

BA RIA RUBBER
JOINT STOCK COMPANY
**EXTRAORDINARY GENERAL
MEETING OF SHAREHOLDERS 2026**

No: 14/NQ-DHDCD

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, February 26, 2026

RESOLUTION

**Regarding the approval on certain contents at the
2026 Extraordinary General Meeting of Shareholders**

2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises dated 17/06/2020;

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

Pursuant to Minutes No.164/BB-CSBR dated 26/02/2026 regarding the 2026 Extraordinary General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company.

RESOLVES:

Article 1. Unanimously approve the following Proposals:

1. Proposal No.: 111/TTr-HDQTCSBR dated 30/01/2026 on the amendment and supplement to the Company Charter.

2. Proposal No.: 112/TTr-HDQTCSBR dated 30/01/2026 on approving the dismissal of the Members of the Board of Directors and the personnel for electing additional Members of the Board of Directors for the 2021-2026 term.

Article 2. Approval of the results of the additional election of a Member of the Board of Directors for Mr. Nguyen Thai Binh.

Article 3. This Resolution was approved by the General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company at the annual General Meeting of Shareholders held on 26/02/2026.

Article 4. Members of the Board of Directors, Board of Supervisors, General Director, esteemed shareholders, and relevant organizations and individuals are responsible for implementing this Resolution./.

Recipients:

- As per article 4
- State Securities Commission;
- Hanoi Stock Exchange;
- Vietnam Rubber Group;
- BOD, BOS, BOM of the Company;
- Archive: Admin, Secretary of the BOD.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**



Pham Hai Duong

MINUTES

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS BA RIA RUBBER JOINT STOCK COMPANY 2026

I. GENERAL INFORMATION:

Unit name: **BA RIA RUBBER JOINT STOCK COMPANY** (the Company).

Business code: **3500103432**.

Head office address at Duc Trung Hamlet, Ngai Giao Commune, Ho Chi Minh City, Vietnam.

Meeting time : 09:00 A.M. on 26/02/2026.

Meeting format : In-person meeting.

Location : Hall of the Company's Office, Duc Trung Hamlet, Ngai Giao Commune, Ho Chi Minh City.

Participants of the General Meeting of Shareholders include :

- Capital representatives of the Group at the Company and members of the Board of Directors.

- Mr. Pham Hai Duong – Deputy General Director of Vietnam Rubber Group, representing the State shareholder at the Company.

- Ms. Pham Thi Kim Loan – Head of the Board of Supervisors and 01 member of the Board of Supervisors attending the Meeting to perform supervisory functions in accordance with the law.

- The Board of Management of the Company and leaders of units within the Company.

- Along with delegates who are shareholders/authorized representatives of shareholders.

Shareholder registration department:

Ms. Huynh Thi Tu Ai - Chief Accountant of the Company.

II. CONTENT OF THE MEETING:

1. Meeting procedures:

After the flag-saluting ceremony, declaration of reasons, and introduction of delegates attending the Meeting, Ms. Huynh Thi Tu Ai reported the results of shareholder registration with the following content:

- Total number of attending shareholders: 27 shareholders, corresponding to 109,767,500 shares, accounting for 97.57 % of the total voting shares of the Company (attached is the shareholder registration report).



According to the provisions of the Law on Enterprises and the Company's Charter, the 2026 Extraordinary General Meeting of Shareholders of Ba Ria Rubber JSC is eligible to proceed.

2. Introduction of the Chairperson, Secretary; Election of the Vote Counting Committee:

a) Mr. Pham Hai Duong – Chairman of the Board of Directors - Chairperson of the Meeting introduced 01 additional member to join the Presidium:

- Mr. Nguyen Thai Binh – Deputy General Director in charge of the Company's operations.

Thus: The Chairperson of the Meeting consists of 02 people:

1. Mr. Pham Hai Duong.

2. Mr. Nguyen Thai Binh.

b) Mr. Nguyen Thai Binh, on behalf of the Chairperson, appointed 02 people as Secretaries of the Meeting, including:

- Ms. Nguyen Thi Loan – Secretary of the Board of Directors, Deputy Head of the Finance and Accounting Department.

- Mr. Tran Hoai Khai – Deputy Head in charge of the Planning, Business, and Basic Construction Department.

c) Mr. Pham Hai Duong nominated a Vote Counting Committee of 05 people for the Meeting to elect by direct voting:

- Mr. Nguyen Huu Nghia – Head of the Organization, Personnel, Labor and Payroll Department of the Company - Head of the Committee

- Mr. Bui Cong Thanh – Deputy Head of the Inspection, Legal, and Security Department – Member

- Mr. Mai Duy Long – Deputy Chief of Office - Member

- Mr. Nguyen Thanh Long – Staff of Personnel and Labor Salary Department - Member

- Ms. Nguyen Thi Thanh Nha – Staff of Finance and Accounting Department - Member

3. Proceedings of the General Meeting:

3.1. Ms. Nguyen Thi Thuy Hang - Member of the Board of Directors presented the Meeting agenda and the Regulations and Rules of the General Meeting.

3.2. Mr. Nguyen Thai Binh collected voting opinions on the election of the Vote Counting Committee, the Meeting Agenda, and the Regulations and Rules of the General Meeting

The General Meeting voted to approve the Vote Counting Committee consisting of 05 members nominated by the Chairperson; approved the Agenda and the Regulations and Rules of the General Meeting.

Voting results:

Number of attending votes in approval: 109,767,500 votes, representing 100%.

Number of attending votes in disapproval: 0 votes, representing 0%.

Number of attending votes in abstention: 0 votes, representing 0%.

Thus, the General Meeting approved the Vote Counting Committee with an approval rate of 100%.

3.3. Mr. Pham Hai Duong delivered the opening speech of the General Meeting.

3.4. The 2026 Extraordinary General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company listened to the following Reports and Proposals:

a) Mr. Nguyen Cong Nhut – Deputy General Director of the Company reported a summary of the 2025 business results and the 2026 Business Plan (attached Report No.113 /BC-CSBR dated January 30, 2026).

b) Ms. Nguyen Thi Thuy Hang - Member of the Board of Directors presented the Proposals on amendments and supplements to the Company's Charter and the personnel of the Board of Directors (attached Proposals No. 111, 112/TTr-HĐQTCSHB dated January 30, 2026).

3.5. Discussion session:

Delegates attending the General Meeting agreed with the contents of the Reports and Proposals presented at the Meeting and had no further comments.

3.6. Mr. Nguyen Huu Nghia - Head of the Vote Counting Committee presented some contents of the Voting Regulations.

3.7. Before proceeding to vote on the contents presented at the General Meeting, Ms. Huynh Thi Tu Ai reported the number of shareholders and the number of voting shares at the time of collecting voting opinions: number of attending delegates: 28 shareholders, corresponding to 109,767,591 shares, representing 97.57% of the total voting shares of the Company.

3.9. Mr. Pham Hai Duong collected votes for the contents presented at the General Meeting.

10. Mr. Nguyen Huu Nghia, on behalf of the Vote Counting Committee, announced the voting and election results:

The total number of votes of the attending delegates was 27 votes, corresponding to 109,767,591 voting shares, representing 97.57% of the total voting shares of the Company.

No.	Voting content	Total number of voting shares of the attending Delegates	Number of voting shares and corresponding percentage of the total voting shares of the attending delegates				
			Valid	Invalid	Approve	Disapprove	Abstain
1	Unanimously approved the amendment and supplement to the Company's Charter	109,767,591	109,767,591 (100%)	0 (0%)	109,767,591 (100%)	0 (0%)	0 (0%)

No.	Voting content	Total number of voting shares of the attending Delegates	Number of voting shares and corresponding percentage of the total voting shares of the attending delegates				
			Valid	Invalid	Approve	Disapprove	Abstain
2	Unanimously approved the dismissal of members of the Board of Directors and the personnel for the additional election of members of the Board of Directors for the 2021-2026 term	109,767,591	109,767,591 (100%)	0 (0%)	109,767,591 (100%)	0 (0%)	0 (0%)

Thus, the General Meeting approved the following contents with the corresponding voting rates:

No.	Voting content	Percentage
1	Unanimously approved the amendment and supplement to the Company's Charter	100%
2	Unanimously approved the dismissal of members of the Board of Directors and the personnel for the additional election of members of the Board of Directors for the 2021-2026 term	100%

Results of the additional election of members of the Board of Directors for the 2021-2026 term: Mr. Nguyen Thai Binh was additionally elected (Minutes attached).

III. CLOSING PROCEDURES OF THE GENERAL MEETING:

1. The General Meeting listened to Mr. Tran Hoai Khai, on behalf of the Secretariat, presenting the draft Minutes and Resolution of the 2026 Extraordinary General Meeting of Shareholders.

2. The General Meeting voted to approve the draft Minutes and Resolution of the 2026 Extraordinary General Meeting of Shareholders:

Voting results:

Number of attending votes in approval: 109,767,591 votes, representing 100%.

Number of attending votes in disapproval: 0 votes, accounting for 0%.

Number of attending votes in abstention: 0 votes, accounting for 0%.

Thus, the Meeting unanimously approved the Minutes and Resolution of the 2026 Extraordinary General Meeting of Shareholders with a rate of: 100% in approval.

3. Mr. Pham Hai Duong – On behalf of the Chairperson of the Meeting, delivered the closing speech.

The minutes were completed at 10:30 A.M. on the same day and were made in 03 copies of equal value. These minutes, along with the Report on the results of shareholder registration

for the Meeting, the Vote Counting Minutes, and related documents, are archived at the headquarters of Ba Ria Rubber Joint Stock Company in accordance with the law./.

SECRETARY

Nguyễn Thị Loan

ON BEHALF OF CHAIRPERSON
CHAIRMAN OF THE BOARD OF DIRECTORS



Phạm Hai Dương

Recipients:

- State Securities Commission;
- Ho Chi Minh Stock Exchange;
- Department of Planning and Investment of Ba Ria - Vung Tau Province;
- Vietnam Rubber Group;
- Board of Directors, Board of Management, Board of Supervisors of the Company;
- Company Party Committee
- Affiliated units;
- Company website;
- Company shareholders (received on the website);
- Archived: AD., Secretary of the Board of Directors.



BA RIA RUBBER JOINT STOCK COMPANY

Duc Trung Hamlet, Ngai Giao Commune, Ho Chi Minh City

Tel: (02543) 881964

E-mail: vanphong@baruco.com.vn - Website: <http://www.baruco.com.vn>

**DOCUMENTS
2026 EXTRAORDINARY
GENERAL MEETING OF
SHAREHOLDERS**



February 26, 2025

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5	Voting Regulations of the 2026 Extraordinary General Meeting of Shareholders
6	Regulations on Nomination, Candidacy, and Election of Board of Directors Members for the Term 2021-2026
7	Summary Report on Business Operations and Performance in 2025
8	Proposal on the amendment and supplementation of the Company Charter
9	Proposal on the nomination of candidates for the additional election of a Member of the Board of Directors
10	Draft voting ballot
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BA RIA RUBBER JOINT STOCK COMPANY

National Road 56, Duc Trung Hamlet, Binh Ba Commune, Chau Duc District,
Ba Ria-Vung Tau Province

Tel: (0254) 3881964

E-mail: vanphong@baruco.com.vn - Website: <http://www.baruco.com.vn> Business
registration number: 3500103432

MEETING INVITATION EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026

To: Shareholders of Ba Ria Rubber Joint Stock Company

The Board of Directors of Ba Ria Rubber Joint Stock Company respectfully invites all Shareholders to attend the 2026 Extraordinary General Meeting of Shareholders as follows:

- 1. Time: 09:00 a.m on February 26, 2026.**
 - 2. Venue:** Binh Ba Hall - Ba Ria Rubber Joint Stock Company (National Road 56, Duc Trung Hamlet, Binh Ba Commune, Chau Duc District, Ba Ria-Vung Tau Province).
 - 3. Eligibility to attend the Meeting:** All shareholders whose names are on the list as of the record date 21/01/2026.
 - 4. Meeting Documents:** All Meeting documents are fully published and regularly updated on the Company's Website at: <http://www.baruco.com.vn> in the **Investor Relations** section, or shareholders can receive them upon attending the Meeting.
 - 5. Registration / Authorization to attend the Meeting:** Shareholders can register / authorize attendance according to the attached form.
 - 6.** Shareholders should bring this Notice or the invitation letter along with a valid ID card/Citizen ID card/Passport and the Power of Attorney (if authorized) using the attached form when attending the meeting.
 - 7. Address for sending documents and contact for support:**
Ba Ria Rubber Joint Stock Company.
Address: National Road 56, Duc Trung Hamlet, Binh Ba Commune, Chau Duc District, Ba Ria-Vung Tau Province.
Phone: 0254.3881964.
Contact: Mr. Nguyen Huu Nghia - Phone: 0919.969087; email: nghiacd1a@gmail.com
- This Notice can be used in case shareholders do not receive the Company's Invitation meeting for the 2026 Extraordinary General Meeting of Shareholders.
- We are pleased to welcome shareholders to the 2026 Extraordinary General Meeting of Shareholders. Sincerely!

Ho Chi Minh City, January 30, 2026
**ON BEHALF OF THE BOARD OF DIRECTOR
CHAIRMAN**

Đã ký

PHAM HAI DUONG

CONFIRMATION OF ATTENDANCE / AUTHORIZATION FORM
EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026

To: Organizing Committee of the 2026 Extraordinary General Meeting of
Shareholders Ba Ria Rubber Joint Stock Company (BRR)

Shareholder's full name (or legal entity shareholder's name):

Representative's full name (legal entity shareholder)

Position in the organization:.....

Citizen Identity Card/Passport/Business Registration Certificate No.:
issued on: at:

Permanent address:

Total number of shares owned:

I confirm my attendance/ authorization to attend the 2026 Extraordinary General
Meeting of Shareholders of Ba Ria Rubber Joint Stock Company, to be held on 26/02/2026,
as follows:

1. Direct attendance: (Please mark x in the box)

☐

2. Authorize the following Mr./Ms.:

Full name:

Citizen Identity Card No.:issued on:at.....

3. Or authorize one of the following members:

(please mark (x) before the name of the member authorized by
the esteemed shareholder)

	Mr. Pham Hai Duong - Chairman of the Board of Directors
	Mr. Nguyen Thai Binh - Deputy General Director in charge of operations

- The authorized party shall represent the authorizing party to attend and vote at the 2026
Extraordinary General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company,
acting as the representative for all shares I/we currently own. This authorization form shall
expire immediately after the Meeting concludes.

- I/we take full responsibility for this authorization and undertake to comply with the provisions of the Charter of BaRia Rubber Joint Stock Company and applicable laws./.

....., *Date...month...year 2026*

Authorized Person

(signature and full name)

Confirmation of Attendance/Authorization

(signature and full name)

*Note: For organizational convenience, esteemed shareholders are kindly requested to confirm or authorize attendance **before 25/02/2026**, to Mr. Nguyen Huu Nghia – Company Governance Officer, Mobile: 0919.969087 (Zalo available), email: nghiacd1a@gmail.com.*

Ho Chi Minh City,, 2026

AGENDA
EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026
(Expected)

Time	Content
8:00	Procedure for verifying the list of shareholders attending the Meeting
9:00	1. Meeting Protocol (Flag salute, National Anthem)
9:10	2. Statement of reason – Introduction of delegates and attendees of the Meeting
9:20	3. Report on the results of shareholder registration for the General Meeting of Shareholders.
9:25	4. Introduction of the Chairperson, Meeting Secretary and election of the Vote Counting Committee.
9:30	5. Approval of the agenda, Working Regulations, and Voting Regulations of the Meeting (vote)
9:35	6. Opening of the Meeting
9:40	7. Summary Report on Business Operations and Performance in 2025
9:50	8. Approval of the Proposals: - Proposal on the amendment and supplementation of the Company Charter - Proposal on the approval of the dismissal of a Member of the Board of Directors for the 2021–2026 term - Proposal on the nomination of candidates for the additional election of a Member of the Board of Directors for the 2021–2026 term.
10:00	9. Discussion
10:25	10. Approval of the Voting Regulations and the Rules for additional election of a Member of the Board of Directors.
10:35	11. Voting on the matters set out in the Reports and Proposal on the General Meeting’s approval, including the dismissal of a Member of the Board of Directors and the additional election of a Member of the Board of Director.
10:45	12. Speech by Senior Leadership
11:00	13. Receiving feedback
11:10	14. Announcement of voting results, election of Board of Directors members
11:20	15. Approval of the Minutes – Resolution of the Meeting (vote)
11:30	16. Closing of the Meeting.

Ho Chi Minh, February 26, 2026

WORKING REGULATIONS OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

Article 1: General Provisions

1. These Working Regulations apply to the organization of the 2026 Extraordinary General Meeting of Shareholders (hereinafter referred to as the Meeting) of BaRia Rubber Joint Stock Company.

2. These Regulations specifically stipulate the rights and obligations of the parties participating in the Meeting, and the conditions and procedures for conducting the Meeting.

3. Shareholders and participating parties are responsible for complying with the provisions of these Regulations.

Article 2. Legal Basis

Law on Enterprises 2020 and guiding documents for implementation;

Law on Securities 2019 and guiding documents for implementation;

Charter on organization and operation of Ba Ria Rubber Joint Stock Company approved by the General Meeting of Shareholders.

Article 3. Presiding Committee

1. The Presiding Committee shall consist of a maximum of 03 members, with the Chairman of the Board of Directors of the Company serving as the Chairperson and 1 to 2 other members appointed by the Chairman of the Board of Directors. The Chairman of the Board of Directors, on behalf of the Chairperson, shall sign the Meeting Minutes and other documents and materials serving the Meeting.

2. The Chairperson shall work based on the principle of democratic centralism and decide by majority. The Meeting shall be conducted in a valid and orderly manner and reflect the wishes of the majority of attending shareholders and shareholder representatives.

4. The Chairperson has the right to postpone a General Meeting of Shareholders for which a sufficient number of attendees have registered according to regulations to

another time or change the meeting location in the following cases:

- a) Venue does not have enough convenient seating for all attendees;
- b) The communication facilities at the meeting location do not ensure that attending shareholders can participate, discuss, and vote;
- c) An attendee obstructs or disrupts order, posing a risk that the meeting cannot be conducted fairly and legally.

The maximum postponement period shall not exceed three (03) days from the date the meeting commences.

5. The Chairperson has the following duties:

- a) Direct activities according to the Agenda approved by the General Meeting of Shareholders.
- b) Appoint the Meeting Secretary, the Vote Counting Committee for the Meeting to elect.
- c) Guide shareholders and the Meeting in discussions.
- d) Present drafts and conclude necessary matters for the Meeting to vote on.
- e) Answer questions requested by the Meeting.
- f) The Chairperson, on behalf of the General Meeting of Shareholders, shall sign the Meeting Minutes and Resolution.

Article 4. Rights and Obligations of the Meeting Secretary

1. The Presidium shall nominate 01 to 02 members as the Meeting Secretary. The Meeting Secretary shall be responsible to the Chairperson and the Meeting for their duties.

2. Duties of the Secretary:

- a) Record fully and truthfully the contents of the Meeting.
- b) Assist the Chairperson in announcing draft documents, conclusions, Resolutions of the Meeting, and notifications from the Chairperson sent to shareholders upon request.
- c) Receive registration forms for shareholders wishing to speak.

Article 5. Rights and Obligations of the Vote Counting Committee

1. The Vote Counting Committee shall be nominated by the Chairperson with a maximum of 05 members and elected by the Meeting.

2. The Vote Counting Committee has the following duties:

a) Inspect and supervise the voting by shareholders and shareholder representatives.

b) Organize vote counting.

c) Prepare the Vote Counting Minutes and announce them before the Meeting, including the Voting Results Report for each item and notify the results to the Chairperson and the Secretariat.

d) Review and report to the Meeting on cases of complaints regarding vote counting results.

e) Hand over the Minutes and all voting ballots to the Chairperson.

Article 6. Rights and Obligations of the Shareholder Registration Desk

The Shareholder Registration Desk shall be appointed by the Meeting Organizing Committee, with a maximum of 03 members, to perform the following functions and duties:

- Check the validity and legality of the shareholder's Confirmation/ authorization letter.

- Report to the Meeting on the shareholder registration results: number of attendees, number of shares owned / represented, percentage compared to the total number of outstanding shares.

Article 7. Rights and Obligations of Shareholders Attending the Meeting

1. Conditions for attendance: Shareholders who are legal entities, individuals, or representatives of shareholders, a group of shareholders owning voting shares of the Company on the shareholder list closing date (record date 21/01/2026) are entitled to attend the Meeting.

2. Rights and Obligations of Eligible Shareholders Attending the Meeting

a) Each shareholder or shareholder representative attending the Meeting must bring personal identification documents (Citizen ID card, Passport, etc.) and the Meeting Invitation to verify the shareholder's eligibility and receive a voting card indicating the total number of shares equal to the number of voting shares of the shareholder (including the number of shares owned and/or the number of shares authorized).

b) During the Meeting, if a shareholder leaves the hall, they must inform the Organizing Committee.

c) An authorized person attending the Meeting is not allowed to re-authorize another person to attend the Meeting.

d) During the Meeting, shareholders must comply with the instructions of the Chairperson, behave in a civilized and polite manner, and not cause disruption.

e) Shareholders must maintain confidentiality, adhere to speaking discipline, properly use and preserve documents, and not copy, record, or provide them to persons outside the Meeting without the permission of the Chairperson.

f) Shareholders and authorized representatives attending the Meeting must strictly comply with the Meeting's Working Regulations.

g) Shareholders arriving late to the Meeting have the right to register immediately, then have the right to participate and vote immediately at the Meeting, but the Chairperson is not responsible for pausing the Meeting to wait for these shareholders to register, and the validity of the voting rounds already conducted will not be affected.

Article 8. Conduct of the Meeting

The General Meeting of Shareholders shall be convened when the number of attending shareholders represents at least **50%** of the total voting shares according to the shareholder list on the record date 21/01/2026 (pursuant to Clause 1 - Article 145 of the Law on Enterprises and Clause 1 - Article 19 of the Company Charter).

Article 9. Case where the General Meeting is unsuccessful

If the first meeting does not meet the conditions for convening as stipulated in Article 8 of this Regulation, the second meeting must be convened within a period not exceeding 30 days from the date the first meeting was scheduled (pursuant to Clause 2 - Article 145 - Law on Enterprises and Clause 2 - Article 19 - Company Charter)

The second General Meeting shall be convened when there are shareholders or shareholder representatives attending representing at least **33%** of the total voting shares.

If the second meeting does not meet the conditions for convening as stipulated in this Article, the third meeting shall be convened within 20 days from the date the second meeting was scheduled. In this case, the General Meeting shall be convened regardless of the number of attending shareholders.

Article 10. Expressing Opinions at the General Meeting

Shareholders shall register the content of their speech with the Chairperson of the General Meeting. When speaking or needing to debate, raise your hand, and only speak when agreed upon by the Chairperson of the General Meeting; the content of the speech should be concise and avoid repetition.

Article 11. Minutes, Resolution of the General Meeting

All contents at the General Meeting must be recorded in the Minutes by the Secretary of the General Meeting. The Minutes and Resolution of the General Meeting must be read and approved before the closing of the General Meeting.

Article 12: Effective Provisions

This is the working regulation of the 2026 Extraordinary General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company. This Regulation consists of 12 articles and shall take effect immediately after being approved by the General Meeting.

Submitted to the General Meeting for consideration to ensure the successful organization of the General Meeting of Shareholders and compliance with the provisions of law and the Company's Charter./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Ho Chi Minh City, February 26, 2026

VOTING REGULATIONS
AT THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
OF BA RIA RUBBER JOINT STOCK COMPANY

Pursuant to the Law on Enterprises 2020 and its implementing documents;

Pursuant to the Law on Securities 2019 and its implementing documents;

Pursuant to the Charter on Organization and Operation of Ba Ria Rubber Joint Stock Company approved by the General Meeting of Shareholders.

The Meeting Organizing Committee disseminates the Voting Regulations at the 2026 Extraordinary General Meeting of Shareholders as follows:

1. Purpose, Scope of Application

- Purpose: These Regulations are established to specifically stipulate the principles and methods of voting in accordance with the provisions of law, the Charter, and the internal regulations on corporate governance.

- Scope of Application: These Regulations apply to voting at the 2026 Extraordinary General Meeting of Shareholders with the record date for exercising rights being 21/01/2026.

2. Interpretation of Terms / Abbreviations

- Voting: Is the act of shareholders exercising their right to express opinions on specific contents and issues to determine whether such contents and issues are eligible for approval by the Meeting.

- The Meeting: The 2026 Extraordinary General Meeting of Shareholders.

- The Company: Ba Ria Rubber Joint Stock Company.

- GMS: General Meeting of Shareholders.

- Shareholders attending the Meeting: are those included in the list as of the record date 21/01/2026 for exercising the right to attend the 2026 Extraordinary General Meeting of Shareholders, who attend in person or authorize another person to attend on their behalf (with a valid power of attorney).

3. Principles and Subjects of Voting

a) Voting Principles:

- Ensure compliance with the provisions of Law and the Company's Charter.
- Ensure the principles of openness, democracy, and the legitimate rights of all shareholders.
- Ensure the centralized and stable organizational nature of the Meeting.

b) Subjects entitled to vote:

- Are shareholders holding common shares with voting rights or authorized representatives attending the meeting with voting rights (according to the list of shareholders as of the record date for exercising the right to attend and vote at the 2026 Extraordinary GMS provided by the Vietnam Securities Depository and Clearing Corporation with the record date for exercising rights being 21/01/2026) who are present at the Meeting and have validly registered their attendance according to the regulations announced by the Company.

- Yellow ballot papers are distributed to shareholders at the registration desk.

4. Voting Method

- Shareholders are entitled to participate in voting immediately after registration. In case a shareholder arrives late, the validity of the already voted contents will not be affected.

- The subjects entitled to participate in voting are all shareholders (or their validly authorized representatives) of Ba Ria Rubber Joint Stock Company.

- Shareholders may submit their Ballots directly to the Meeting Organizing Committee or send them by post, fax, or email to the Company before the end of the Meeting. The Ballot can be downloaded from the Company's website.

5. Voting Principles

- Voting rights shall be exercised based on shareholder capital. Shareholders shall vote according to the number of shares they hold and/or are authorized to represent.

- Voting on issues at the Meeting shall be conducted by open, direct voting.

- Ballots shall be issued by the Organizing Committee. The content of the ballot shall include: issues to be voted on, the name of the shareholder or authorized person, and the total number of voting shares. The ballot shall include the contents to be approved at the Meeting according to the approved agenda.

- Upon receiving the ballot, the shareholder/shareholder representative must check the information on the ballot received and immediately report any errors at the

time of receipt. A ballot shall be considered valid when it contains all required information fully and accurately.

- When casting a vote, the shareholder/shareholder representative has the right to decide “Approve” or “Disapprove” or “abstain” by marking (☒) or (☑) in the box corresponding to their choice for each issue to be voted on the ballot.

6. Regulations on Ballots

a) Valid Ballots: A valid ballot is one that meets all the following criteria:

- Issued by the Meeting Organizing Committee and affixed with the Company's seal.

- The ballot concerns contents in the Meeting agenda that have been approved by the Meeting.

- Not torn, crossed out, erased, or amended.

b. Invalid Ballots: An invalid ballot is one that violates any of the following conditions:

- Not issued by the organizing committee, not affixed with the Company's seal.

- Is torn, crossed out, erased, amended, or has contents added that are not part of the agenda approved by the General Meeting of Shareholders before voting proceeds.

- The ballot has marking symbols other than (☒) or (☑) added in the voting boxes; other information or symbols are added.

- The ballot does not have any box marked for a choice.

- The ballot has more than 1 box marked for a choice for a single issue to be voted on.

- Submitted to the Vote Counting Committee after voting has ended and the ballot box has been sealed.

- Invalid ballots shall not be counted in the voting results of the Meeting.

7. Approved Voting Contents

Issues voted on at the Meeting shall be approved when the approval rate reaches over **50%** of the total voting shares of all attending shareholders, except for cases stipulated in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises, which require a rate of at least **65%** (share class and total number of shares of each class, change in business lines, organizational structure, investment projects valued at 35% of total asset value or more, reorganization, dissolution of the company).

8. Vote Counting Committee, Principles of Casting Votes and Counting Votes

a) **Vote Counting Committee:** Vote counting shall be carried out through the Vote Counting Committee. The Meeting Organizing Committee shall prepare and propose to the General Meeting of Shareholders a Vote Counting Committee to be responsible for:

- Checking the registration results of shareholders attending the General Meeting of Shareholders.

- Introducing and distributing ballots, guiding, and answering questions during the voting process.

- Proceed with vote counting.

- Announce the voting results before the Meeting.

This Vote Counting Committee will be approved by the shareholders attending the Meeting at the Meeting through open voting.

b) **Method of casting votes and voting:**

When voting on matters requested by the Meeting Chairman, shareholders holding their shareholder card (pink - distributed beforehand) shall raise it high for the Vote Counting Committee to perform its duty.

After the representative / shareholder marks their choice on the yellow Voting Ballot, signs, and clearly writes their name, the Vote Counting Committee will proceed to collect the Voting Ballots from the attending shareholders. The Vote Counting Committee will check to ensure sufficient information (signature, full name) and the validity of the ballot, request the shareholder to make adjustments if necessary for validity, and then collect it.

c) **Regulations on vote counting:**

The Vote Counting Committee shall conduct vote counting according to the following regulations:

- The Vote Counting Committee shall work in 01 separate working room/area.

- The Vote Counting Committee may use electronic technical means and technical specialists to assist in vote counting.

- Check the validity of the voting ballots.

- Check each voting ballot in turn and record the vote counting results.

- Seal all voting ballots and hand them over to the Chairman.

9. Preparation and announcement of the vote counting minutes:

After completing the vote counting, the Vote Counting Committee is responsible for compiling the voting results and preparing the Vote Counting Minutes. The Vote Counting Minutes shall be signed by the members of the Vote Counting Committee to confirm the accuracy, transparency, and adherence to the principles and procedures of vote counting.

The content of the Vote Counting Minutes must clearly state the following: Composition of the Vote Counting Committee; time and location of vote counting; total number of shareholders participating in voting; total number of voting shares present at the Meeting; total number of ballots issued; total number of ballots collected; total number of invalid ballots; total number of valid ballots; total number of votes for, against, or abstaining and the corresponding voting percentage for each voting item; signatures of the members of the Vote Counting Committee.

The content of the Vote Counting Minutes must be announced before the Meeting. The Head or a representative of the Vote Counting Committee may announce the voting results on behalf of the Chairman.

10. Complaints:

Any complaints regarding the voting results shall be considered immediately at the Meeting. In case of disagreement on the voting procedure or results, the Vote Counting Committee shall re-examine and seek the Meeting's decision.

11. Effective Date:

These voting regulations shall take effect immediately upon approval by the Company's 2026 Extraordinary General Meeting of Shareholders./.

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

REGULATION

Regarding the nomination - candidacy - election of additional members of the Board of Directors for the term 2021-2026 of Ba Ria Rubber Joint Stock Company at the 2026 Extraordinary General Meeting of Shareholders

The election of additional members of the Board of Directors (BOD) for the term 2021 – 2026 at the 2026 Annual General Meeting of Shareholders is regulated as follows:

I. Responsibilities of the Meeting Chairperson:

- The Meeting Chairperson is responsible for presiding over the election.
- Introduce the list of nominated and candidate members of the BOD
- Supervise voting and vote counting.
- Resolve election complaints (if any).

II. Regulations on nomination and candidacy for members of the Board of Directors and Board of Directors:

- Number of additional BOD members to be elected: 01 person.
- Term: 2021 - 2026
- Number of candidates: Unlimited according to the provisions of the Company Charter

1. Right to nominate, right to be a candidate:

Candidacy and nomination of BOD members shall be carried out in accordance with Article 25 – Company Charter

Shareholders holding common shares have the right to aggregate their voting rights from 5% or more to nominate BOD candidates.

2. Standards for BOD member candidates:

Candidates for the company's BOD must meet all standards and conditions according to Article 155 - Law on Enterprises 2020:

- a) Not subject to the provisions of Clause 2, Article 17 of Law on Enterprises;
- b) Having professional qualifications and experience in business management or in the business lines or sectors of the Company, and not necessarily being a shareholder of the Company, unless otherwise provided for in the Company's Charter;
- c) A member of the Company's Board of Directors may concurrently be a member of the Board of Directors of another company;
- d) For state-owned enterprises as prescribed at Point b Clause 1 Article 88 of this Law

and subsidiaries of state-owned enterprises as prescribed in Clause 1 Article 88 of the Law on Enterprises, a member of the Board of Directors must not be a person having a family relationship with the Director, General Director, or other managers of the Company; or with the managers or persons having the authority to appoint managers of the parent company;

d) Other standards and conditions as prescribed by other relevant laws and the Company's Charter.

In addition to the above standards, a member of the Company's Board of Directors must not be a person having a family relationship with the managers of the Company and of the Vietnam Rubber Industry Group (the "Group"); with the enterprise capital representatives or the state capital representatives at the Group and at the Company.

III. Voting method:

- Election ballots for BOD members will be distributed by the Meeting Organizing Committee to shareholders attending the Meeting.

- Shareholders shall not cross out names but shall clearly *write their number of votes* in the corresponding column on the Election ballot.

Valid Election ballot:

- Is a Election ballot issued by the Meeting Organizing Committee, with the shareholder code, number of shares owned (and also indicating the total number of votes for the candidates).

- The total number of votes for trusted candidates is equal to or less than the total number of votes of the shareholder with voting rights.

The following Election ballots shall be considered invalid:

- Election ballots not in the pre-printed form issued by the Organizing Committee or that have been erased, amended, or have other content added beyond the regulations for Election ballots.

- The total votes for the trusted candidate must be greater than the total votes of shareholders with voting rights.

- Vote counting:

- + Conducted under the supervision of a shareholder representative or a member of the Board of Directors.

- + The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and together with the Meeting Chairman, resolving shareholders' questions and complaints (if any).

IV. Election Principles:

Members elected to the BOD are determined by the number of votes received by the candidates with the highest number of votes, until the required number is met, and must achieve over 50% of the votes cast / total votes participating in the election.

V. Documents for nomination and candidacy for Board of Directors members:

Documents for nomination and candidacy for Board of Directors members include:

- Application for Board of Directors membership
- Curriculum Vitae certified by the competent authority.
- Nomination form (if an organization or group of shareholders nominates a candidate)
- Confirmation letter from the Securities Company stating that the shareholder/group of shareholders holds at least 5% of the company's shares (if an organization or group of shareholders nominates a candidate).

- Notarized and certified copies of the following documents:

- + ID Card/Citizen Identity Card (or passport if an Overseas Vietnamese or foreigner).
- + Certificates of cultural and professional qualifications.

- Nomination and candidacy documents should be sent to the address: BA RIA RUBBER JOINT STOCK COMPANY - National Highway 56, Duc Trung Hamlet, Ngai Giao Commune, Ho Chi Minh City

Tel: (0254) 3881964, E-mail : vanphong@baruco.com.vn

Contact person: Nguyen Huu Nghia (0919.969.087), email: nghiacd1a@gmail.com.

- Deadline for submitting nomination and candidacy documents: at least 03 (three) days before the General Meeting.

Ho Chi Minh City,, 2026

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

Draft

REPORT

Re: Brief overview of 2025 Production and Business Results and 2026 Production and Business Plan

To: The 2026 Extraordinary General Meeting of Shareholders

I. Results of production and business operations in 2025

1. Production and business results of the Company in 2025

In 2025, the Company achieved a total latex output of 9,426.405 tons, equivalent to 107.12% of the annual plan (planned output: 8,800 tons). Compared to 2024, latex output increased by 2,224.577 tons.

Total revenue: VND 640,429 million, reaching 107.88% of the plan, an increase of 28.88% compared to the previous year;

Of which, rubber revenue: VND 499,014 million, reaching 112.11% of the plan.

Profit before tax: VND 201,376 million, reaching 116.26% of the plan, an increase of 38.21% compared to the previous year;

Profit after tax: VND 180,186 million, reaching 111.22% of the plan, an increase of 41.28% compared to the previous year;

State budget contributions: VND 91,242 million, reaching 105.79% of the plan, an increase of 24.23% compared to the previous year.

The Company implemented replanting activities over an area of 450.9180 hectares, achieving 100% of the planned replanting target..

In addition, the Company continued to monitor and manage 06 off-enterprise investment projects with a total accumulated investment capital of VND 686.40 billion, including 04 domestic projects and 02 overseas projects, in line with the multi-sector and multi-field development orientation of the Vietnam Rubber Industry Group.

2. Agricultural production activities

a) Area

* Agricultural land:	8,424.3545 ha
- Tapping plantations:	6,238.3934 ha
- Immature plantations:	1,591.9765 ha

- Newly replanted area:	449.7309 ha
- Nursery area:	2.7233 ha
- Area converted to other crops:	141.5304 ha
* Non-agricultural land:	85.1330 ha

b) Yield and output

Group plan: 8,800 tons. Actual output: 9,426.405 tons.

Comparison: Exceeded the plan by 626.405 tonsequivalent to 107.12% of the plan.

Plantation yield: 1.559 tons/ha

c) Replanting

The replanting plan covered an area of 450.9180 hectares, including:

Binh Ba area: 164.2722 hectares, planted at two densities of 571 trees/hectare and 750 trees/hectare

Cu Bi area: 285.4587 hectares, planted at a density of 500 trees/hectare for intercropping with bananas

The Company commenced the replanting campaign on 03 June 2025, and by 30 July 2025, planting had been completed over the entire area of 450.9180 hectares.

Plantation care has been carried out in accordance with technical procedures, and tree growth has met required standards.

d) High-tech agriculture application

Pursuant to Official Letter No. 525/HĐQTCSVN-QLĐTXD dated 08 July 2025 of the Vietnam Rubber Group regarding approval in principle for the pilot implementation of tissue-cultured banana planting applying high technology in 2025 by Ba Ria Rubber Joint Stock Company;

Ba Ria Rubber Joint Stock Company has implemented a large-scale agricultural project applying science and technology and mechanization at Lot 56, Team 5, Cu Bi Area, with an area of 18.901 ha

Objective: To develop a concentrated agricultural production zone of scale, applying synchronized mechanization; to establish a high-quality product value chain; to increase on-site workers' income; to efficiently utilize land resources; and to contribute to the transformation of the local agricultural production structure toward a modern, environmentally friendly orientation with the capability to integrate into international markets.

At present, the crops are growing relatively uniformly; the plant stems are developing steadily, and the foliage meets functional leaf requirements. As of now,

the banana plantation has entered the flowering and bunch emergence stage in successive phases, in accordance with the crop's growth cycle.

3. Rubber latex procurement, processing, and consumption activities of the Company

In 2025, the Company procured 1,500.037 tons against a plan of 1,000 tons, achieving 150% of the plan, including 975.037 tons of raw latex and 525 tons of finished latex. In procurement activities, the Company proactively monitored market developments and flexibly adjusted purchase prices to ensure raw material supply for production.

The processed output reached 11,182.973 tons (equivalent to 94.70% of the 2025 plan of 11,800 tons). Compared to 2024, processed output decreased by 37.561%, equivalent to 5,277.38 tons (2024 plan: 14,050 tons). In 2025, processed output decreased by 5.299%, equivalent to 617.027 tons.

In 2025, the Company's rubber latex sales activities recorded many positive results, meeting and exceeding the planned targets and making an important contribution to overall production and business efficiency. Total sales volume for the year reached 10,059.84 tons against a plan of 9,800 tons, equivalent to 102.65% of the plan, of which:

Exports and entrusted exports: 2,258.88 tons against 3,000 tons, reaching 75.30% of the plan, with export turnover of USD 4,638,149.

Domestic sales: 7,800.96 tons against 6,800 tons, reaching 114.72% of the plan.

The average selling price was VND 49.6 million per ton, exceeding the plan by 12.8%, equivalent to 112.8% of the plan (higher than in 2024 by VND 2.67 million per ton)

Average selling prices by product category were as follows:

+ SVR 10:	46,434,113 VND/ton
+ SVR CV50:	55,522,023 VND/ton
+ SVR CV60:	52,119,882 VND/ton
+ SVR 3L:	52,122,928 VND/ton
+ SVR 5:	48,049,580 VND/ton

Notably, in 2025, the Company successfully sold consignments meeting EUDR standards for export to the European market, thereby enhancing product value and brand reputation and laying the foundation for sustainable expansion of export markets in the coming period.

4. Production and business activities and off-enterprise investments

In 2025, the Company did not make any additional capital contributions to domestic or overseas investment projects. The total accumulated investment capital in affiliated companies as of the end of 2025 amounted to **VND 667,387 million**, including:

Company Name	Contributed Capital Amount (Million VND)
Ba Ria – Kampong Thom Rubber Joint Stock Company (Cambodia)	342,886
Viet Lao Rubber Joint Stock Company	102,998
Lai Chau Rubber Joint Stock Company	111,014
Yen Bai Rubber Joint Stock Company	35,958
Lai Chau II Rubber Joint Stock Company	59,198
Long Khanh Industrial Zone Joint Stock Company	15,333
Total	667,387

Currently, there are 3 joint venture and associated companies with effective production and business investment for many consecutive years, with cumulative dividends distributed since contributing capital up to December 31, 2025 totaling: VND 363.576 billion (Ba Ria – Kampong Thom Rubber Joint Stock Company VND 178.113 billion; Long Khanh Industrial Zone Joint Stock Company VND 52.288 billion; Viet Lao Rubber Joint Stock Company VND 79.592 billion).

5. Application of information technology and digital transformation

The application of information technology and digital transformation has been identified as a key and ongoing task in the Company's operations in the current period.

In recent times, the Company has focused on implementing various solutions to promote the application of information technology and digital transformation in management and administration, thereby contributing to continuous improvements in the quality of administrative reform.

Recognizing digital transformation as a critical breakthrough, the Company has applied digital technologies in production management and operations. Currently, in addition to using the Group's Document Management System, the Company has also implemented the Base document management software to enhance operational and

management efficiency and to synchronously deploy document and workflow management systems. Administrative documents are processed and circulated via electronic networks; digital signatures and electronic document transmission and receipt are regularly applied, ensuring speed and accuracy.

In parallel, the Company has placed strong emphasis on improving digital skills for officers and employees. The workforce has proactively and effectively utilized digital platforms in management and operations. As a result of these efforts, the quality of administrative procedure processing at the Company has been continuously improved; dossier processing time has been shortened; and the level of task completion has increased significantly.

6. Social welfare activities

Implementing the Company's policy on social activities, all officers and employees actively participated in social welfare initiatives, with a total contribution of VND 552,000,000, specifically:

Donations to support communities affected by natural disasters and floods: VND 325,700,000.

Contributions to the Disaster Prevention and Control Fund: VND 177,175,000.

Contributions to the Social Welfare Fund of Chau Duc Commune: VND 50,000,000.

II. Key production and business targets for 2026

1. Chỉ tiêu khối lượng

1. Volume targets

- Harvesting Output	:	8,800 tons
- Processing	:	11,800 tons
- Sales (including purchasing)	:	9,800 tons

2. Value Targets

- Total Revenue	:	VND 727.69 Billion
- Total expenses	:	VND 498.362 Billion
- Profit before tax	:	VND 229.328 Billion
- Payment to the State budget	:	VND 102.122 Billion
- Expected dividend payout	:	8%

3. Investment Targets

- Total investment capital requirement	:	VND 120.616 Billion
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Respectfully reported to the Company's 2026 Extraordinary General Meeting of Shareholders./.

**DEPUTY GENERAL DIRECTOR
IN CHARGE OF OPERATIONS**

Recipient:

- As above;
- BOD; BOS, BOM;
- Company Shareholders;
- Archive: AD, Office.

No.:/TTr-HDQTCSBR

Ho Chi Minh City, , 20262026

Draft

PROPOSAL

Regarding the amendment and supplementation of the Company Charter

To: The Extraordinary General Meeting of Shareholders 2026.

Based on Circular 116/2020/TT-BTC dated 31/12/2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government detailing the implementation of a number of Articles of the Law on Securities;

Based on the Charter on Organization and Operation of Ba Ria Rubber Joint Stock Company.

Pursuant to Document No. 965/HĐQTCSVN-TCKT dated 12 December 2025 of the Board of Directors of the Vietnam Rubber Industry Group regarding the agreement on the voting contents at the Extraordinary General Meeting of Shareholders in 2025 of Ba Ria Rubber Joint Stock Company.

In order to comply with the provisions of the Law on Securities and the actual situation in the process of production and business, the Board of Directors respectfully submits to the Extraordinary General Meeting of Shareholders for consideration and approval of the amendment and supplementation of a number of articles in the Company Charter issued in 2025, with the detailed changes as follows:

Current Charter	Amended and Supplemented Charter	Reason
Article 3. Legal Representatives of the Company 1. The Company has 02 (two) legal representatives, including: - Chairman of the Company's Board of Directors. - General Director of the Company.	Article 3. Legal Representatives of the Company 1. The Company has 02 (two) legal representatives, including: - Chairman of the Company's Board of Directors. - The Company's General Director or the Deputy General Director in charge of operations	To be consistent with the Company's current circumstances

Current Charter	Amended and Supplemented Charter	Reason
	<i>(in case the Company has not yet appointed a General Director, the Deputy General Director in charge of operations shall be the legal representative of the Company).</i>	
<p>Article 60. Effective Date</p> <p>1. This Charter, consisting of 21 chapters and 60 articles, was unanimously supplemented and approved by the 2025 Annual General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company on June 27, 2025 at Ba Ria Rubber Joint Stock Company (Binh Ba commune, Chau Duc district, Ba Ria – Vung Tau province) and the full text of this Charter was jointly accepted as effective.</p>	<p>Article 60. Effective Date</p> <p>1. This Charter, consisting of 21 chapters and 60 articles, was unanimously supplemented and approved by the 2025 Annual General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company on [Day] [Month], 2026 at Ba Ria Rubber Joint Stock Company (National Highway 56, Duc Trung Hamlet, Ngai Giao Commune, Ho Chi Minh City) and the full text of this Charter was jointly accepted as effective.</p>	<p>Change the effective date to the date of the 2025 Extraordinary General Meeting of Shareholders.</p>

Respectfully submitted.

Recipient:

- As above;
- BOM, BOS “for information”;
- Secretary of the BOD “for monitoring”;
- File: Admin, In charge of management.

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

No.:/TTr-HDQTCSBR

Ho Chi Minh City, date month year 20262026

Draft

PROPOSAL

Re: Approval of dismissal from the positions of Member of the Board of Directors and personnel for electing additional Members of the Board of Directors for the term 2021-2026

To: The Extraordinary General Meeting of Shareholders 2026.

Pursuant to the Law on Enterprises dated 17/6/2020;

Pursuant to the Law on Securities dated 26/11/2019;

Pursuant to relevant legal documents;

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

Considering the Resignation Letter from Mr. Tran Khac Chung, Member of the Board of Directors of Ba Ria Rubber Joint Stock Company.

Pursuant to Resolution No. .../NQ-HDQTCSBR dated January 2026 on the approval of certain matters for convening the Extraordinary General Meeting of Shareholders in 2026.

The Board of Directors of Ba Ria Rubber Joint Stock Company hereby submits to the General Meeting of Shareholders for approval the dismissal from the positions of Members of the Board of Directors and the personnel for electing additional Members of the Board of Directors for the term 2021-2026, specifically as follows:

1. Dismissal of Board of Directors members

The current number of Board of Directors members is: 05 members

- | | |
|----------------------------|--|
| - Ms. Pham Hai Duong | – Chairman of the Board |
| - Ms. Tran Khac Chung | – Member (Received Resignation Letter) |
| - Mr. Pham Van Khien | – Member |
| - Ms. Nguyen Thi Thuy Hang | – Member |
| - Mr. Phung The Minh | – Independent Member |

The Board of Directors of Ba Ria Rubber Joint Stock Company hereby submits to the General Meeting for approval the dismissal from the positions of Member of the Board of Directors for Mr. Tran Khac Chung.

2. Electing additional Board of Directors members

a) Based on the Resignation Letter of Mr. Tran Khac Chung, the Board of Directors proposes that the General Meeting of Shareholders decides to proceed with electing additional Board of Directors members for the term 2021-2026, including **01** (one) member.

b) List of candidates:

Pursuant to current legal regulations, the Charter of Ba Ria Rubber Joint Stock Company, the Notice on nomination and candidacy for Board of Directors members, and the results of receiving applications from nominated/candidate members as of the current time, the Board of Directors hereby submits to the Extraordinary General Meeting of Shareholders 2026 the list of candidates for the General Meeting to elect Board of Directors members for the term 2021 – 2026, including:

- Mr. Nguyen Thai Binh – Deputy General Director in charge of Operations
Nominated by The Board of Directors

(Attached are the Resumes of the nominated member).

Hereby submitted to the General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company for consideration and decision.

Sincerely submitted./.

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

Recipients:

- As above;
- BOD, BOM, BOS;
- Company Shareholders;
- Archive: Admin, Secretary of the BOD.

BARIA RUBBER JOINT STOCK COMPANY
THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

VOTING BALLOT

CONTENTS PRESENTED AT THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

I. GENERAL INFORMATION

- Full name of shareholder / authorized representative:
- Number of shares owned:
- Number of shares authorized:
- Total number of voting shares:

II. Voting Content

Voting Content	Approve	Disapprove	Abstain
1. Approval of the amendment and supplementation of the Company Charter as proposed by the Board of Directors			
2. Approval of the dismissal of a member of the Board of Directors and the list of nominees for the additional election of members of the Board of Directors for the 2021–2026 term to be conducted by the General Meeting.			

Note :

- Shareholders mark x or √ in the corresponding box according to their opinion

Signature and full name of Shareholder / Representative

**BA RIA RUBBER
JOINT STOCK COMPANY
EXTRAORDINARY GENERAL
MEETING OF SHAREHOLDERS 2026**

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

Draft

No: /NQ-DHDCD

Ho Chi Minh City, February , 2026

RESOLUTION

**On Approving certain contents at the
2026 Extraordinary General Meeting of Shareholders**

2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises dated 17/06/2020;

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

Pursuant to Minutes No. /BB-CSBR dated /02/2026 regarding the 2026 Extraordinary General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company.

RESOLVES:

Article 1. Unanimously approve the following Proposals:

1. Proposal No.: /TTr-HDQTCSBR dated /02/2026 on the amendment and supplement to the Company Charter.

2. Proposal No.: /TTr-HDQTCSBR dated /02/2026 on approving the dismissal of the Members of the Board of Directors and the personnel for electing additional Members of the Board of Directors for the 2021-2026 term.

Article 2. Approval of the results of the additional election of a Member of the Board of Directors for Mr.:

Article 3. This Resolution was approved by the General Meeting of Shareholders of Ba Ria Rubber Joint Stock Company at the annual General Meeting of Shareholders held on 26/02/2026.

Article 4. Members of the Board of Directors, Board of Supervisors, General Director, esteemed shareholders, and relevant organizations and individuals are responsible for implementing this Resolution./.

Recipients:

- *As per article 4*
- State Securities Commission;
- Hanoi Stock Exchange;
- Vietnam Rubber Group;
- BOD, BOS, BOM of the Company;
- Archive: Admin, Secretary of the BOD.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON****Pham Hai Duong**



BA RIA RUBBER JOINT STOCK COMPANY

National Highway 56, Duc Trung Hamlet, Ngai Giao Commune,
Ho Chi Minh City

Tel: (0254) 3881964

E-mail: vanphong@baruco.com.vn - Website: <http://www.baruco.com.vn>

Enterprise Registration Certificate: 3500103432

APPLICATION FOR CANDIDACY MEMBER OF THE BOARD OF DIRECTORS

To: Organizing Committee of the 2025 Annual General Meeting of
Shareholders BaRia Rubber Joint Stock Company

My name is:.....

I am a shareholder (legal representative of: /authorized
representative of a group of shareholders) currently owning (holding): **BRR**
shares of Hoa Binh Rubber Joint Stock Company, accounting for: % of the
total **112,500,000** shares (**BRR**) issued and outstanding on the market by the Company.

After reviewing and comparing the standards and conditions for being a member of the
Board of Directors as stipulated by Law, the Charter, and the Company's regulations, I hereby
submit this application to participate in the election for the Board of Directors of BaRia
Rubber Joint Stock Company for the term 2021-2026.

Documents attached to this application include:

- Application for Board of Directors member candidacy
- Curriculum Vitae certified by the competent authority.
- Nomination Letter (if an organization or group of shareholders nominates the
candidate)
- Confirmation from the Securities Company that the shareholder/group of shareholders
holds at least 5% of the company's shares (if an organization or group of shareholders
nominates the candidate).
- *Certified copies of the following documents :*
 - + Citizen ID Card (or passport if overseas Vietnamese or foreigner).
 - + Certificates of cultural and professional qualifications.
- Power of Attorney (if the candidate is nominated by a group of shareholders)

I hereby commit that the documents in this application file are true and I take legal
responsibility for the accuracy of this file.

If elected, I commit to strictly comply with the provisions of the law and the Charter of Ba Ria Rubber Joint Stock Company.

Sincerely

....., *Datemonth...year 2026*

CANDIDATE

(signature and full name)

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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CURRICULUM VITAE
(For candidates)

Picture 4x6

1. PERSONAL INFORMATION:

Full name	
Gender:	
Date of birth:	
Place of birth:	
Citizen ID/Passport (number, date, place of issue)	
Nationality:	
Ethnicity:	
Permanent address:	
Contact address:	
Contact phone number:	
Education level:	
Current position:	
Positions currently held at other organizations (including Board of Directors positions at other Companies):	

Violations of law:	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Debts to the company:	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Related interests with the company:	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Interests related to the company's related parties(*):	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Conflicts of interest with the company:	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Number of HRC shares owned (according to the list closed on 21/01/2026):	_____ Shares, accounting for _____ % of charter capital	
Of which:		
+ Representative ownership:	_____ Shares, accounting for _____ % of charter capital	
+ Individual ownership	_____ Shares, accounting for _____ % of charter capital	

2. PROFESSIONAL QUALIFICATIONS

Time	School/Training institution	Degree/Certificate

3. WORK HISTORY:

Time period	Workplace	Position

4. RELATED PARTIES:

No.	Full name Citizen ID	Place of issue, date of issue	Address	Ownership ratio

Note:

(*) Stipulated in Point 46 – Article 4 – Securities Law No. 54/2019/QH14

“46. Related person means an individual or organization related to each other in the following cases:

- a) Enterprise and its insiders: public fund, public securities investment company and insiders of such public fund or public securities investment company;
- b) Enterprise and organizations, individuals owning over 10% of the voting shares or contributed capital of such enterprise;
- c) Organizations, individuals who, in relation to other organizations, individuals, directly or indirectly control or are controlled by such organizations, individuals, or are under common control with such organizations, individuals;
- d) Individual and his/her biological father, biological mother, adoptive father, adoptive mother, father-in-law (husband's side), mother-in-law (husband's side), father-in-law (wife's side), mother-in-law (wife's side), wife, husband, biological child, adopted child, daughter-in-law, son-in-law, biological brother, biological sister, biological younger sibling, brother-in-law (sister's husband), brother-in-law (younger sister's husband), sister-in-law (brother's wife), sister-in-law (younger brother's wife);
- đ) Securities investment fund management company and securities investment funds, securities investment companies managed by such securities investment fund management company;
- e) Contractual relationship in which one organization, individual represents the other organization, individual;
- g) Other organizations, individuals are related persons according to the provisions of the Law on Enterprises”.

, Date month year 2026

Declarant's signature, full name