accumulated depreciation	223		(58,074,740,615)	(50,517,421,238)
III. Investment properties	230	14	133,252,923,993	133,254,594,732
- Cost	231		224,434,237,592	213,239,518,730
- Accumulated depreciation	232		(91,181,313,599)	(79,984,923,998)
IV Long-term assets in progress	240	15	23,162,931,544	23,509,475,988
1 Construction in progress	242		23,162,931,544	23,509,475,988
IV. Long-term financial investments	250	6	-	7,000,000,000
1. Held-to-maturity investments	255		-	7,000,000,000
V. Other long-term assets	260		118,128,304,913	118,975,466,388
1. Long-term prepayments	261	16	118,128,304,913	118,975,466,388
TOTAL ASSETS (270=100+200)	270		1,206,937,172,119	1,291,098,437,905

BALANCE SHEET

At 31/12/2024

(continued)

RESOURCES	Codes	Notes	31/12/2024	01/01/2024
A. LIABILITIES (300=310+330)	300		615,318,940,171	702,148,240,369
I. Current liabilities	310		30,671,493,727	96,226,306,316
1. Short-term loans and liabilities	311	17	4,907,701,564	3,940,107,925
2. Trade accounts payable	312		-	6,082,567,683
3. Advances from customers	313	12	2,187,842,115	60,776,335,670
Taxes and amounts payable to the				
4. State budget	314		1,177,973,901	1,182,128,496
5. Payable to employees	315	18	564,851,927	889,766,400
6. Payables relating to construction	318	19	17,380,287,820	19,267,301,848
contracts under percentage of				
completion method				
7. Other short-term payables	319	20	4,336,863,617	4,080,766,511
8. Bonus and welfare funds	322		115,972,783	7,331,783
II. Long-term liabilities	330		584,647,446,444	605,921,934,053
1. Other long-term payables	333	18	16,710,737,717	20,591,655,265
2. Provision for severance allowance	336	19	567,936,708,727	585,330,278,788
B. EQUITY (400=410)	400	21	591,618,231,948	588,950,197,536
I. Owners' equity	410		556,564,176,883	550,905,515,551
Owner's contributed capital/Charter				
capital/Share capital	411		240,000,000,000	240,000,000,000
Ordinary shares with voting rights	411a		240,000,000,000	240,000,000,000
2. Share premium	412		215,713,888,362	215,713,888,362
3. Investment and development fund	418		55,000,000,000	50,000,000,000
4. Retained earnings	421		45,850,288,521	45,191,627,189
Retained earnings by the end of prior			52,627,189	-
year	421a			
Retained earnings of current year			45,797,661,332	45,191,627,189
	421b			
II. Other resources and funds	430		35,054,055,065	38,044,681,985
1. Subsidised fund	431	22	10,900,015,054	10,900,015,054
2. Funds for fixed assets acquisition	432		24,154,040,011	27,144,666,931
TOTAL RESOURCES (440=300+400)	440		1,206,937,172,119	1,291,098,437,905

Binh Phuoc, 27 February, 2025

Preparer



Le Thi Hoang Thao

Chief Accountant



Le Van Trung

General Director



Phan Huy Thành

INCOME STATEMENT
For the year ended 31 December 2024

Unit: VND

	Notes	Codes	2024	2023
Gross revenue from goods sold and s	24	01	93,647,784,692	154,475,719,362
Deductions		02	-	-
Net revenue from goods sold and services rendered (10=01-02)		10	93,647,784,692	154,475,719,362
Cost of sales	25	11	56,379,927,166	117,648,409,266
Gross profit from goods sold and services rendered (20=10-11)		20	37,267,857,526	36,827,310,096
Financial income	26	21	39,367,361,682	41,067,224,910
Financial expenses	27	22	-	2,620,546
- In which: Interest expense		23	-	-
Selling expenses	28	24	96,344,560	96,344,560
General and administration expenses	28	25	19,773,349,217	22,491,152,263
Operating profit (30=20+(21-22)-(24+25))		30	56,765,525,431	55,304,417,637
Other income	29	31	821,054,889	928,427,823
Other expenses	30	32	144,349,832	10,631,134
Profit from other activities (40=31-32)		40	676,705,057	917,796,689
Accounting profit before tax		50	57,442,230,488	56,222,214,326
Current corporate income tax expense	31	51	11,644,569,156	11,030,587,137
Deferred corporate tax		52	-	-
Net profit after corporate income tax		60	45,797,661,332	45,191,627,189
Basic earnings per share	32	70	1,842	2,785

Binh Phuoc, 27 February, 2025

Preparer


Le Thi Hoang Thao

Chief Accountant


Le Van Trung

General Director




Phan Huy Thành

CASH FLOWS STATEMENTS

(Direct method)

For accounting period 31/12/2024

Unit: VND

ITEMS	Code	2024	2023
I. Cash flows from operating activities			
1. Revenue from sales, service provision, and other income	01	80,735,195,455	99,850,965,630
2. Payments made to suppliers of goods and services	02	(77,711,835,095)	(48,706,129,070)
3. Payments made to employees	03	(9,209,473,741)	(11,253,052,797)
4. Payments for corporate income tax	05	(13,714,854,672)	(8,953,444,375)
5. Other income from operating activities	06	2,272,564,020	1,112,412,089
6. Other payments for operating activities	07	(55,472,040,447)	(20,007,111,226)
Net cash flows from operating activities	20	(73,100,444,480)	12,043,640,251
II. Cash flow from investing activities			
1. Purchase, construction of fixed and other long-term assets	21	(10,911,516,992)	(33,569,170,792)
2. Loans to other entities and payments for purchase of debt int	23	(1,480,612,930,411)	(410,872,613,390)
3. Collections from borrowers and proceeds from sale of debt in	24	1,220,645,718,219	418,210,472,118
4. Interest and dividends received	27	43,609,042,884	36,199,714,260
Net cash flows from investing activities	30	(227,269,686,300)	9,968,402,196
III. Cash flows from financing activities			
1. Tiền thu từ phát hành cổ phiếu, nhận vốn góp CSH	31	-	335,713,888,362
2. Repayment of borrowings	34	-	(15,232,362,985)
3. Dividends, profits paid to shareholders	36	(38,791,593,358)	(46,954,642,137)
Net cash flows from financing activities	40	(38,791,593,358)	273,526,883,240
Net cash flows during the year	50	(339,161,724,138)	295,538,925,687
Cash and cash equivalents at the beginning of the year	60	341,023,735,886	45,483,043,798
Impact of exchange rate fluctuations	61	1,079,100	1,766,401
Cash and cash equivalents at the end of the period	70	1,863,090,848	341,023,735,886

Binh Phuoc, 27 February, 2025

Preparer



Le Thi Hoang Thao

Chief Accountant



Le Van Trung

General Director



Phan Huy Thành

Binh Phuoc, date May 30, 2025

No.: 01/TTr-HĐQT

DRAFT

PROPOSAL

Profit distribution in 2024 and plan for 2025.

Pursuant to the Charter of Binh Long Rubber Industrial Park Joint Stock Company;

Pursuant to Document No. 332/HĐQTCSVN-TCKT on May 20, 2025 of Vietnam Rubber Group (VRG), on providing comments on relevant matters to participate in discussions and voting at the General Meeting of Shareholders in 2025;

Pursuant to the Results of Production and Business activities in 2024 and the 2024 audited financial statements.

The Board of Directors respectfully submits to the General Meeting of Shareholders to discuss and approve on the 2024 profit distribution plan and Business operation plan for 2025 as follows:

1. Financial performance and profit distribution in 2024:

- Total revenue: 133,836,201,263 VND (Equivalent to 105.89% of plan)
- Total expenses: 76,393,970,795 VND (Equivalent to 101.09% of plan)
- Profit before tax: 57,442,230,468 VND (Equivalent to 113.02% of plan)
- Corporate income tax: 11,644,569,156 VND (Equivalent to 114.57% of plan)
- Profit after tax: 45,797,661,332 VND (Equivalent to 112.64% of plan)

According to data on the audited financial statements as of December 31, 2024. The Board of Directors agrees upon to submit to the General Meeting to approve the profit distribution and dividend payment plan for 2024 as follows:

Dividend payment: Implement a 16% dividend yield.

Profit distribution plan:

Currency Unit: VND

Appropriation of funds.	Implementation in 2023	Plan for 2024	Implementation in 2024	Ratio for distribution
Retained profits from previous year	0	52,627,189	52,627,189	
Profit after tax in 2024	45,191,627,189	40,659,000,000	45,797,661,332	
Total appropriation	45,191,627,189	40,711,630,000	45,850,288,521	100
Development and Investment Fund (12,06%)	5,000,000,000		5,775,000,000	12.60
Dividend 16% charter capital	38,400,000,000	38,400,000,000	38,400,000,000	83.75

Appropriation of funds.	Implementation in 2023	Plan for 2024	Implementation in 2024	Ratio for distribution
Bonus 60%, Welfare 40% Fund	1,595,000,000	1,450,000,000	1,543,000,000	3.36
Bonus funds for the Board of Executive's plan completion	143,600,000	135,000,000	132,000,000	0.29
Retained profits for following year	52,627,189	726,630,000	288,521	0.00

Based on the data audited by the AASC Auditing Firm Company Limited (AASC);

2. Business operation plan and expected profit distribution for 2025:

- Total revenue: 131,693 million VND. (=100% compared to the Group's agreement)
- Total expenses: 83,470 million VND. (=100% compared to the Group's agreement)
- Profit before tax: 48,223 million VND. (=100% compared to the Group's agreement)
- Profit after tax: 38,578 million VND. (=100% compared to the Group's agreement)
- Corporate income tax: 9,631.72 million VND

Dividend payment: Expected minimum dividend payment is 15.39% of par value.

Profit distribution plan:

Currency Unit: million VND

Appropriation of funds.	Plan for 2025	Ratio for distribution
Retained profits from previous year	0,29	
Profit after tax	38,578	
Total appropriation	38.578,29	100
Development and Investment Fund		
Dividend (Minimum 15,36% of charter capital VND 240 billion)	36.934	95,74
Bonus 60%, Welfare 40% Fund	1.500	3,89
CEO performance bonus fund for meeting specific Company Objectives	144	0,37
Retained profits for following year	0,29	0

The after-tax profit distribution plan for 2025 will be implemented according to the agreement of the Vietnam Rubber Group.

Respectfully submit to the General Meeting of Shareholders to review!

Best regards./.

Recipients:

- Shareholders;
- Members of BOD, Supervisory Board;
- Board of Executives;
- Archived, Secretary of BOD.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

HOANG VAN XUYEN

Binh Phuoc, date May/30/2025

No.: 02/TTr-HĐQT

PROPOSAL

On Remuneration of the Board of Directors and the Supervisory Board.

To: General Meeting of Shareholders of Binh Long Rubber Industrial Park JSC

Pursuant to the Law on Enterprises;

Pursuant to the Charter of Binh Long Rubber Industrial Park JSC.

Pursuant to Document No. 155/HĐQTCSVN-TCKT on March 20, 2025 of Vietnam Rubber Group (VRG), providing comments on relevant contents to participate in discussions and voting at the General Meeting of Shareholders in 2025.

The Directors Board of Binh Long Rubber Industrial Park JSC respectfully submits to the General Meeting of Shareholders to approve the following contents:

1. Report on remuneration of members of the Directors Board, the Supervisory Board in 2024:

Implementing according to Decision No. 05/NQ-KCNBL of the Directors Board on November 30, 2007, Binh Long Rubber Industrial Park JSC has implemented the payment of remuneration in 2024 to members of the Directors Board and the Supervisory Board as follows:

- The Board of Directors :

Chairman: 3,000,000 VND/month/person

Members: 2,250,000 VND/month/person

- The Board of Supervisors :

Head of Board: enjoys the full-time salary

Members: 1,500,000 VND/month/person

Administrator , incumbent Secretary of BOD: 2,100,000 VND/month/person

Total remuneration of members of the Directors Board, the Supervisory Board is : 188,427,273 VND (Based on the instalments data of the Group).

1. Plans for salary of members of the Directors Board, the Supervisory Board in 2025 :

- The Board of Directors:

Chairman: 3,000,000 VND/month/person

Members: 2,250,000 VND/month/person

- The Supervisory Board:

Head of Board: enjoys the full-time salary

Members: 1,500,000 VND/month/person

Administrator, incumbent Secretary: 2.100.000 VND/month/person

Total remuneration of members of the Directors Board, the Supervisory Board is not exceeding of 205,200,000 VND (As agreed upon by the Group).

Respectfully submit to the General Meeting to review and decide.

Best regards. /.

Recipients:

- Shareholders;
- Members of BOD, Supervisory Board;
- Board of Executives;
- Archived, Secretary of BOD.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

HOANG VAN XUYEN

Binh Phuoc, date May/30/2025

No.: 03/TTr-HĐQT

Draft

PROPOSAL

Re: Remuneration of the full-time head of the Supervisory Board

To: The General Meeting of Shareholders of Binh Long Rubber Industrial Park JSC

Pursuant to the Law on Enterprises;

Pursuant to the Charter of Binh Long Rubber Industrial Park JSC;

Pursuant to Decision No. 107/QĐ-HĐQT-CSVN on March 26, 2020 of Vietnam Rubber Group on promulgating the Salary table for managers (C); Criteria on ranking Enterprises. Regulation and Plan on salary ranking applicable for managers, employees as managers complying with ranks of enterprises applicable for member units of the Group.

1. Report on salary of the full-time head of the Supervisory Board in 2024:

Implementing according to Decision No. 08/NQ-ĐHĐCĐ of the 2024 Annual General Meeting of Shareholders on June 26, 2024 and the plan for salary of the full-time head of the Supervisory Board complying with salary agreed upon by the Group.

The Company has executed to pay the salary in 2024 to the full-time head of the Supervisory Board according to the salary fund instalments agreed upon by the Group is: 334,268,303 VND.

2. Plan for salary of the full-time head of the Supervisory Board in 2025:

The Board of Directors suggests the salary of the full-time head of the Supervisory Board in 2025 under the salary agreed upon by the Group, related to the results and the Business plans of the Company.

Respectfully submits to the General Meeting to review and decide.

Best regards,

Recipients:

- Shareholders;
- Members of BOD, Supervisory Board;
- Board of Executives;
- Archived, Secretary of BOD.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

HOANG VAN XUYEN

Binh Phuoc, date May 30, 2025

No.: 36/TTr-KCNCSBL

PROPOSAL

On Selection of audit firms for the 2025 Financial Statements

To: The General Meeting of Binh Long Rubber Industrial Park JSC

Pursuant to the Charter of Binh Long Rubber Industrial Park JSC

Pursuant to Document No. 155/HĐQTCSVN-TCKT on March 20, 2025 of Vietnam Rubber Group (VRG), providing comments on relevant contents to participate in discussions and voting at the General Meeting of Shareholders in 2025.

The Supervisory Board of Binh Long Rubber Industrial Park Joint Stock Company hereinafter nominates for appointment the auditing firms to conduct audits for the Company's 2025 Financial Statements, and respectfully submits to the General Meeting of Shareholders for review.

Proposal: Authorizing the Board of Directors to review and select the independent auditing firms complying with laws and regulations which are currently on the list of auditing firms approved by the Ministry of Finance. Proposing to choose 01 of the following 03 auditing firms as follows:

1. AASC Auditing Firm Company Limited (AASC);
2. Vietnam Auditing and Valuation Company Limited (AVA).
3. Moore AISC Auditing and Informatics Services Company Limited.

Type of work to perform: Conducting an Audit for the 2025 Standalone Financial Statements and a Review of Interim Financial Statements.

In case all these 03 units refuse to take part in, the Board of Directors and Supervisory Board are enabled to select a qualified auditing unit to conduct a Review of the interim financial statements and the 2025 standalone financial statements complying with laws and regulations.

Respectfully submit the General Meeting of Shareholders to review and decide.

Best regards./.

Recipients:

- Shareholders;
- Members of BOD, Supervisory Board;
- Board of Executives;
- Archived, Secretary of BOD.

On behalf of the Supervisory Board

Board Head

(Signed)

VU MANH XUAN TUNG

VIETNAM RUBBER GROUP
BINH LONG RUBBER
INDUSTRIAL PARK JOINT
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Độc lập – Tự do – Hạnh phúc

Số: 04/TTr-HĐQT

Binh Phuoc, date May/30/2025

PROPOSAL

Re: Approval of additional election of members of the Directors Board for the remainder 2023-2028 term

Pursuant to the Law on Enterprises;

Pursuant to the Charter of Binh Long Rubber Industrial Park Joint Stock Company

For ensuring the appropriate implementation of the Charter of the Company, the Directors Board of Binh Long Rubber Industrial Park JSC respectfully submits to the General Meeting of Shareholders to approve the additional election of members of the Directors Board term 2023-2028 of the Company as follows:

Mr/Ms (attached the Curriculum Vitae).

The Board of Directors respectfully submits to the General Meeting for approval.

Cordial regards./.

Recipients:

- Shareholders;
- Members of BOD, Supervisory Board;
- Archived, Secretary of BOD.

**On behalf of Board of Directors
CHAIRMAN**

signed

Hoang Van Xuyen

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty – Happiness

CURRICULUM VITAE
(Applicable For Board of Directors and Supervisory Board members)

1. Full name:.....Gender:.....
2. Date of birth:.....Place of birth:.....
3. ID/Citizen ID number:..... Date of issue:..... Place of issue:.....
4. Nationality:..... Ethnicity:.....
5. Permanent address:
6. Contact telephone:
7. Educational level:..... Professional qualifications:.....
8. Work experience:
9. Current position:
10. Positions at other organizations:
11. Interests related to the Company and related parties of the Company:
12. Number of shares owned and represented:..... shares (percentage %)
Amongst those:
 - + Personal ownership:.....shares (percentage %)
 - + Represented:shares (percentage %)
13. I hereby declare that the above statements are completely true. If false, I shall bear legal responsibility.

....., *date*...../...../ 2025
DECLARANT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty – Happiness

COMMITMENT LETTER

PARTICIPATION IN BOARD OF DIRECTORS TERM 2023 - 2028
BINH LONG RUBBER INDUSTRIAL PARK JOINT STOCK COMPANY

To: General Meeting of Shareholders of Binh Long Rubber Industrial Park JSC

My name:

ID/Citizen ID/Passport number.....Date of issue:Place of issue:

Address:.....

Educational level:Major:.....

As a self-nominated candidate or nominated by shareholder(s)/shareholder group(s):.....

I hereby commit to the hereinafter prescribed contents:

1. If trusted and elected by shareholders as a member of the Board of Directors or Supervisory Board of the Company, I commit to perform my duties honestly, dedicating all my capabilities and passion to contribute to the development of Binh Long Rubber Industrial Park Joint Stock Company.

2. Capabilities and duties of which I can undertake if participating in the Board of Directors or Supervisory Board of the Company (work description and commitment):

.....
.....
.....
.....

Best regards./.

....., date...../...../ 2025

Commitment Preparer

SOCIALIST REPUBLIC OF VIETNAM
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NOMINATION/CANDIDACY FORM

**(Board of Directors member term 2023 – 2028
Binh Long Rubber Industrial Park Joint Stock Company)**

To: General Meeting of Shareholders of Binh Long Rubber Industrial Park JSC

Pursuant to the Law on Enterprises;

Pursuant to the charter of organization and operation of Binh Long Rubber Industrial Park Joint Stock Company.

Shareholder name:.....

ID/Citizen ID number:..... Date of issue:..... Place of issue:.....

Address:.....

Number of shares owned:.....shares

In words:.....shares

Agree to nominate (self-nominate):

Mr(Mrs):.....Date of birth:.....

ID/Citizen ID number:..... Date of issue:..... Place of issue:.....

Address:.....

To participate as a candidate for Board of Directors member of Binh Long Rubber Industrial Park Joint Stock Company for the term 2023-2028, to be elected at the 2025 Annual General Meeting of Shareholders of Binh Long Rubber Industrial Park Joint Stock Company held on June 27, 2025.

I hereby take full responsibility for this nomination and commit to comply with current provisions of the law and the Company's charter.

....., date...../...../ 2025

Nominator (Candidate)

(Signature, full name, seal if organization)

BINH LONG RUBBER INDUSTRIAL PARK JOINT STOCK COMPANY
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DATE JUNE/27/2025

**REGULATION ON ELECTION OF
ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS**

Pursuant to the Law on Enterprises;

Pursuant to the current Charter of Binh Long Rubber Industrial Park Joint Stock Company.

Regulation on Election of additional members of the Board of Directors (BOD) of Binh Long Rubber Industrial Park Joint Stock Company is as follows:

1. Number and Term of members of the BOD to be additionally elected:

- The Board of Directors for the remainder 2023-2028 term;
- Number: 01 Member

2. Principles for voting on additional election: Cumulative voting and Secret ballots.

Voting for election of additional members of the Board of Directors must be conducted in compliance with the principles of cumulative voting, whereby each shareholder shall possess a total number of votes correspondent to his/her shares multiplied by (x) the number of additional electees of the BOD, simultaneously a shareholder shall be entitled to lump all votes on one or several candidates.

Specified as follows:

Total number of votes for electing additional members of the BOD of each shareholder = total number of shares owned by each shareholder x A

(A is number of members of the BOD to be additionally elected).

1. Contents of Election:

- Form of ballot papers:

+ The BOD ballot papers with a yellow background, having the circular stamp of Binh Long Rubber Industrial Park JSC on top.

- Contents of ballot papers:

- + Shareholder's code number, Total votes.
- + Full name of candidates – Number of votes for each candidate

- Voting methods:

+ Shareholders are entitled to cast **their total number of votes** for candidates nominated in the list of electees. Shareholders who entrust a candidate shall fulfil the number of votes or allocate votes in the blank box of the column **“Number of votes for candidate”** correspondent to each candidate.

+ In cases where shareholders don't cumulatively vote for anyone nominated in the list of candidates, then the "Number of votes for candidate" section shall be left blank and this ballot paper shall still be considered valid.

+ Shareholders shall be only entitled to vote cumulatively for candidates within the scope of **their total number of votes**, means that total number of votes for candidate must be smaller or equivalent to such shareholder's total votes.

- Principles of being elected:

+ Number of elected members of the BOD are the electees who possess the number of votes counted from high to low, counted from the electee who has the highest number of votes until the number of members is reached as prescribed.

Formula: $\text{Vote ratio} = (\text{Total number of votes for the candidate} / \text{Total number of voting shares eligible to attend the meeting}) \times 100\%$.

For example:

The General Meeting of Shareholders votes for electing 01 member of the BOD amongst total number of 01 candidate. Shareholder Nguyen Van A owns (comprising of ownership and being-authorized) 100,000 voting shares, in such case the Shareholder Nguyen Van A's total number of votes eligible to vote is:

$$(100.000 \times 1) = 100.000 \text{ votes}$$

Shareholder Nguyen Van A can vote cumulatively via the following methods:

1. Lump his 100,000 votes for 01 candidate for members of the Board of Directors.

2. Split his 100,000 votes equally to vote for 01 candidate for members of the Board of Directors (respectively the candidate receiving <100,000 votes from shareholder Nguyen Van A). Or leave the Ballot blank and not vote for any candidate for members of the Board of Directors.

***NOTES:**

- Valid ballots are those ballots in the following cases:

+ Total number of votes allocated for candidates is less than or equal to Total number of votes of shareholders.

+ Blank ballots

+ Lump votes on a candidate.

- Invalid ballots are ballots in the following cases:

+ Ballots are crossed out, corrected, changed.

+ Ballots differs from the prescribed form issued by the Company and do not have the Company's circular stamp.

+ Torn or damaged Ballots.

+ Shareholders vote by percentage (%) of votes.

+ Shareholders use overly their Total number of votes.

+ Ballots have more candidates than the prescribed maximum number.

Binh Phuoc, date 06/27/2025

On behalf of Vote counting committee

Head committee

signed

Huynh Văn Thi



KHU CÔNG NGHIỆP
VRG MINH HƯNG III

BINH LONG RUBBER INDUSTRIAL PARK

Address: Minh Hung ward, Chon Thanh town, Binh Phuoc province

Tel: 0271-3645 206

Fax: 0271-3645 204

Email: kenminhhung3@gmail.com

Web: www.blip.vn

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS VOTING CARD

Number of shares hold :

1.Number of owned shares:

2.Number of authorized shares:

3.Total number of voting shares:

Binh Phuoc, date June 27, 2025

No.:/NQ-DHĐCĐ

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
BINH LONG RUBBER INDUSTRIAL PARK JSC

**GENERAL MEETING OF SHAREHOLDERS OF BINH LONG RUBBER
INDUSTRIAL PARK JSC**

Pursuant to the Law on Enterprises;

*Pursuant to the Charter of Binh Long Rubber Industrial Park Joint Stock
Company;*

*Based on the Minutes of the General Meeting and voting results at the
Annual General Meeting of Shareholders of Binh Long Rubber Industrial Park
Joint Stock Company on June 27, 2025.*

HEREBY RESOLVES TO:

Article 1. The General Meeting unanimously approves the Report on production and business results in 2024 and the orientation for implementing the production and business plan for 2025, with the following main indicators:

a) Production and business results in 2024:

- Land lease area during the year: 0 ha
- Cumulative leased area: 217.35 ha
- Total revenue: 133,836.2 million VND
- Total expenses: 76,393.97 million VND
- Profit before tax: 57,442.23 million VND
- Profit after tax: 45,747.66 million VND
- Profit ratio AT/charter capital: 19.08%

b) Production and business, infrastructure construction investment plan for 2025:

- Production and business plan for 2025 with main indicators as follows:

- + Land lease area: 1.95 ha
- + Total revenue: 131,692.59 million VND
- + Total expenses: 83,470.00 million VND
- + Profit before tax: 48,223.00 million VND
- + Profit after tax: 38,578.00 million VND

+ Profit ratio AT/charter capital: 16.07%

- Infrastructure construction investment plan for 2025:

• Total investment capital: 8,107 million VND

Capital sources: 8,107 million VND

+ Development and Investment fund: 4,628 million VND

+ Owner's equity (fixed asset depreciation, other capital): 3,479 million VND

Regarding the production and business plan for 2025, the General Meeting of Shareholders unanimously authorizes the Board of Directors to consider adjusting the plan complying with the agreement of Vietnam Rubber Group and in accordance with the Company's actual circumstance.

Article 2. The General Meeting unanimously approves the Report on activities of the Board of Directors in 2024 and the plan for 2025.

Article 3. The General Meeting unanimously approves the Report on activities of the Supervisory Board for 2024 and the plan for 2025.

Article 4. The General Meeting unanimously approves the 2024 Financial Statements audited by Vietnam Audit and Valuation Company Limited (AVA).

Article 5. The General Meeting unanimously approves the profit distribution in 2024 and the profit distribution plan for 2025, with the following indicators:

a) Profit distribution in 2024:

No.	Items	Amount (VND)	%/Profit
	Undistributed profit from previous year	52,627,189	
	After-tax profit for 2024	45,797,661,332	
	Total profit for distribution	45,850,288,521	100
1	Development investment fund (12.6% of annual profit after tax)	5,775,000,000	12.60
2	Dividends (16% of average charter capital)	38,400,000,000	83.75
3	Bonus and welfare fund	1,543,000,000	3.36
4	Bonus fund for the Board of Executive's plan completion	132,000,000	0.29
5	Undistributed profit carried forward to next year	288,521	0

b) Profit distribution plan for 2025:

No.	Items	Amount (VND)	%/Profit
	Undistributed profit from previous year	288,521	
	After-tax profit for the year	38,578,000,000	
	Total profit for distribution	38,578,288,521	100.00
1	Development investment fund	0	0
2	Dividends (Minimum 15.39% of 240 billion VND charter capital)	36,934,000,000	95.74
3	Reward and welfare fund	1,500,000,000	3.89
4	Management bonus fund	144,000,000	0.37
5	Undistributed profit carried forward to next year	288,521	0

Based on the actual profit results in 2025, the Board of Directors shall submit the 2025 profit distribution plan at the 2026 Annual General Meeting of Shareholders.

Article 6. The General Meeting unanimously approves the remuneration levels for the Board of Directors and Supervisory Board implemented in 2024 and the implementation plan for 2025 as follows:

a) 2024 implementation: 188,427,273 VND (According to the Corporation's final settlement figures)

b) 2025 implementation plan: Not exceeding 205,200,000 VND (According to the Corporation's agreement), with the following payment levels:

- Board of Directors:

- Chairman of the Board: 3,000,000 VND/month/person
- Board member: 2,250,000 VND/month/person

- Supervisory Board:

- Head of Supervisory Board: Already receiving full-time salary
- Supervisory Board member: 1,500,000 VND/month/person

Company administrator, concurrent secretary: 2,100,000 VND/month/person

Article 7. The General Meeting unanimously approves the salary policy for the full-time Head of Supervisory Board as proposed by the Board of Directors for 2024: 334,268,303 VND, equal to the salary agreed by the Group, with

expenses from costs of direct production and business operation of the Company.

The 2025 salary policy for the full-time Head of Supervisory Board according to the salary agreed upon by the Group, related to the results and the Company's production and business plan.

Article 8. The General Meeting unanimously authorizes the Board of Directors to select one (1) of the following three (3) audit units to perform the audit of the Company's 2025 Financial Statements:

1. AASC Audit Company Limited
2. Vietnam Audit and Valuation Company Limited (AVA)
3. Moore AISC Audit and IT Services Company Limited

Article 9. The General Meeting unanimously approves the list for additional election of Board of Directors members for the 2023-2028 term, including the following named person(s):

No.	Full Name	Note
1	

Article 10. Approve the results of additional election of Board of Directors members for the 2023-2028 term, including the following named person(s):

No.	Full Name	Position	Number of Votes	Percentage %
1	Board Member		

Article 11. The Board of Directors members, Supervisory Board members, General Director, shareholders and related organizations and individuals are responsible for implementing this Resolution.

This Resolution has been voted and approved by the 2025 Annual General Meeting of Shareholders of Binh Long Rubber Industrial Park Joint Stock Company. /.

Recipients:

- Shareholders;
- BOD, BOS members;
- Board of Executive;
- Archived, Secretary of GMS.

**ON BEHALF OF GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN**

Hoàng Văn Xuyên