

No.: 692 /CSTB-TCKT

Tay Ninh, June 24, 2025

INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Company Name: Tan Bien Rubber Joint Stock Company
- Stock Symbol: RTB
- Address: Group 2, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province, Vietnam.
- Tel: (0276) 3875266 Fax: (0276) 3875307
- E-mail: tbrc@tabiruco.vn

2. Details of Information Disclosure:

Resolution No. 181/NQ-HĐQTCSTB dated June 24, 2025 on the approval of amendments to certain draft documents submitted to the Annual General Meeting of Shareholders 2025, as follows:

To unanimously approve the removal of the draft Proposal regarding the approval of the investment policy for the mineral exploitation project of the construction stone quarry.

Note: The report of the Board of Directors, the report of the Boar of Management, the Minutes and the Resolution (amended to remove the content as per the above-mentioned Proposal).

- Reason: The Vietnam Rubber Industry Group has not yet agreed on this content.

3. This information was disclosed on the Company's website on June 24, 2025 at the following link: <http://www.tabiruco.vn/quan-he-co-dong/>

We hereby undertake that the disclosed information is true and shall take full responsibility before the law for the content of the disclosed information.

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


Nguyễn Trần Thiên Phúc

No.: 181 /NQ-HĐQTCSTB

Tay Ninh, June 24, 2025

RESOLUTION

**Regarding approval of amendments to certain draft documents submitted
to the Annual General Meeting of Shareholders 2025**

THE BOARD OF DIRECTORS OF TAN BIEN RUBBER JOINT STOCK COMPANY

Pursuant to Decision No. 389/QĐ-HĐQTCSTB dated December 20, 2024 of the Board of Directors of Tan Bien Rubber Joint Stock Company on the promulgation of the amended and supplemented Charter on Organization and Operation of Tan Bien Rubber Joint Stock Company;

Pursuant to Official Letter No. 450 /HĐQTCSVN-TCKT dated June 23, 2025 of the Vietnam Rubber Industry Group regarding the agreement on certain contents for comments and voting at the Annual General Meeting of Shareholders 2025 of Tan Bien Rubber Joint Stock Company.

RESOLVES:

Article 1. To unanimously approve the removal of the draft Proposal regarding the approval of the investment policy for the mineral exploitation project of the construction stone quarry.

Note: The report of the Board of Directors, the report of the Boar of Management, the Minutes and the Resolution (amended to remove the content as per the above-mentioned Proposal).

- Reason: The Vietnam Rubber Industry Group has not yet agreed on this content.

Article 2. This Resolution shall take effect from the date of signing.

Article 3. Members of the Board of Directors, the Boar of Management, departments, and relevant individuals shall implement this Resolution in accordance with regulations.

Recipients:

- As Article 3;
- Company's BOS;
- Archives: Office, Secretariat of the BOD.
(2025 AGM documents).

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



Trương Văn Cư

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

No. 01/BB-DHĐCĐCSTB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tay Ninh, June, 2025

DRAFT

MINUTES
of the Annual General Meeting of Shareholders 2025

Name of company: TAN BIEN RUBBER JOINT STOCK COMPANY

Address: Hamlet 2, Thanh Phu Village - Tan Hiep Commune - Tan Chau District – Tay Ninh Province

Business Registration Certificate number 3900242832 issued by the Department of Planning and Investment of Tay Ninh Province for the first time on December 21, 2009, seventh amendment on April 29, 2016.

Time: 08:00 A.M. , Wednesday, June 25, 2025.

Venue: Tan Bien Rubber Joint Stock Company, Hamlet 2, Thanh Phu Village - Tan Hiep Commune - Tan Chau District – Tay Ninh Province.

PART I: MEETING OPENING REMARKS

I. Introduction of attendees.

The Organizing Committee for the Annual General Meeting of Shareholders 2025 of Tan Bien Rubber Joint Stock Company conducted the procedures, stated the reasons, introduced the delegates and participants, including:

On behalf of Tan Bien Rubber Joint Stock Company:

- Mr. Truong Van Cu - Chairman of the Board of Directors of the Company.
- Mr. Lam Thanh Phu - Board of Directors' members, General Director of the Company.
- Mr. Duong Tan Phong - Board of Directors' members, Deputy General Director of the Company.
- Mr. Do Quoc Tuan - Independent Board of Directors' members.
- Mr. Nguyen Van Sang - Head of the Board of Supervisors.
- Along with delegates who are members of the Board of Supervisors, Heads of functional departments, heads of subordinate units, shareholders, and invited guests of Tan Bien Rubber Joint Stock Company.

II. Report on shareholder eligibility verification:

- Reporter: Mr. Nguyen Van Sang – Position: Head of the Board of Supervisors.
- Report content:
 - Total number of invited shareholders: All 469 shareholders listed in the shareholder list as of 04:00 P.M., May 27, 2025, holding 87,945,000 voting shares of Tan Bien Rubber Joint Stock Company.

- Shareholders attending the Meeting: shareholders and shareholder representatives, owning and representing ownership for voting shares, accounting for % of the total voting shares of the Company.
- In accordance with the Law on Enterprises and the Company's Charter, the Annual General Meeting of Shareholders 2025 of Tan Bien Rubber Joint Stock Company is eligible to proceed.

III. Election of the Presidium, Secretariat, and Counting Committee.

1. Presidium:

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

2. Secretariat:

Mr. Tran Nguyen Duy Sinh Department	Deputy Head of Finance and Accounting
Mr. To Minh Tai Company	Secretary to the Board of Directors

3. Counting Committee:

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

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

IV. Introduction of the Meeting Agenda

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

The General Meeting unanimously approved the Agenda of the Annual General Meeting of Shareholders 2025.

V. Approval of the Working Regulation of the Annual General Meeting of Shareholders 2025

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

The General Meeting unanimously approved the Working Regulations of the Annual General Meeting of Shareholders 2025.

PART II: CONTENT OF THE GENERAL MEETING

1. Approval of the Report on Corporate Governance, results of the Board of Directors' operations, duties of the Board of Directors' members in 2024, and direction and duties of the Board of Directors for 2025 - Presenter: **Mr. Truong Van Cu** – Chairman of the Board of Directors.

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

Content 1: Approval of the Report on Corporate Governance, results of the Board of Directors' operations, duties of the Board of Directors' members in 2024, and direction and duties of the Board of Directors for 2025:

Voting Section: Vote by filling in the Ballot Paper

- Approve:.....shares, accounting for.....% of the shares with voting rights.
- Not Approve:.....shares, accounting for.....% of the shares with voting rights.
- Abstain:.....shares, accounting for.....% of the shares with voting rights.

Content 2: Approval of the report on operational situation of the Board of Supervisors in 2024, and direction and duties for 2025.

Voting Section: Vote by filling in the Ballot Paper

- Approve:.....shares, accounting for.....% of the shares with voting rights.
- Not Approve:.....shares, accounting for.....% of the shares with voting rights.
- Abstain:.....shares, accounting for.....% of the shares with voting rights.

Content 3: Approval of the Report of the General Director on the results of 2024 production-business activities and direction and tasks for the 2025 production-business plan

Voting section: Vote by filling in the Ballot Paper

- Approve:.....shares, accounting for.....% of voting shares.
- Not Approve:.....shares, accounting for.....% of voting shares.
- Abstain:.....shares, accounting for.....% of voting shares.

Content 4: Approval of the Proposal for approval of the audited separate and consolidated Financial Statement and 2024 Profit Distribution Plan

a. Separate and Consolidated Financial Statements for 2024: The Company's audited Separate and Consolidated Financial Statements for 2024 have been published on the Company's website at www.tabiruco.vn and disclosed information in accordance with regulations.

Voting section: Vote by filling in the Ballot Paper

- Approve:.....shares, accounting for.....% of voting shares.
- Not Approve:.....shares, accounting for.....% of voting shares.
- Abstain:.....shares, accounting for.....% of voting shares.

b. 2024 Profit Distribution Plan

Voting section: Vote by filling in the Ballot Paper

- Approve:.....shares, accounting for.....% of voting shares.
- Not Approve:.....shares, accounting for.....% of voting shares.
- Abstain:.....shares, accounting for.....% of voting shares.

Content 5: Approval of the Proposal for approval of the 2025 production-business plan

The 2025 production-business plan with key targets is as follows:

A. Quantity indicators

1.	Total area	ha	6,233.42
1.1.	Rubber area	ha	5,653.46
	<i>Of which:</i>		
	- Exploited rubber area	ha	2,480.83
	+ Company's self-exploited rubber area	ha	1,942.21
	+ Rubber area with exploitation rights transferred/leased	ha	538.62
	- Rubber area under basic development	ha	2,633.32
	- Replanted rubber area	ha	539.31
1.2.	Area of forest trees, large timber forests	ha	86.83
1.3.	Other areas (areas awaiting high-tech agricultural cooperation, rotation cropping, etc.)	ha	493.13
2.	Rubber yield	tons/ha	1.33
	- <i>Yield of Company's self-exploited rubber gardens</i>	tons/ha	1.33
	- <i>Yield of rubber gardens with exploitation rights transferred/leased</i>	tons/ha	1.33
3.	Self-exploited rubber production volume	tons	3,300
	- Company's self-exploited production volume	tons	2,584
	- Production volume from transferred/leased exploitation rights	tons	716
4.	Purchased rubber production volume	tons	1,000
5.	Rubber processing	tons	3,584
	- Processing of self-exploited rubber	tons	2,584
	- Processing of purchased rubber	tons	1,000
6.	Purchased finished rubber products	tons	5,000
7.	Sales. Of which:	tons	8,600
	- Beginning-of-year inventory volume	tons	822,57
	- Sales volume during the year	tons	8,600
	+ Export & Authorized export	tons	2,700
	+ Domestic sales	tons	5,900
8.	End-of-period inventory volume	tons	806,57

B. Value indicators

1.	Total Revenue. Of which:	Million VND	633,193
1.1	Rubber production and business. Including:	Million VND	408,535
	+ <i>Revenue from self-exploited rubber</i>	Million VND	123,760
	+ <i>Revenue from purchased rubber</i>	Million VND	284,775
1.2	Other production and business activities	Million VND	600
1.3	Financial activities	Million VND	89,296
1.4	Other activities. Of which:	Million VND	134,762
	+ <i>Liquidation of plantations</i>	Million VND	124,539
	+ <i>Transfer/Lease of rubber latex exploitation rights</i>	Million VND	10,223

2.	Total Expenses	Million VND	408,929
3.	Profit before tax	Million VND	224,764
4.	Profit after tax	Million VND	198,899
5.	Profit before tax/revenue ratio	%	35.47
6.	Profit before tax/equity ratio at end of reporting period	%	25.56
7.	Minimum dividend payout ratio (% of stock par value)	%	14.31
8.	State budget contribution (Amount payable)	Million VND	60,404

C. Investment targets

I	Total capital requirement	Million VND	64,047
1.	Capital investment for basic construction	Million VND	58,900
	- Construction and installation	Million VND	43,065
	<i>Of which: Agricultural construction and installation</i>	<i>Million VND</i>	<i>36,832</i>
	- Equipment	Million VND	3,897
	- Other capital expenditures	Million VND	11,031
	<i>Of which: land lease for plantation</i>	<i>Million VND</i>	<i>9,763</i>
	- Bank loan interest payment	Million VND	907
2.	Payment for prior year's capital deficit	Million VND	347
3.	Long-term credit loan repayment	Million VND	4,800
II	Funding sources	Million VND	64,047
1.	Owner's equity	Million VND	48,109
2.	Domestic borrowings	Million VND	15,938

The General Meeting of Shareholders authorizes the Company's Board of Directors to approve the 2025 production plan after the official plan is agreed upon and assigned by Vietnam Rubber Group.

Voting section: Vote by filling in the Ballot Paper

- Approve:.....shares, accounting for.....% of voting shares.

- Not Approve:.....shares, accounting for.....% of voting shares.

- Abstain:.....shares, accounting for.....% of voting shares.

Content 6: Approval of the Proposal for approval of the salary and remuneration of Managers in 2024 and the 2025 salary plan.

1. Compensation and remuneration of Managers in 2024:

No.	Name	Position	Basic Salary (Appendix 2, Decision 107)	Number of working months	Profit-based salary increase (increase of 20% compared to planned salary)	Implemented salary fund and remuneration , allowances in 2024	Implemented salary fund and remuneration, allowances in 2024 paid	Remaining implemented salary fund and remuneration, allowances in 2024	Note
I	Salary fund for full-time managers					2,314,472,800	2,139,668,429	174,804,371	
1	Le Thị Bích Loi	Former Chairwoman of the BOD	32,000,000	11	38,400,000	422,400,000	422,400,000		Retired on December 01, 2024
2	Truong Van Cu	Chairman of the BOD	32,000,000	1	38,400,000	38,400,000	34,816,000	3,584,000	Elected to the position of

No.	Name	Position	Basic Salary (Appendix 2, Decision 107)	Number of working months	Profit-based salary increase (increase of 20% compared to planned salary)	Implemented salary fund and remuneration , allowances in 2024	Implemented salary fund and remuneration, allowances in 2024 paid	Remaining implemented salary fund and remuneration, allowances in 2024	Note
		Member of the BOD - General Director	30,000,000	11	36,000,000	396,000,000	359,170,686	36,829,314	Chairman of the Board of Directors on December 02, 2024
3	Lam Thanh Phu	Member of the BOD - General Director	30,000,000		3,272,800	3,272,800	3,272,800		Appointed General Director on December 30, 2024
4	Duong Tan Phong	Member of the BOD - Deputy General Director	27,000,000	12	32,400,000	388,800,000	352,659,567	36,140,433	
5	Tran Van Toan	Deputy General Director	26,000,000	12	31,200,000	374,400,000	339,695,157	34,704,843	
6	Nguyen Van Sang	Head of the BOS	24,000,000	12	28,800,000	345,600,000	313,595,011	32,004,989	
7	Lam Quang Phuc	Chief Accountant	24,000,000	12	28,800,000	345,600,000	314,059,208	31,540,792	
II	Remuneration fund for part-time managers (equal to 10% of the salary of full-time managers)		15,200,000			127,400,000	118,587,200	8,812,800	
1	Lam Thanh Phu	Member of the BOD	2,700,000	12		32,400,000	30,067,200	2,332,800	
2	Do Quoc Tuan	Independent Member of the BOD	2,700,000	12		32,400,000	30,067,200	2,332,800	
3	Le Thi Bich Loi	Member of the BOD	5,000,000	1		5,000,000	5,000,000		
4	Hoang Quoc Hung	Member of the BOS	2,400,000	12		28,800,000	26,726,400	2,073,600	
5	Hoang Van Vinh	Member of the BOS	2,400,000	12		28,800,000	26,726,400	2,073,600	
	Total					2,441,872,800	2,258,255,629	183,617,171	

2. 2025 Compensation and remuneration plan for Managers:

- 2025 compensation plan for Members of the Board of Directors, General Director, Board of Supervisors: temporarily disbursed monthly at 75% of the compensation determined according to Appendix 02 issued together with Decision No. 107/QD-HDQTCSVN dated March 26, 2020, of Vietnam Rubber Group.

Note:

- Monthly, the Company temporarily disburses the remuneration and concurrent duty allowances for the Board of Directors and Board of Supervisors for 2025 at 75% of the remuneration and allowances determined in Appendix 02 issued together with Decision No. 107/QD-HDQTCSVN dated March 26, 2020.

- After the 2025 compensation, remuneration, and allowances plan for Members of the Board of Directors, General Director, and Board of Supervisors is agreed upon by Vietnam Rubber Group, it will be disbursed for the correct purpose and in accordance with regulations.

- The General Meeting of Shareholders authorizes the Board of Directors to approve the Salary, Remuneration, and Allowance Plan for the Board of Directors, the General Director, and the Board of Supervisors for 2025 after reaching an agreement with Vietnam Rubber Group.

Voting Section: Voting shall be conducted by filling in the Voting Ballot

- Approved:.....shares, accounting for.....% of shares with voting rights.
- Not Approved:.....shares, accounting for.....% of shares with voting rights.
- Abstain:.....shares, accounting for.....% of shares with voting rights.

Content 7: Approval of the Proposal for the selection of the audit firm for the 2025 Financial Statement

The General Meeting of Shareholders authorizes the Board of Directors to select 01 audit firm from the following 03 firms to review the 6-month financial statements and audit the 2025 financial statements of Tan Bien Rubber Joint Stock Company:

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

Simultaneously, authorize the General Director of the Company to carry out procedures for signing the Contract with the selected audit firm in accordance with regulations.

Voting Section: Voting shall be conducted by filling in the Voting Ballot

- Approved:.....shares, accounting for.....% of shares with voting rights.
- Not Approved:.....shares, accounting for.....% of shares with voting rights.
- Abstain:.....shares, accounting for.....% of shares with voting rights.

Content 8: Approval of the Proposal for the amendment and supplement to the Company Charter.

Old content	Adjusted to	Basis adjustment
<p>Article 26. Composition and term of the Member of the Board of Directors</p> <p>1. The number of Members of the Board of Directors is 05.</p>	<p>Article 26. Composition and term of the Member of the Board of Directors</p> <p>1. The number of Board of Directors' members of Tan Bien Rubber Joint Stock Company is determined by the General Meeting of Shareholders to be a minimum of 03 (three) and a maximum of 05 (five).</p>	<p>- Article 154 of Enterprise Law No. 59/2020/QH14 dated June 17, 2020.</p>

Voting Section: Voting shall be conducted by filling in the Voting Ballot

- Approved:.....shares, accounting for.....% of shares with voting rights.
- Not Approved:.....shares, accounting for.....% of shares with voting rights.

- Abstain:.....shares, accounting for.....% of shares with voting rights.

Content 9. Approval of the Proposal for approval of the investment policy for industrial clusters in accordance with local planning on rubber land areas managed by Tan Bien Rubber Joint Stock Company:

Estimated total investment for Industrial Cluster projects calculated based on a total area of 146.55 hectares is as follows:

No.	Industrial Cluster Name	Location	Planning 2021-2030 (ha)	Company Proposed (ha)	Total estimated investment capital requirement (VND)	Average investment rate (VND/ha)
1	Industrial Cluster Tan Hiep	Tan Chau District	71.55	71.55	357,000,000,000	4,989,518,000
2	Industrial Cluster Tan Hoa	Tan Chau District	75.00	75.00	375,000,000,000	5,000,000,000
	Total		146.55	146.55	732,000,000,000	

Total estimated investment capital requirement (rounded): VND 732,000,000,000

Capital structure for implementing projects:

Total investment capital for implementing projects is approximately VND 732,000,000,000 (In words: Seven hundred thirty-two billion Vietnamese Dong). Of which:

- Owner's equity 20%: VND 146,400,000,000
- Borrowed capital 80%: VND 585,600,000,000.

Voting Section: Voting shall be conducted by filling in the Voting Ballot

- Approved:.....shares, accounting for.....% of shares with voting rights.
- Not Approved:.....shares, accounting for.....% of shares with voting rights.
- Abstain:.....shares, accounting for.....% of shares with voting rights.

PART V: APPROVAL OF MEETING MINUTES AND RESOLUTION

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

The General Meeting voted and unanimously approved the full text of the Minutes of the Annual General Meeting of Shareholders 2025 with % of shares with voting rights.

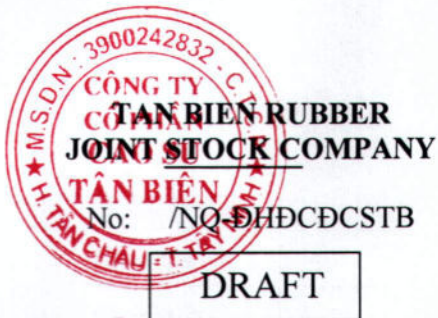
This minutes is prepared in 04 copies, publicly disclosed as regulated, and stored at Tan Bien Rubber Joint Stock Company.

The Meeting concluded at _ : _ on the same day.

SECRETARY

**ON BEHALF OF THE PRESIDUM
CHAIRMAN**

C.T.C.P
HVN



Tay Ninh, June ..., 2025

DRAFT

RESOLUTION
The Annual General Meeting of Shareholders 2025
Of Tan Bien Rubber Joint Stock Company

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

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

Pursuant to the Charter on Organization and Operation (as amended and supplemented) of Tan Bien Rubber Joint Stock Company;

Pursuant to the Minutes of the Annual General Meeting of Shareholders 2025 of Tan Bien Rubber Joint Stock Company dated June 25, 2025.

RESOLVES:

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

Article 2. Approval of the Proposal for approval of the audited separate and consolidated Financial Statement and 2024 Profit Distribution Plan of Tan Bien Rubber Joint Stock Company.

a. Separate and Consolidated Financial Statements for 2024: The Company's audited Separate and Consolidated Financial Statements for 2024 have been posted on the Company's website www.tabiruco.vn and information has been disclosed in accordance with regulations.

b. 2024 Profit Distribution Plan:

No.	Content	Amount
1	Undistributed profits from previous years as of December 31, 2024	15,118,261,325
2	Profit after tax in 2024	237,252,541,379
3=1+2	Total profit distributed	252,370,802,704
4	Profit Distribution	239,572,358,276

No.	Content	Amount
4.1	Allocation to Investment and Development Fund (27,7%)	65,675,802,704
4.2	Dividend (20%/charter capital)	175,890,000,000
4.3	Bonus and welfare fund (2 months of employee salary)	10,612,000,000
a	Bonus fund (10%)	2,122,400,000
b	Welfare fund deduction (90%)	8,489,600,000
4.4	Manager bonus fund	193,000,000
5	Remaining profit	0

Article 3. Approval of the Proposal for approval of the 2025 production-business plan of Tan Bien Rubber Joint Stock Company, specifically as follows:

A. Volume index

1.	Total area	hectares	6,233.42
1.1.	Rubber area	hectares	5,653.46
	<i>In there:</i>		
	- Rubber exploitation area	hectares	2,480.83
	+ Rubber area exploited by the Company itself	hectares	1,942.21
	+ Rubber area for sale of exploitation rights	hectares	538.62
	- Immature rubber area (New planting/Replanting)	hectares	2,633.32
	- Area of replanted rubber	hectares	539.31
1.2.	Forestry plantation area, large timber forest area	hectares	86.83
1.3.	Other areas (areas awaiting High-Tech Agriculture cooperation, intercropping...)	hectares	493.13
2.	Rubber yield	tons/hectare	1.33
	- <i>Yield of Company's self-tapped rubber plantations</i>	tons/hectare	1.33
	- <i>Yield of outsourced tapping rubber plantations</i>	tons/hectare	1.33
3.	Self-tapped rubber output	tons	3,300
	- Company's self-tapped output	tons	2,584
	- Outsourced tapping output	tons	716
4.	Purchased rubber output	tons	1,000
5.	Rubber processing	tons	3,584
	- Processing of self-tapped rubber	tons	2,584
	- Processing of purchased rubber	tons	1,000
6.	Purchased finished rubber	tons	5,000
7.	Consumption. Of which:	tons	8,600
	- Beginning inventory	tons	822.57
	- Consumption during the year	tons	8,600
	+ Export & Export Entrustment	tons	2,700
	+ Domestic consumption	tons	5,900
8.	Ending inventory	tons	806.57

B. Value indicators

1.	Total revenue. Of which:	Million VND	633,693
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1.1	Rubber production and business. Including:	Million VND	408,535
	+ <i>Self-tapped rubber revenue</i>	Million VND	123,760
	+ <i>Purchased rubber revenue</i>	Million VND	284,775
1.2	Other production and business	Million VND	600
1.3	Financial activities	Million VND	89,796
1.4	Other activities. Of which:	Million VND	134,762
	+ <i>Plantation liquidation</i>	Million VND	124,539
	+ <i>Sale of rubber tapping rights</i>	Million VND	10,223
2.	Total cost	Million VND	408,929
3.	Profit before tax	Million VND	224,764
4.	Profit after tax	Million VND	198,899
5.	Percentage of pre-tax profit/revenue	Percentage	35.47
6.	Percentage of pre-tax profit/reporting period-end working capital	Percentage	25.56
7.	Minimum dividend payment percentage (% of par value)	Percentage	14.31
8.	Payments to state budget (Amount payable)	Million VND	60,404
C.	Investment indicators		
I	Total capital needs	Million VND	64,047
1.	Construction and investment capital	Million VND	58,900
	- Construction	Million VND	43,065
	<i>Of which: Agricultural construction</i>	Million VND	36,832
	- Equipment	Million VND	3,897
	- Other Basic Construction Investment	Million VND	11,031
	<i>Of which: orchard land lease fee</i>	Million VND	9,763
	- Bank loan interest payment	Million VND	907
2.	Payment for prior year's capital deficit	Million VND	347
3.	Long-term credit loan repayment	Million VND	4,800
II	Funding Sources	Million VND	64,047
1.	Equity	Million VND	48,109
2.	Domestic borrowed capital	Million VND	15,938

Should the 2025 production-business plan be amended or adjusted, the General Meeting of Shareholders authorizes the Company's Board of Directors to approve the 2025 production plan after reaching agreement with Vietnam Rubber Group.

Article 4. To approve the remuneration and salaries of Management for 2024 and the remuneration and salary plan for 2025.

a. Remuneration and Salaries of Management for 2024

No.	Name	Position	Basic Salary (Appendix 2, Decision 107)	Num- ber of worki ng month s	Salary increase based on profit (increase compared to planned salary 20%)	Actual salary fund and remuneration , allowances in 2024	Actual salary fund and remuneration, allowances in 2024 disbursed	Remaining actual salary fund and remuneration, allowances in 2024	Note
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No.	Name	Position	Basic Salary (Appendix 2, Decision 107)	Number of working months	Salary increase based on profit (increase compared to planned salary 20%)	Actual salary fund and remuneration , allowances in 2024	Actual salary fund and remuneration, allowances in 2024 disbursed	Remaining actual salary fund and remuneration, allowances in 2024	Note
I	Salary fund for full-time managers					2,314,472,800	2,139,668,429	174,804,371	
1	Le Thi Bich Loi	Former Chairwoman of the BOD	32,000,000	11	38,400,000	422,400,000	422,400,000		Retired on December 01, 2024
2	Truong Van Cu	Chairman of the BOD	32,000,000	1	38,400,000	38,400,000	34,816,000	3,584,000	Elected to the position of Chairman of the Board of Directors on December 02, 2024
		Member of the BOD - General Director	30,000,000	11	36,000,000	396,000,000	359,170,686	36,829,314	
3	Lam Thanh Phu	Member of the BOD - General Director	30,000,000		3,272,800	3,272,800	3,272,800		Appointed General Director on December 30, 2024
4	Duong Tan Phong	Member of the BOD - Deputy General Director	27,000,000	12	32,400,000	388,800,000	352,659,567	36,140,433	
5	Tran Van Toan	Deputy General Director	26,000,000	12	31,200,000	374,400,000	339,695,157	34,704,843	
6	Nguyen Van Sang	Head of the BOS	24,000,000	12	28,800,000	345,600,000	313,595,011	32,004,989	
7	Lam Quang Phuc	Chief Accountant	24,000,000	12	28,800,000	345,600,000	314,059,208	31,540,792	
II	Remuneration fund for part-time managers (equal to 10% of the salary of full-time managers)		15,200,000			127,400,000	118,587,200	8,812,800	
1	Lam Thanh Phu	Member of the BOD	2,700,000	12		32,400,000	30,067,200	2,332,800	
2	Do Quoc Tuan	Independent Member of the BOD	2,700,000	12		32,400,000	30,067,200	2,332,800	
3	Le Thi Bich Loi	Member of the BOD	5,000,000	1		5,000,000	5,000,000		
4	Hoang Quoc Hung	Member of the BOS	2,400,000	12		28,800,000	26,726,400	2,073,600	
5	Hoang Van Vinh	Member of the BOS	2,400,000	12		28,800,000	26,726,400	2,073,600	
	Total					2,441,872,800	2,258,255,629	183,617,171	

b. 2025 Compensation and remuneration plan for Managers:

- 2025 compensation plan for Members of the Board of Directors, General Director, Board of Supervisors: temporarily disbursed monthly at 75% of the compensation determined according to Appendix 02 issued together with Decision No. 107/QĐ-HDQTCSVN dated March 26, 2020, of Viet Nam Rubber Group - Joint Stock Company.

Note:

- Monthly, the Company temporarily disburses the remuneration and concurrent duty allowances for the Board of Directors and Board of Supervisors for 2025 at 75% of

the remuneration and allowances determined in Appendix 02 issued together with Decision No. 107/QD-HDQTCSVN dated March 26, 2020.

- After the 2025 compensation, remuneration, and allowances plan for Members of the Board of Directors, General Director, and Board of Supervisors is agreed upon by Viet Nam Rubber Group - Joint Stock Company, it will be disbursed for the correct purpose and in accordance with regulations.

- The General Meeting of Shareholders authorizes the Board of Directors to approve the Salary, Remuneration, and Allowance Plan for the Board of Directors, the General Director, and the Board of Supervisors for 2025 after reaching an agreement with Viet Nam Rubber Group - Joint Stock Company.

Article 5. The General Meeting of Shareholders authorizes the Board of Directors to select 01 audit firm from the following 03 firms to review the 6-month financial statements and audit the 2025 financial statements of Tan Bien Rubber Joint Stock Company:

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

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

Article 6. Approval of the Proposal for the amendment and supplement to the Company Charter, with the main contents as follows:

Old Content	Adjusted to	Basis Adjustment
Article 26. Composition and term of the Member of the Board of Directors 1. The number of Members of the Board of Directors is 05.	Article 26. Composition and term of the Member of the Board of Directors 1. The number of Board of Directors' members of Tan Bien Rubber Joint Stock Company is determined by the General Meeting of Shareholders to be a minimum of 03 (three) and a maximum of 05 (five).	- Article 154 of Enterprise Law No. 59/2020/QH14 dated June 17, 2020.

Article 7. Approval of the Proposal for approval of the investment policy for industrial clusters in accordance with local planning on rubber land areas managed by Tan Bien Rubber Joint Stock Company, with the main contents as follows:

Estimated total investment of temporary Industrial Cluster projects with a total area of 146.55 hectares is as follows:

No.	Industrial Cluster Name	Location	Planning 2021-2030 (ha)	Company Proposed (ha)	Total estimated investment capital requirement (VND)	Average investment rate (VND/ha)
1	Industrial Cluster Tan Hiep	Tan Chau District	71.55	71.55	357,000,000,000	4,989,518,000
2	Industrial Cluster Tan Hoa	Tan Chau District	75.00	75.00	375,000,000,000	5,000,000,000
Total			146.55	146.55	732,000,000,000	

Total estimated investment capital requirement (rounded): 732,000,000,000 VND

- Capital structure for implementing projects:

Total investment capital for implementing projects is approximately VND 732,000,000,000 (In words: Seven hundred thirty-two billion Vietnamese Dong). Of which:

+ Owner's Equity 20%: 146,400,000,000 VND

+ Borrowed capital 80%: 585,600,000,000 VND

The General Meeting of Shareholders authorizes the Board of Directors to carry out tasks related to registration procedures and approve documents related to investment implementation based on the agreement of competent authorities.

This Resolution was read in full before the Annual General Meeting of Shareholders 2025 of Tan Bien Rubber Joint Stock Company on June 25, 2025 and took effect from the date of signing.

The Company's Board of Directors is responsible for directing the implementation of the contents approved by the Annual General Meeting of Shareholders 2025 in this Resolution and disclosing information in accordance with regulations./.

Recipients:

- As above;
 - Member of the BOD, BOS, General Director of the Company;
 - Archived: Administration, Secretary of the BOD.
- (Document of AGM 2025).

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