

**VIETNAM RUBBER GROUP  
BARIA RUBBER  
JOINT STOCK COMPANY**

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

No.: 166 /NQ-HDQTCSBR

Ba Ria – Vung Tau, June 04, 2025

**RESOLUTION**

**Regarding the unification of approving certain contents to provide opinions  
and vote at the 2025 Annual General Meeting of Shareholders**

*(Form of collecting opinions, according to Document No. /HDQTCSBR-TCKT)*

**BOARD OF DIRECTORS OF BA RIA RUBBER JOINT STOCK COMPANY**

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

*Pursuant to the Internal Regulation on Governance and the Operating Regulation  
of the Board of Directors of Ba Ria Rubber Joint Stock Company;*

*Pursuant to Document No. 351/HĐQTCSVN-TCKT dated 28/5/2025 of the Board  
of Directors of Vietnam Rubber Group (The Group) regarding the agreement on  
certain contents to provide opinions and vote at the 2025 Annual General Meeting of  
Shareholders of Ba Ria Rubber Joint Stock Company.*

*Considering Submission No. 491/TTr-CSBR dated 02/6/2025 of the General  
Director of Ba Ria Rubber Joint Stock Company regarding the approval of certain  
contents to provide opinions and vote at the 2025 Annual General Meeting of  
Shareholders of Ba Ria Rubber Joint Stock Company.*

*Pursuant to Minutes No. 504 /BB-HĐQTCSBR dated 04/6/2025 of the Board of  
Directors of Ba Ria Rubber Joint Stock Company regarding the synthesis of opinion  
collection forms to unify certain contents to provide opinions and vote at the 2025  
Annual General Meeting of Shareholders, staff management and other tasks.*

**RESOLVES:**

**Article 1:** Unify certain contents to submit to the 2025 Annual General Meeting  
of Shareholders of Ba Ria Rubber Joint Stock Company for voting according to  
regulations, specifically as follows:

1. Regarding the approval of 2024 business results according to the audited 2024  
Financial Statements and the approval of the Meeting Agenda, Election / Voting  
Regulation, Report on the activities of the Board of Directors, Report on the activities  
of the Board of Supervisors, etc.: implemented according to current regulations, the  
Charter, and the Company's internal regulations.

## 2. Profit distribution:

Total profit:	VND 127,533 Million.
- Bonus and Welfare Fund:	VND 17,091 Million.
- Management Bonus Fund:	VND 397 Million.
- Investment and Development Fund:	VND 31,295 Million.
- Dividend payment:	VND 78,750 Million.

In case the business results and enterprise classification assessment change due to opinions from competent authorities, the Company shall report to the Board of Directors / Representative of the Group's capital portion to further report to the Group for adjustments to the contents in accordance with current regulations.

## 3. 2025 Business Plan: unify certain key targets:

- Total revenue:	VND 593,665 Million.
- Profit before tax:	VND 180,992 Million.
- Profit after tax:	VND 162,004 Million.
- Dividend payment:	VND 89,594 Million.
- Investment and development plan and bank debt repayment:	maximum VND 52,407 Million.

- The official 2025 profit distribution: after the audited 2025 Financial Statements are available, the Company shall prepare documents to submit to the Board of Directors to request the Group's opinion for agreement on the 2025 profit distribution before voting at the Board of Directors meetings and the 2026 Annual General Meeting of Shareholders for approval.

## 4. Regarding remuneration for the Board of Directors and Board of Supervisors:

- Implementation in 2024: implemented according to Document No. 381/HĐQTCSVN-TCKT dated 25/4/2024 of the Group regarding the agreement on certain contents to provide opinions and vote at the 2024 Annual General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company and Document No. 1885/CSVN-LĐTL dated 19/6/2024 of the Group regarding the agreement on the 2024 salary plan of Ba Ria Rubber Joint Stock Company.

- Plan for 2025: not to exceed the actual remuneration level implemented in 2024
- + Chairman of the Board of Directors: VND 6 Million / month.
- + Member of the Board of Directors: VND 5 Million / person / month.



+ Non-executive Member of the Board of Supervisors: VND 2 Million / person / month.

5. Selection of the audit firm for the 2025 Financial Statements:

The Company's Board of Directors and Board of Supervisors shall select one of the three audit firms to perform the review of the semi-annual financial statements and audit the 2025 financial statements for the Company:

- + VACO Auditing Company Limited.
- + BDO Audit Services Company Limited.
- + International Auditing And Valuation Company Limited.

Assign the Company's Board of Supervisors to prepare a Submission Report to the Company's 2025 Annual General Meeting of Shareholders for approval of the above content.

In case these three entities do not participate, the Board of Directors and Board of Supervisors shall select an independent audit firm that meets the requirements to perform the review of the semi-annual Financial Statements and audit the 2025 Financial Statements in accordance with regulations.

6. Regarding the adjustment and addition of the Company's business lines; Adjustment and addition to the Company Charter and personnel for the election of additional members to the Board of Supervisors for the 2021-2026 term: based on the written agreement of Vietnam Rubber Group, assign the Chairman of the Board of Directors to prepare the dossier for submission to the Annual General Meeting of Shareholders for approval.

**Article 2:** Agree to assign the Chairman of the Board of Directors, together with the Board of Supervisors and the Board of Management, to prepare and sign documents and dossiers for the 2025 Annual General Meeting of Shareholders to approve.

**Article 3:** This Resolution has been unanimously approved by the members of the Board of Directors. Members of the Board of Directors, Board of Management, and relevant individuals shall strictly implement the content of this Resolution. /.

**Recipients:**

- As per Article 3;
- Vietnam Rubber Group "for report";
- Company's BOD;
- Company's BOM, BOS;
- Archive: Admin, Secretary of the BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS**



**Phạm Hải Dương**