

No. 14 /VTQ

Quang Tri, April 06, 2026

**PUBLICATION OF INFORMATION ON THE ELECTRONIC
INFORMATION PORTAL**

Dear: Hanoi Stock Exchange.

Company: **VIET TRUNG QUANG BINH JOINT STOCK COMPANY**

Head office: Residential Group 3, Nam Trach Commune, Quang Tri Province, Vietnam.

Phone: 0232. 3796 003

Fax: 0232. 3796 060

Person responsible for information disclosure: Mr. **Nguyen Hai Thanh**

Position: Member of the Board of Directors and Deputy Director of the Company

Type of disclosed information:

☐ 24h ☐ 72h ☐ Request ☒ Abnormal ☐ Periodically

Content of disclosed information:

The Viet Trung Quang Binh Joint Stock Company announces information regarding the Annual General Meeting of Shareholders for the year 2026, specifically as follows:

1. Time: At 1:30 PM, Tuesday, April 28, 2026

2. Venue: Meeting hall of the Viet Trung Quang Binh Joint Stock Company headquarters.

3. Conditions for attending the meeting: Must be a shareholder of the Viet Trung Quang Binh Joint Stock Company according to the list as of March 27, 2026.

4. The main content of the meeting, the proxy form for attending the meeting, and the meeting documents are posted on the Company's website at the address: <http://www.viettrungqb.com.vn>

5. This information has been published on the electronic information page of the Viet Trung Quang Binh Joint Stock Company on April 6, 2025, at the link: <http://www.viettrungqb.com.vn>

We commit that the disclosed information above is true and we take full responsibility before the law for the content of the disclosed information./.

Recipients:

- As above;
- Archive: Clerical.

Person responsible for information disclosure



Nguyen Hai Thanh

Quang Tri, April 06, 2026

**INVITATION TO MEETING
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Dear: Valued Shareholders of Viet Trung Quang Binh Joint Stock Company

The Board of Directors of Viet Trung Quang Binh Joint Stock Company respectfully announces and invites valued shareholders to attend the Annual General Meeting of Shareholders 2026 of Viet Trung Quang Binh Joint Stock Company, with the details as follows:

1. Time: At 1:30 PM, Tuesday, April 28, 2026

2. Location: Meeting hall of the Viet Trung Quang Binh Joint Stock Company headquarters - Residential Group 3, Nam Trach Commune, Quang Tri Province, Vietnam.

3. Meeting Agenda: According to the attached program

4. Conditions for Participation: Shareholders who own shares as of March 27, 2026.

5. Confirmation of Attendance at the Meeting:

To ensure the successful organization of the Annual General Meeting, valued shareholders are requested to confirm attendance or authorize attendance (according to the attached form) and send it to the Company via fax, email, or by mail no later than 4:00 PM on April 20, 2026 at the address:

Viet Trung Quang Binh Joint Stock Company

Residential Group 3, Nam Trach Commune, Quang Tri Province, Vietnam.

Phone: 0835.935.777

6. Documents Used at the Meeting:

Documents used at the meeting will be posted on the Company's website starting April 6, 2026 at: <http://www.viettrungqb.com.vn/index.php/vi/>, shareholders are requested to review in advance and bring them for use in the meeting.

7. Identification Papers to Present at the Meeting: Shareholders or authorized persons attending the meeting must bring the following documents: (1) Meeting invitation; (2) ID card/CCCD/HC/Business registration certificate; (3) Proxy form to attend the meeting (if an authorized person attends).

Valued shareholders, please note:

- The authorization can only be made once, and the authorized person cannot delegate to a third party.

- All expenses for accommodation, travel, and other costs are to be borne by the shareholders themselves.

- For any details related to the meeting, please contact:

Viet Trung Quang Binh Joint Stock Company

Residential Group 3, Nam Trach Commune, Quang Tri Province, Vietnam.

Phone: 0835.935.777

Sincerely invited!

**ORGANIZATION REPRESENTATIVE
CHAIRMAN OF THE BOARD OF DIRECTORS**



Phan Van Thanh

DRAFT

Quang Tri, April ..., 2026

**MEETING AGENDA
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
VIET TRUNG QUANG BINH JOINT STOCK COMPANY**

Event time: At 1:00 (PM) on Monday, April ..., 2026

Venue: Viet Trung Quang Binh Joint Stock Company - Residential Group 3,
Nam Trach Commune, Quang Tri Province, Vietnam.

No	TIME	MEETING CONTENT
I	Welcoming Delegates, Shareholders and Opening the meeting	
1	13:00 – 13:30	<ul style="list-style-type: none">- Welcome representatives and shareholders, verify shareholder status - register to attend the meeting- Distribute meeting documents, voting cards, voting papers- Stabilize the organization to prepare for the General Assembly, raise the flag
II	Opening of the General Assembly	
1	13:30 – 13:45	<ul style="list-style-type: none">- State the reasons, introduce the attending delegates;- Report on the results of the shareholder qualification verification, declare the General Meeting eligible to proceed.
2	13:45 – 14:00	<ul style="list-style-type: none">- Approve the agenda and the Working Regulations of the General Assembly- Introduce and approve the list of the Presidium, the Secretariat- Introduce and approve the list of the Ballot Counting Committee
II	Main content of the Congress	
1	14:00 – 14:45	Presenting reports at the General Meeting <ul style="list-style-type: none">- Report on business performance in 2025 and plan for 2026;- Report on the activities of the Board of Directors in 2025 and plan for 2026;- Report on the activities of the Supervisory Board in 2025 and plan for 2026.
2	14:45 – 15:30	Presentations at the General Meeting <ul style="list-style-type: none">- Proposal for profit distribution in 2025 and plan for 2026;- Proposal for approval of the audited financial statements for 2025;- Proposal for selecting an audit firm for the 2026 financial statements;- Proposal for amending the Company's Charter;- Proposal for approving remuneration for non-executive members of the Board of Directors and Supervisory Board in 2025 and plan for 2026.

3	15:30 – 16:45	<ul style="list-style-type: none"> - Discuss and vote on the reports and proposals presented at the General Meeting; - The Supervisory Board reports the results of the vote on the reports and proposals at the General Meeting.
IV	Through the Minutes, the Resolution, and the closing of the Congress	
1	16:45 – 17:00	<ul style="list-style-type: none"> - Read and vote to approve the Minutes of the Conference and the Resolution; - Declare the conference adjourned.

ORGANIZING CONGRESS

DRAFT

Quang Tri, April 28, 2026

**WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
VIET TRUNG QUANG BINH JOINT STOCK COMPANY**

According to the charter for organizing and operating Viet Trung Quang Binh Joint Stock Company, to facilitate the organization and conduct of the Annual General Meeting of Shareholders (AGM) in 2026, and to guide shareholders participating in the meeting and exercising their voting rights directly or through authorized representatives, the Board of Directors of Viet Trung Quang Binh Joint Stock Company (BOD) respectfully submits for approval at the meeting the working regulations for the annual shareholder meeting in 2026 as follows:

I. ORDER OF THE MEETING

1. Shareholders/Authorized representatives attending the meeting should wear formal and polite attire, present all necessary personal identification, the invitation letter, and other documents as specified in the meeting notice at the reception desk.
2. Upon entering the meeting hall, attendees must comply with the seating arrangements set by the organizing committee.
3. No private conversations, no smoking, and no mobile phone usage are allowed during the meeting. All mobile phones must be turned off or set to silent mode.
4. Shareholders/Authorized representatives are responsible for attending the AGM from the start until its conclusion. If a shareholder/authorized representative must leave the meeting before it ends for any reason, they must contact the organizing committee. If a shareholder/authorized representative leaves the meeting before it concludes without notifying the organizing committee, it will be considered as their agreement with all matters to be voted on at the meeting.

II. VOTING ON ISSUES AT THE MEETING

1. Principles:

- All issues requiring a vote on the meeting agenda must be approved by direct voting at the meeting. Each shareholder will be issued a Voting Card and Voting Slip from Viet Trung Quang Binh Joint Stock Company.
- The Voting Card (printed on blue paper) and Voting Slip (printed on white paper) are issued by the Company, stamped, and delivered directly to shareholders/authorized representatives after they complete the registration process to attend the meeting. The Voting Card and Voting Slip clearly indicate the

shareholder's/authorized representative's full name, shareholder code, and total number of votes assigned to that shareholder/authorized representative.

2. Voting methods:

- Shareholders/Authorized representatives vote (agree/disagree/no opinion) on an issue by directly raising the Voting Card at the meeting while marking “X” or “✓” on the Voting Slip (through the content of the Reports and Proposals at the meeting) under the guidance of the Chairperson of the meeting;

- Shareholders must sign and write their full names on the Voting Slip;

- Invalid Voting Slips include:

- + Voting Slips not issued by the Organizing Committee of the meeting;

- + Voting Slips that have been erased, corrected, or altered (in cases of errors, a new slip must be obtained, and the old slip must be canceled) where the voting content cannot be determined. When supplementary content is provided, the correct order number of the issue to be voted on must be indicated, and no additional content should be written other than what is required by the Organizing Committee;

- + Voting Slips that select more than one opinion on an issue (this will be handled by disregarding the opinions of the shareholder on the voted issue)

- + Voting Slips lacking the signature of the Shareholder/Authorized representative.

- Immediately after completing the voting on the contents presented at the meeting, the vote counting committee will collect the Voting Slips from shareholders, conduct the vote counting, and announce the results before all shareholders present at the meeting.

3. Voting regulations:

- Each common share corresponds to one voting right.

- The contents of the General Meeting shall be approved when 51% or more of the total voting shares of shareholders present at the General Meeting in person or through authorized representatives present at the General Meeting approve them.

- Other issues under the authority of the General Meeting of Shareholders may be directly proposed at the Meeting in accordance with legal regulations and approved according to current legal provisions and the organization and operation charter of the Company.

III. SPEECHES AND OPINIONS AT THE MEETING

- Shareholders attending the Meeting will express their opinions by writing them down on paper and handing them to the organizing committee. The organizing committee will be responsible for submitting them to the Presidium.

- Shareholders should speak concisely and focus on the key issues that need to

be discussed, in line with the agenda approved for the Meeting. The Presidium will address the shareholders' questions directly at the Meeting and related to the issues presented in the General Shareholders' Meeting Agenda.

IV. RIGHTS AND RESPONSIBILITIES OF THE PRESIDIUM

- Conduct the Meeting in accordance with the approved agenda and the regulations that have been approved by the Meeting. The Presidium works on the principle of democratic centralism and decides by majority.

- Guide the Meeting to discuss, seek voting opinions on issues within the agenda of the Meeting and related matters throughout the process of the Meeting.

- The Presidium has the right to carry out necessary measures to conduct the meeting reasonably, orderly, in accordance with the approved agenda and reflect the wishes of the majority of the participants.

- The Presidium has the right to:

- + Request all participants to comply with security checks or other security measures;

- + Request the competent authority to maintain order in the meeting; require those who do not comply with the Presidium's authority, intentionally disrupt order, hinder the normal progress of the meeting, or do not comply with security check requirements to leave the General Shareholders' Meeting.

- The Presidium has the right to postpone the General Shareholders' Meeting that has enough registered participants according to regulations to another time or change the meeting location in the following cases:

- + The meeting location does not have enough convenient seating for all participants;

- + There are participants who behave disruptively, causing disorder; there is a risk of the meeting not being conducted fairly and legally. The maximum postponement time is no more than 03 (three) days from the intended opening date of the meeting;

- + Resolve other arising issues throughout the organization of the Meeting.

V. RESPONSIBILITIES OF THE SECRETARY OF THE MEETING

- Fully and accurately record all developments of the Meeting and the issues approved or noted by shareholders at the Meeting;

- Draft the Minutes of the Meeting and the Resolutions on the issues that have been approved at the Meeting;

- Timely inform the Presidium of issues arising beyond the scope of resolution.

VI. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE

Determine the voting results of shareholders on the issues approved at the Meeting.

VII. MINUTES AND RESOLUTIONS OF THE GENERAL SHAREHOLDERS' MEETING

All contents of the General Shareholders' Meeting must be recorded by the Secretariat in the Minutes of the General Shareholders' Meeting, the Minutes and Resolutions of the General Shareholders' Meeting must be read and approved before the Meeting is adjourned and published on the Company's website.

This is the entire Working Regulation of the Annual General Meeting of Shareholders for 2026 of the Company. This regulation takes effect immediately after being voted on by the General Meeting of Shareholders of the Company.

Respectfully submitted for the Meeting's approval./

**ORGANIZATION REPRESENTATIVE
CHAIRMAN OF THE BOARD OF DIRECTORS**

Phan Van Thanh

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

....., April, 2026

CONFIRMATION OF ATTENDANCE
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
VIET TRUNG QUANG BINH JOINT STOCK COMPANY

Dear: The organizing committee of the annual general meeting of shareholders 2026
Viet Trung Quang Binh Joint Stock Company

Shareholder name:

ID/Business Registration Number:.....issued on..... at

Permanent address/Head office:

Representative:

ID of the representative:.....issued onat.....

Phone number:.....Fax number:

I confirm my attendance at the annual general meeting of shareholders 2026 of Viet
Trung Quang Binh Joint Stock Company held on April 28, 2026, with:

Number of voting shares:.....shares.

(In words:)

Among them:

• Number of shares owned: shares.

• Number of shares authorized: shares.

(Attached herewith: Power of attorney).

I commit to comply with the regulations of the meeting.

SHAREHOLDER

(Signature, full name, and seal (if any))

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

....., April, 2026

POWER OF ATTORNEY
TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
VIET TRUNG QUANG BINH JOINT STOCK COMPANY

Dear: The organizing committee of the annual general meeting of shareholders 2026
Viet Trung Quang Binh Joint Stock Company

1. Principal

- Name of shareholder (individual/organization):
- ID card/Passport/Business registration certificate number:
- Issued onat.....
- Address:
- Phone:Fax/Email:.....
- Total number of shares owned: shares
(In words:)
- Representative (in case the shareholder is an organization):
- ID card/Passport number:
- .issued on at
- Phone number

2. Attorney

- Name of individual/organization:
- ID card/Passport number:.....
- issued onat.....
- Address:.....
- Phone.....Email.....

3. Content of Power of Attorney

The attorney has the right to attend, vote and elect at the Annual General Meeting of Shareholders in 2026 of Viet Trung Quang Binh Joint Stock Company as a shareholder representing shares that I/we currently own.

4. Duration of Power of Attorney

This power of attorney is effective from the date of signing until the end of the Annual General Meeting of Shareholders in 2026 of Viet Trung Quang Binh Joint Stock Company.

We take full responsibility for this authorization and commit to strictly comply with the current legal regulations.

Attorney

(Sign and write clearly name, stamp if any)

Principal

(Sign and write clearly name, stamp if any)

DRAFT

BASIC REPORT

Summary of business production results in 2025

Plan for business production in 2026

(Report at the 2026 Annual General Shareholders' Meeting)

Part I

BUSINESS PRODUCTION RESULTS FOR 2025

I. SITUATION OVERVIEW

In 2025, the Company faced numerous challenges: a complex and volatile macroeconomic landscape, high inflation, severe climate change (localized heatwaves, prolonged rain), and an unprecedented strange disease affecting its rubber plantations, all of which directly impacted production and business activities.

However, under the leadership of the Party Committee and the Board of Directors, the Company's leadership team has united, focused, and decisively led and directed; it has developed specific programs, plans, objectives, and tasks to implement the resolutions of the General Meeting of Shareholders and the Board of Directors in a suitable and feasible manner given the company's actual conditions and situation (focusing on solutions to boost production and business, improve human resource quality; establish company operating regulations; promote the application of science and technology in production and business; enhance market access and expansion capabilities; actively invest in renovating machinery and equipment in production, digital transformation; innovate and create in leadership methods, resolve difficulties and obstacles, determined to fulfill assigned political tasks, and strive to achieve the targets and tasks set forth in the 2025 General Meeting of Shareholders' Resolution).

Specifically, this is reflected in the following aspects:

II. PRODUCTION AND BUSINESS RESULTS

1. Rubber latex exploitation and processing

- The total dry latex output produced was 1,220.3 tons, achieving 78.1% of the adjusted annual plan, and 72.3% compared to the same period in 2024 (a decrease of 465.88 tons). The Company's tapping days reached 249 days, 48 days lower than in 2024 (297 days).

- Among the 07 exploitation units, 04 units exceeded the Company's average; 02 units met the average, and 01 unit did not meet the Company's average.

- The latex processing plant has focused on leading and directing both production and site handover for the construction of a new technology drying oven, and has completed the transfer of new technology to operation from August 2025, producing good quality products that meet market requirements and save fuel as designed.

2. Wood processing industry

Due to the impact of the global situation, the wood production market faced difficulties, and at times during the first months of the year, production had to be maintained at a moderate level. However, in the last months of the year, the market heated up, and the Factory received many orders and customers. Although the time was short, the Factory made outstanding efforts, actively working overtime and extra shifts to boost production and meet delivery deadlines for customers. Therefore, 2025 also achieved positive results:

2.1. Wood production industry:

- Revenue reached 14.74 billion, achieving 98.26% of the adjusted plan;
- Profit: 64.27 million VND.
- Fully fulfilled State Budget obligations and policy regimes for employees during the year;
- Average income of employees reached nearly 6 million VND/person/month;
- Environmental, occupational safety and health, and fire prevention and control work during the year were ensured.

2.2. Wood chip project:

Due to incomplete input conditions and the Company's certification procedures, the output volume at the beginning of the year was affected. During the year, the volume of wood chips (DMT) reached 10,415.14 (BDTM), achieving 86.79% of the annual plan (113.23% compared to 2024); revenue was 35.87 billion VND, achieving 103.08% of the annual plan; profit exceeded 71.67 million VND.

3. Planting and caring for KTCB rubber and other short-term crops

- Continue to maintain and care for 335.96 ha of KTCB rubber, ensuring proper procedures and quality: including 56.91 ha planted from 2015-2018; 279.05 ha (2022-2025). The number of missing trees during the year was 4,504 (mainly due to disease).

- New rubber planting: Due to difficulties with seed sources during the year, new planting was not carried out according to the plan, only 27.28 ha were planted at the beginning of the season in January and February.

- Acacia and melaleuca plantation: Manage and care for 82.54 ha of acacia and melaleuca planted from 2020 to 2024 for good development. In 2025 and early 2026, plant an additional 280.0 ha.

- In addition, some areas transferred from TAMICO for rubber planting, the Company has initially planted short-term crops (melon, cassava) effectively and is currently focusing on planting acacia and melaleuca to cover the entire area.

4. For joint venture and association projects

- Hoa Phat cattle farming joint venture project: From late 2024 until now, the Company has reorganized, innovated production, and achieved relatively stable operations. In 2025, despite continued market difficulties, it initially made a profit of over 10 billion VND (of which the Company's share of profit, based on capital contribution ratio, will offset losses from previous years).

- Regarding the short-term crop cultivation joint venture project with TAMICO Company, it has been dissolved, but there is still outstanding debt with the Company.

5. Business results

- Total revenue of the entire Company: 111.2 billion VND (achieving 96.17% of the Plan) and equal to 91.38% of 2024 revenue.

- Profit: from the Company's main production and business activities was 6.35 billion VND, achieving 158.7% of the annual plan (achieving 162% compared to 2024).

- State budget contribution: 5.9 billion VND, achieving 100% of the incurred amount. However, compared to the assigned plan of 8.36 billion VND, it reached 70.12%, mainly due to the implementation of the Party and State's policies on exemption and reduction of agricultural land rent during the year, so the Company was able to offset this tax.

- Fully and promptly implemented policies for employees. The total amount of social insurance paid during the year was 10.5 billion VND, achieving 100.57% of the plan. All policies for employees were fully paid during the year.

6. Capital construction investment

- Investment in new planting for rubber tree gardens at the beginning of 2025 with an area of 27.28 ha (2-tier seedling variety) and care for rubber tree gardens planted in 2022, 2023, 2024; applying organic fertilizer to all commercial rubber tree gardens. Total investment cost nearly 6,42 billion VND.

- Investing in the installation of a new rubber latex drying system using a steam boiler, in accordance with the resolutions of the General Meeting of Shareholders and the Workers' Conference over the past 2 years, is now basically complete and will be put into operation from August 2025 (investment level of 18.47 billion VND).

Overall: the investment during the year was in the right direction, effective, and implemented in accordance with the Resolution of the Board of Directors. All implementation procedures and documents complied with legal regulations.

7. Land Management

The total area managed and used by the Company is 2,218.93 hectares. The Company has been and is currently using the land in accordance with the land use plan. Overall, in 2025, land management at the units was quite strict. However, some units still allowed encroachment and illegal expansion to occur.

During the year, the Company demarcated boundaries and signed boundary agreements for 25 land records of households adjacent to the Company's land; implemented the digging of boundary ditches and erected fences in some reclaimed land areas. Regarding the review and adjustment for new land use right certificates: a contract has been signed with the functional agency to complete the survey of nearly 33 hectares proposed for new certification, and 17.62 hectares of irrigation land. The Company is currently reviewing the areas of land parcels that overlap with those of households.

8. Labor, Employment, and Employee Policies

- Regarding labor: 525 people at the beginning of the period; 522 people at the end of the period (including 324 female workers).

- Employee employment is guaranteed. Employees' lives and incomes are increasingly stable and improving, salaries are paid to employees promptly in

accordance with the Collective Labor Agreement, and all employee policies are well and fully implemented. The average income of employees: 6.4 million VND/person/month, achieving 101.43%.

- In addition, the Company also focuses on and implements monthly allowances for workers directly involved in latex tapping and processing; meal allowances at the Wood Branch, etc.

- Full provision of personal protective equipment and regular health check-ups for employees.

9. Implementation of National Defense - Security Tasks

National defense and security work has been consolidated and maintained, effectively fulfilling national defense and security tasks within the Enterprise according to the Party Committee's resolution on national defense and security; Building, consolidating, and organizing self-defense forces to successfully complete the self-defense training program, ready for combat mobility in case of situations during the year, assessed as satisfactory by the Cluster military agency; Self-defense forces are appropriately and efficiently arranged and streamlined. The Company has coordinated with local authorities to effectively resolve land issues and maintain security and order in the area. Successfully implemented fire prevention and fighting, rescue, and relief plans, etc.

10. Implementation of Grassroots Democracy Regulations

The Company has always focused on and paid attention to the implementation of Grassroots Democracy Regulations (GDR) in its leadership and direction. The Company has institutionalized the implementation of GDR, linking it with the Working Regulations, Financial Regulations, Internal Spending Regulations, public asset management and utilization regulations, and other regulations related to the Company's operations. It has organized preliminary and final review conferences for employees from the unit level to the Company level; organized annual general meetings of shareholders; maintained regular meetings and dialogues with workers, and weekly public reception sessions. It has always focused on implementing programs for practicing thrift, combating waste, and preventing corruption.

11. Emulation, Commendation, and Social Charity Work

The company organized 03 emulation campaigns with preliminary and final reviews, and commendations. 08 teams and over 280 individuals exceeded the set targets: As a result of the 2025 emulation and commendation, the company recognized and awarded Certificates of Merit to 05 Excellent Labor Teams; 06 teams achieved the title of Advanced Labor Team; 70 individuals achieved the title of Grassroots Emulation Fighter, and 257 individuals achieved the title of Advanced Laborer. The total amount of commendation money was nearly 700 million VND.

The company is proposing that the Chairman of the Provincial People's Committee recognize and commend 03 teams and 10 individuals who achieved the title of Excellent Laborer in 2025.

In addition, this year, the Company's Trade Union was awarded a Certificate of Merit by the Labor Federation for outstanding achievements in caring for the lives and effectively realizing the benefits of its members and employees; 01 worker was awarded a Certificate of Merit by the General Confederation of Labor, and 01 worker

was awarded a Certificate of Merit by the Provincial Women's Union as an outstanding direct female worker in the 2020 – 2025 period. Notably, 01 direct production worker was commended and honored to attend the Quang Tri Provincial Patriotic Emulation Congress and the National Patriotic Emulation Congress.

Successfully organized the 65th Anniversary of the Company's establishment.

In addition to business production activities, despite the company still facing difficulties, it has always focused on and actively participated in contributing to humanitarian charity and social welfare activities such as: Fund for the Poor; Gratitude Fund; Fund for Children and People with Disabilities; Red Cross Fund; Provincial Disaster Prevention Fund; Support for Central Vietnam flood victims; Support for the people of Cuba... with a total amount of over 500 million VND.

12. Regarding enterprise restructuring, innovation, and personnel work

Throughout the year, the Company continued to focus on corporate restructuring and innovation, such as finalizing the plan for arranging and handling public assets according to Government Decree 118; implementing the reasonable rearrangement of labor in production units, in line with labor norms, ensuring regular employment and stable income for employees.

Personnel work is always emphasized, from leading the implementation of innovation to streamlining and reorganizing the organizational structure to be lean, effective, and efficient. In particular, the Company has strongly implemented digital transformation within the enterprise, which is gradually bringing high efficiency to its management and operational work.

III. GENERAL ASSESSMENT

In 2025, despite facing many difficulties, under the leadership of the Party Committee, the Board of Directors, and the management of the Company's Executive Board, the Company gradually overcame challenges, maintaining stable and developing production and business operations. Revenue was good, business was profitable, capital was preserved, state budget obligations were fulfilled, employment and welfare policies for employees were ensured, national defense and security tasks were well executed, public order and safety were maintained, and fire prevention and environmental protection were emphasized, achieving good results. These achievements demonstrate the extraordinary efforts of all employees and workers throughout the Company, who have shown determination, unity, solidarity, creativity, and upheld the 65-year tradition of the Company's establishment and development to achieve today's success.

Alongside the achievements, we must also frankly and seriously acknowledge our existing shortcomings and limitations to promptly address them, which are:

- The leadership and direction of the Executive Board and leaders at all levels (from departments to affiliated units), despite making great efforts and striving in their work, and proposing many effective and timely orientations and solutions. However, the leadership, direction, and formulation of policies and solutions adapted to the actual situation were sometimes not flexible enough and lacked timeliness. Some of the Company's annual targets and plans were not met (3 out of 12 initial targets and plans were not met, including rubber latex output, wood industry production output, and new rubber replanting); some departments and units did not

achieve high efficiency in performing their political tasks; and work processing was sometimes slow, leading to a lack of timeliness and consequently, lower work efficiency.

- In general, the Company's land management has been ensured, with stricter management and more decisive handling. However, a small number of affiliated units still have loose and inadequate land management. Encroachment, re-encroachment, and expansion still occur and have not been completely prevented from the outset; the grasping, updating, reporting, and on-site handling have not been timely and resolute enough.

- The majority of workers are dedicated, enthusiastic, responsible in their work, and always strive to complete assigned tasks. However, a small number of workers still have low sense of responsibility.

Part II

DIRECTIONS FOR TASKS IN 2026

I. SOME KEY TARGETS AND TASKS FOR 2026

1. Rubber latex exploitation and processing: strive to achieve 1,800 – 1,850 tons of commercial dry latex.

2. Invest in good care for the existing 335.96 ha of rubber trees in the basic construction phase.

3. Continue to invest in good care and initial harvesting of various experimental and trial plantations currently underway (Keo mango; Melaleuca, etc.) and summarize and replicate successful models. At the same time, research and pilot intercropping under these trees and newly planted rubber trees (short-term crops, medicinal plants, etc.) to increase efficiency per unit of land; for rocky hills, high hills, and nutrient-poor areas, focus on planting Melaleuca to supply raw materials for the wood factory.

4. For the wood processing industry:

- Produce 1,500 - 1,600 m³ of raw wood and 650 - 700 m³ of refined wood.

- Total revenue to reach 20 billion VND or more.

- Profit to reach 3% or more of the total revenue of the entire factory.

- Fully fulfill state budget obligations, employee welfare policies, and payments to the Company; ensure an average income for employees of 7 million VND/person/month or more; perform well in fire prevention and fighting, environmental protection, occupational safety and health, etc.

5. For projects:

- Wood chip grinding project: Continue to invest in completion (machinery and equipment, management, related project documents, etc.) to ensure high efficiency and compliance with legal regulations. At the same time, establish mechanisms to attract raw material input for wood chip grinding. Strive for the entire project to produce 12,000 tons (BDTM) of dry wood chips or more, revenue over 40 billion VND, and profit over 1.5 billion VND or more within the year.

- Hoa Phat cattle farming joint venture project: The two parties will continue to coordinate closely, effectively address shortcomings, and create all conditions for Hoa Phat Quang Binh Livestock Co., Ltd. to stabilize production and business effectively, and strive for good profits this year.

6. Regarding the Company's business activities:

- Total Company revenue strives to exceed 130 billion VND. Of which:
 - + Revenue from rubber latex: 70 - 75 billion VND
 - + Revenue from the wood production industry: 20 billion VND
 - + Revenue from wood chip grinding: 40 billion VND
 - + Revenue from initial harvest of Keo mango products: >100 million VND
 - + Revenue from financial activities and other revenues: 04 - 05 billion VND.
- Profit: strive for a profit of 07 billion VND or more.
- Fully fulfill state budget obligations exceeding 8.6 billion VND.
- Fully pay all arising employee welfare policies (social insurance, health insurance, unemployment insurance) exceeding 11 billion VND within the year.

7. Ensure sufficient employment and income for employees. Strive for income growth of 10% or more (average over 7.2 million VND/person/month). Recruit an additional 15 - 20 latex tapping workers to replace retirees and fully utilize the newly exploited rubber plantation area.

8. Perform well in national defense and security tasks; self-defense training; fire prevention and fighting, disaster prevention and control - search and rescue, and environmental protection; land management, etc.

9. Effectively implement the Grassroots Democracy Regulation; build "Corporate Culture"; focus on performing well in social welfare, humanitarian and charitable work, etc.

10. Regarding Capital Construction Investment: Focus on some key contents:

- Complete acceptance, settlement, and audit documents for the latex drying oven system.
- Focus on planting Melaleuca to cover all rocky hills, steep slopes, and current vacant lands... to serve as raw material for wood production and wood chip grinding.
- Invest in one round of chemical fertilization for rubber trees in the basic construction phase (in selected areas).
- Invest in repairing some degraded offices and workplaces of units and some internal road sections to serve production.

11. Some other tasks:

- Propagate, mobilize, and implement reasonable policies for households exploiting rubber latex to sell their latex products (liquid latex, salvaged latex) to the Company to increase production output.
- Organize and effectively implement the remaining land improvement project. Simultaneously, plant short-term crops on the land that has been rehabilitated according to the approved project.

- Focus on completing procedures for the sale of public assets (Phu Quy Store) as approved by the Provincial People's Committee.
- Work with the province and relevant departments and agencies regarding the Company's land use planning for project implementation.
- Effectively apply digital technology and digital transformation to the Company's management and administration (*human resource management, work management, etc*).
- Research and implement the development of FSC FM Certification (Forest Management Certification) and FSC CoC Certification (*Chain of Custody Certification for wood and wood chip processing plants*).

II. SOME KEY SOLUTIONS

1. Regularly carry out good political and ideological education for workers. Focus on propagating and mobilizing workers to be enthusiastic and active in production, uphold a sense of responsibility in their work, work productively and efficiently, striving to complete and exceed the assigned plan tasks.

2. Enhance the responsibility of leaders from the Company to departments and units in their assigned work, linking performance targets with cadre quality assessment, and linking performance results with salary and bonus schemes for specific positions. Resolutely and strictly handle leaders and deputy leaders who commit violations in organizational management or dismiss them if their task completion is not high, or if their unit or department loses solidarity.

3. Strengthen two-level management. Unit leaders must stick to their units, stick to production, take advantage of the weather to ensure the highest possible tapping frequency and tapping days. Be proactive and flexible in organizing production and in operating the unit, without relying on others or being dependent. Comply with the directives of professional departments. The Company's Board of Directors and Company departments must regularly strengthen management, supervision, and inspection of units' implementation, and at the same time, take appropriate measures to help units overcome difficulties promptly, promote production and business, so that 100% of affiliated units complete and exceed the assigned plan.

4. Ensure democracy, fairness, and objectivity in units in assigning and implementing contracts, in labor remuneration and wages for employees, but always ensure compliance with the Company's revenue and cost targets and ensure compliance with State-regulated salary regimes. Practice maximum cost savings.

5. Improve the material life of employees. Ensure regular employment and stable income for employees. At the same time, effectively resolve policy regimes for employees. All leaders from the Company to the units must always implement the motto: "Take employees as the center, determined to build a more stable, developed, and sustainable Company."

6. Creatively apply achievements and results drawn from practical experience to production. Apply new scientific and technical advances, digital transformation to production, regularly launch initiatives, scientific and technical improvement movements, and patriotic emulation movements in production and business to improve productivity, quality, and efficiency in each industry and field. Focus on

preliminary and final reviews, timely commendation, linking the development of advanced models among workers, and proposing to superiors to commend collectives and individuals with achievements worthy of their contributions.

7. For the wood production and business sector: continue to innovate the organization of production and business, expand industries on the spirit of self-reliance, proactiveness, with strict supervision regulations. Actively seek new markets and customers, maintain and improve product quality, reasonably reduce input costs, and be determined to operate profitably. Gradually and actively seek joint ventures and partnerships with partners to ensure the factory can directly export its products to maximize revenue and profit.

8. Strengthen strict management of the Company's assets and land. Continue to work with the surveying and cadastral agencies of the Department of Natural Resources and Environment to complete the review and adjustment of cadastral maps and issue Land Use Right Certificates for land areas that have not yet been granted certificates or are overlapping with households and passing projects.

9. Continue to organize learning and effectively implement the Grassroots Democracy Regulation according to Law No. 10/2022/QH15 dated December 10, 2022, of the National Assembly. Pay attention to and focus on humanitarian charity work and social welfare.

10. Promote Security - National Defense work, maintain political and economic security, and enterprise safety. Build a strong self-defense and protection force for the Company. Effectively implement plans for disease prevention and control, fire prevention and fighting, flood and storm prevention and control, and search and rescue, to prevent fires from causing damage to Company assets; strengthen the protection of materials, products, assets, environment...

The year 2026 is also predicted to be an extremely difficult year for the Company's production and business activities, but with the enthusiasm, high sense of responsibility, and determination of the leadership team from the Company to the units, all employees, and shareholders throughout the Company, we believe that Viet Trung Quang Binh Joint Stock Company will successfully achieve the planned targets for 2026./.

COMPANY DIRECTOR

Recipient:

- Annual General Meeting of Shareholders 2026;
- Archive: Office.

Duong Chi Binh

DRAFT

REPORT
**ACTIVITIES OF THE BOARD OF DIRECTORS OF THE
COMPANY IN 2025 AND THE OPERATION PLAN FOR 2026**
(Report at the 2026 Annual General Shareholders' Meeting)

The year 2025 concluded with many difficulties and major challenges, such as a complex and volatile macroeconomic environment, high inflation, severe climate change (localized heatwaves, prolonged rain), and an unprecedented strange disease affecting the rubber plantations, all of which directly impacted production and business activities. However, with determination, overcoming difficulties and challenges, and upholding the tradition of solidarity, the collective of employees and workers of Viet Trung Quang Binh Joint Stock Company made efforts and strived in production and business, achieving accomplishments to celebrate important political events in 2025.

The determination of the Board of Directors, the support of partners, and the trust of shareholders and customers created conditions for Viet Trung Quang Binh Joint Stock Company to maintain its growth objectives and sustainable development.

Given the above situation, the Board of Directors would like to report on the results of the Board of Directors' activities in 2025 and the orientation for 2026, as follows:

I. RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

1. Evaluation of the Board of Directors' activities:

In 2025, in accordance with the provisions of the Enterprise Law, the Securities Law, and the Charter of Viet Trung Quang Binh Joint Stock Company, the Company's Board of Directors held 06 Board of Directors meetings.

The meetings focused on resolving key issues related to directing the implementation of the 2025 Annual General Meeting of Shareholders' Resolution; and developing and deploying the 2026 business production plan. The resolutions unanimously adopted by the Board of Directors at these meetings provided important guidance for the Executive Board to organize and complete the Company's 2025 business production plan.

2. Evaluation of the performance of the Board of Directors members in 2025:

2.1. Information about the Board of Directors members:

No	Member of the Board of Directors	Position	Start date/no longer a member of the Board/ Independent Board of Directors	
			Date of appointment	Dismissal date

1	Mr Phan Van Thanh	Chairman of the Board of Directors	25/11/2022	
2	Mr Duong Chi Binh	Member of the Board of Directors and Director	25/11/2022	
3	Mr Nguyen Hai Thanh	Member of the Board of Directors and Deputy Director	25/11/2022	
4	Mr Nguyen Son Phong	Member of the Board of Directors and Deputy Director	12/9/2025	
5	Mr Phan Huu Bang	Member of the Board of Directors and Chief Accountant	25/11/2022	
6	Mr Le Vu Thanh	Member of the Board of Directors	25/11/2022	
7	Mrs Nguyen Thi Hai	Member of the Board of Directors	25/11/2022	
8	Mr Pham Xuan Thanh	Member of the Board of Directors		12/9/2025

2.2. Evaluation of the performance results of the members of the Board of Directors:

In 2025, the Company held an extraordinary General Meeting of Shareholders to consolidate the personnel of the Board of Directors. Accordingly, Mr. Nguyen Son Phong was elected as a member of the Board of Directors for the 2022 – 2027 term, and Mr. Pham Xuan Thanh was dismissed from participating as a member of the Company's Board of Directors due to retirement under state regulations.

During their operation, the members of the Board of Directors actively contributed opinions on matters within the Board's authority with a high sense of responsibility, promoting the leadership capabilities of the Board members, for the benefit of shareholders and the development of the Company.

In addition to fulfilling their general responsibilities for the activities of the Board of Directors, the Board members successfully completed their assigned tasks according to the Board's task allocation, specifically:

- The Chairman of the Board of Directors completed the duties of the Chairman of the Board of Directors in accordance with the Enterprise Law, the Company's Charter, and the Company's Regulations in preparing and implementing the annual work program, assigning tasks among Board members, organizing meetings, soliciting opinions, issuing Resolutions, Decisions, and Notices of the Board of Directors; directing, managing, and supervising the Executive Board in implementing the Board's Resolutions.

- The full-time members of the Board of Directors made positive contributions to the process of improving the Company's internal governance system, and together with the Board of Directors, managed and supervised business operations. The Company's situation continued to maintain stability, and the employment and lives of employees were stable and improved; state budget obligations were fully met; and employee policies and benefits were fully implemented and ensured.

2.3. Results of supervision over the Executive Board:

Over the past year, the Board of Directors has regularly overseen the activities of the Management Board and management officers in carrying out assigned tasks and objectives through periodic meetings held throughout the year. All members of the Management Board possess qualifications, capabilities, and qualities, are fully trained professionally, are knowledgeable in their assigned fields, and have many years of management experience.

- They have focused on leading and directing, implementing many timely solutions to overcome difficulties, ensuring the maintenance of production and business operations, and effectively achieving the "dual goal" of both epidemic prevention and control and maintaining production and business development, ensuring the livelihoods of employees.

- They have directed the strict implementation of the Board of Directors' decisions and effectively deployed key solutions approved by the Board of Directors.

Overall, in 2025, the Company's Management Board has strived to successfully complete all operational tasks of the Company; complied with the management hierarchy in the Charter and the Company's internal regulations; and implemented the policies and orientations of the Board of Directors as stated in the issued Resolutions, in accordance with the Company's regulations and the law.

2.4. Compensation and operating costs of the Board of Directors and Supervisory Board:

The total amount of compensation paid to the non-professional members of the Board of Directors and Supervisory Board of the Company in 2025: 40.8 million VND

II. RESULTS OF THE IMPLEMENTATION OF THE RESOLUTIONS OF THE ANNUAL GENERAL MEETING IN 2025

In 2025, the Board of Directors directed the comprehensive and timely implementation of the contents of the 2025 General Meeting of Shareholders' Resolution, resulting in the following basic indicators:

- Total revenue of the entire Company: 111.2 billion VND (achieving 96.17% of the Plan) and equal to 91.38% of 2024 revenue.

- Profit: from the Company's main production and business activities was 6.35 billion VND, achieving 158.7% of the annual plan (achieving 162% compared to 2024).

- State budget contribution: 5.9 billion VND, achieving 100% of the incurred amount. However, compared to the assigned plan of 8.36 billion VND, it reached 70.12%, mainly due to the implementation of the Party and State's policies on exemption and reduction of agricultural land rent during the year, so the Company was able to offset this tax.

- Fully and promptly implemented policies for employees. The total amount of social insurance paid during the year was 10.5 billion VND, achieving 100.57% of the plan. All policies for employees were fully paid during the year.

III. REPORT ON MANAGEMENT SITUATION FOR 2025

In 2025, in accordance with the provisions of the Enterprise Law, the Securities Law, and the Charter of Viet Trung Quang Binh Joint Stock Company, the Company's Board of Directors focused on leading, directing, and resolving key issues related to the implementation of the General Meeting of Shareholders' Resolution in 2025; and developing and deploying the 2026 business production plan. The resolutions unanimously adopted by the Board of Directors are important orientations that help the Executive Board organize and implement the Company's 2025 business production plan.

During the year, the Company's Board of Directors fully submitted reports on governance and supervised the disclosure of information to the State Securities Commission and the Hanoi Stock Exchange, and simultaneously published them on the Company's website, thereby enhancing transparency in governance activities and allowing shareholders to promptly understand the Company's operational situation.

IV. PLAN OF ACTION OF THE BOARD OF DIRECTORS FOR 2026

1. Key tasks for 2026:

- Focus on and strictly implement the "Corporate Culture" lifestyle. Innovate the style and working methods of the Company's staff. Continue to direct the reorganization of personnel and labor towards a lean and efficient approach.

- Research and innovate business production organization, apply new scientific and technological advancements to production, and at the same time test some new crops suitable for the land and soil, gradually restructuring crop conversion when it brings economic efficiency.

- Direct the organization of the Annual General Meeting of Shareholders in accordance with the provisions of the Enterprise Law and the Company's Charter. At the same time, propose solutions to implement the targets of the business production plan approved by the General Meeting of Shareholders.

- Direct the good implementation of the Resolution of the General Meeting of Shareholders and the Resolutions and decisions of the Board of Directors through periodic meetings. Direct the Company's business production activities to strictly comply with relevant legal regulations.

- Direct the implementation of Information Disclosure in accordance with the provisions of the Securities Law applicable to public companies.

- Continue to implement transparent and lawful corporate governance, ensuring the fulfillment of obligations to the State Budget, and benefits for shareholders and employees.

2. Financial targets for 2026:

- The Company's total revenue strives to exceed 130 billion VND; profit from 07 billion VND or more.

- Fully pay state budget obligations exceeding 8.6 billion VND and employee benefits policies from 11 billion VND within the year.

- Dividend payment: With the profit plan as above, the Company will continue

to compensate for losses from external financial investments, so dividend payments to shareholders will still not be possible in 2026.

In 2026, the Company determines that its business and production situation will still face many difficulties. With clear direction and strategy, strict supervision from the Board of Directors; with the intelligence and experience of the Executive Board and the enthusiasm and unceasing efforts of all employees, the Board of Directors believes that the Company will overcome difficulties to excellently complete the contents of the 2026 Annual General Meeting of Shareholders Resolution, contributing to building a more stable and developed Company.

Above is the Report on 2025 Operating Results and 2026 Operating Plan of the Company's Board of Directors, respectfully submitted to the General Meeting of Shareholders for approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Receiving place:

- Annual General Meeting 2026;
- Save: Office.

Phan Van Thanh

DRAFT

REPORT

**Results of the 2024 activities and the 2025 action plan
of the Company's Supervisory Board**
(Report at the 2026 Annual General Shareholders' Meeting)

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based on the Charter on the organization and operation of Viet Trung Quang Binh Joint Stock Company;

Based on the operational regulations of the Supervisory Board of the Company.

Based on the practical examination and monitoring of the Company's operations, the Supervisory Board respectfully presents to the General Meeting of Shareholders in 2026 the report on the operational results of 2025 and the operational plan for 2026 of the Supervisory Board as follows:

**PART I
RESULTS OF OPERATION IN 2025**

I. BUSINESS RESULTS OF 2025

1. Overall results of the Company

No	Item	Unit of measurement	Implementing in 2024	Implementing in 2025
A	BUSINESS RESULTS			
1	Total revenue, income	VND	122.660.718.839	111.152.936.053
2	Total expenses	VND	118.693.049.602	104.798.616.051
3	Profit before tax	VND	3.967.669.237	6.354.320.002
4	Corporate income tax	VND	0	0
5	Profit after tax	VND	3.967.669.237	6.354.320.002
B	FINANCIAL SITUATION EVALUATION INDICATORS			
1	Profit after tax/revenue ratio	%	3,23	5,72
2	Profit after tax/total assets ratio	%	2,00	2,86
3	Profit after tax/equity ratio	%	3,11	4,75
4	Basic earnings per share	VND/stocks	232	372

2. At the Company's Office

2.1. The rubber industry and other crops:

In 2025, the rubber industry saw positive price developments, however, the Company's rubber output in 2025 was affected by objective conditions due to heavy rainfall and a prolonged defoliation period caused by diseased trees.

2025: Exploitation and processing achieved: 1,219 tons (78% of the annual plan), a decrease of 466 tons compared to 2024. Average selling price achieved: 45.2 million VND/ton (prime rubber); 41.9 million VND/ton (salvaged rubber).

New rubber planting investment in the year was 27.28 ha, due to lack of capital and shortage of seedlings, continued care for existing basic construction rubber areas: 336 ha.

Other crops and other jobs:

+ Other crops: Acacia mangoes are in their first flowering period, not yet harvested.

+ The Company implemented land improvement projects for areas where cultivation was difficult, to create a suitable soil base for planting. By the end of 2025, these land improvement projects will be completed.

+ For hilly areas with dry, barren gravel soil, the Company continued to plant acacia and melaleuca to serve the wood chip grinding project, or sell directly to increase income.

+ For areas awaiting long-term crop investment capital, or rubber areas in their second year, the Company created conditions for workers to borrow land to plant melons and cassava to increase their income, in addition, the Company also increased income from soil fertility compensation.

2.2. The wood industry:

2025 remains a difficult year for the timber industry, despite many efforts, the results only nearly reached break-even. Raw timber reached 901.15 m3, refined timber 436 m3. A sharp decrease compared to 2024.

The company is implementing a wood chip production project, in accordance with the registered business lines in the Company's Charter, located at the Wood Processing factory, in the form of a joint venture with Hieu Dai Phat Co., Ltd. (50/50 capital ratio), to maximize the utilization of available timber waste and local raw materials. Revenue for the year reached: 35.87 billion VND, profit 71.6 million VND. Profit did not meet expectations due to heavy rain during the year, making it difficult to exploit acacia wood, and wood chip production also depended on outdoor weather (the product yard had no roof). However, efforts were still made to achieve break-even and create more jobs for workers.

2.3. Basic investment construction, procurement of materials, price setting for materials and products

In the investment year, some necessary machinery for production at the wood processing factory, hat processing factory, and farming machinery were repaired, and some sections of roads serving production were repaired. Some items at the company headquarters were repaired to celebrate the 65th anniversary of the Company's establishment (Archway, other items)... procedures were carried out from surveying, to design consulting, preparing estimates, approving estimates, and organizing bidding and tender evaluation in accordance with State regulations. The implementation process was closely supervised by the consulting supervisor and the Company's Land and Construction Management Board. The capital construction investment projects and machinery and equipment procurement investments generally had good quality and have proven effective.

- Investment in a rubber latex drying system using a steam boiler according to the Resolution of the Workers' Conference and the General Meeting of Shareholders from 2022 (total value over 20 billion VND), now some basic items have been completed, some items are in the process of completion, and the project dossier is being audited according to regulations. It has been test run and put into use since August 2025, and the results show efficiency compared to the old system which was heavily damaged and outdated, saving fuel, especially replacing the fuel used, not depending on petroleum fuel.

- Regarding the purchase and sale of materials and products: The Company has fully implemented the process from determining material norms to contracting for material supply.

- For output products, after surveying market prices and quotes from customers, departments (Finance - Accounting Department, Business Department) propose selling prices, which are approved by the Company's Board of Directors and submitted to the Chairman of the Board of Directors for approval of product selling prices. Products are sold according to individual contracts and price proposals at each contract period.

- In 2025, the Company still tried to carry out the procedures for selling unused assets approved by the Provincial People's Committee (Phu Quy Supermarket). However, there were still no results due to administrative procedural obstacles.

2.4. Controlling the implementation of salary, income plans, employee policies, and obligations to the state:

In 2025, employees' jobs were affected by extreme weather with heavy rain, and the effective rubber tapping days decreased, but the Company still strived to ensure stable income for its employees.

Average labor force utilized in 2025: 525 people

Average income: 7 million VND/person/month

In 2025, the Company fulfilled its obligation to pay all types of annual insurance for employees:

- + Amount overpaid as of 31/12/2024: 9,108,736 VND
 - + Amount due in 2025: 10,288,366,181 VND
 - + Amount paid in 2025: 10,448,848,037 VND
 - + Amount overpaid for social insurance as of 31/12/2025: 169,590,592 VND
- Salaries were paid on time, ensuring employees' rights.

The Company also performed well in its obligations to the State:

- + Amount due as of 01/01/2025: 405,339,668 VND
- + Amount incurred and due during the year: 9,628,884,276 VND
- + Amount paid/offset during the year: 8,495,294,313 VND
- + Amount still due as of 31/12/2025: 1,538,929,831 VND

The amount still due at the end of the year mainly consists of VAT and other taxes that are within the payment deadline as stipulated.

3. Regarding the affiliated Joint Ventures

3.1. Joint Venture at Hoa Phat Livestock Company Limited in Quang Binh

In 2025, Hoa Phat Quang Binh Livestock Company showed signs of recovery, with effective production, achieving a profit of over 11 billion in the business year. The company reversed provisions of over 3 billion, contributing to the company's total profit in 2025. As of December 31, 2025, the company had made provisions for long-term financial investments in Hoa Phat Quang Binh Livestock Co., Ltd. amounting to 60,749,861,962 VND (as of January 1, 2025, it was 63,841,680,504 VND).

3.2. Testing other joint venture forms:

The acacia mango tree has flowered, but has not yet been harvested.

4. Debt management situation:

Basically, the Company manages its accounts receivable and payable well. However, some customers have large debts and are currently facing difficulties, so the Company's debt collection has not met expectations. TAMICO Company still has a rather large outstanding debt: 9,442,685,568 VND.

5. Some basic financial indicators

Based on the financial statements for 2025 of the company, the Board of Supervisors has assessed and confirmed several key indicators regarding the financial situation and production business results of the company in 2025 as follows:

No	Content	01/01/2025		31/12/2025	
		Amount (VND)	Specific gravity (%)	Amount (VND)	Specific gravity (%)
A	TOTAL ASSETS	197.939.574.776	100	221.796.360.741	100
I	Current assets	35.371.642.036	17,87	41.978.835.602	18,93
II	Long-term assets	162.567.932.740	82,13	179.817.525.139	81,07
B	TOTAL SOURCES OF FUNDS	197.939.574.776	100	221.796.360.741	100
I	Liabilities	70.424.224.137	35,58	87.926.690.100	39,64
1	Short-term liabilities	69.938.283.137		79.170.377.792	
2	Long-term liabilities	485.941.000		8.756.312.308	
II	Equity	127.515.350.639	64,42	133.869.670.641	60,36
1	Owner's equity	126.835.350.639		133.189.670.641	
-	<i>Investment development fund</i>	<i>7.451.470.765</i>		<i>7.451.470.765</i>	
-	<i>Owner's investment</i>	<i>170.817.910.000</i>		<i>170.817.910.000</i>	
-	<i>Undistributed profits</i>	<i>(51.434.030.126)</i>		<i>(45.079.710.124)</i>	
2	Other funds and reserves	680.000.000		680.000.000	

The Supervisory Board conducted an appraisal of the Company's 2025 financial statements: The Company's business results for the year did not meet the revenue plan, exceeded the profit target, and fully fulfilled its obligations to the State Budget and policies for employees.

In 2025, business results were profitable, but losses from previous years had to be offset, so there was no profit to distribute to shareholders.

The Supervisory Board concurs with the contents of the 2025 financial statements as of December 31, 2025, prepared by the Company and audited by International Auditing Co., Ltd. (iCPA) 033001/2026/BCKT- iCPA issued on March 28, 2026. The general assessment is: The financial statements truthfully and fairly reflect, in all material respects, the financial position of Viet Trung Quang Binh Joint Stock Company as of December 31, 2025.

II. ABOUT HUMAN RESOURCES AND ACTIVITIES OF THE SUPERVISORY BOARD

1. Human Resources

The structure of the Company's Supervisory Board at the beginning of 2025 includes 03 members:

- | | |
|----------------------------|--------------------------|
| 1. Ms. Hoang Thi Thu Huong | Position: Head of Board; |
| 2. Ms. Nguyen Thi Phuong | Position: Supervisor; |
| 3. Mr. Tran Duy Ha | Position: Supervisor; |

After the 2025 Annual General Meeting of Shareholders, the personnel of the supervisory board includes:

- | | |
|----------------------------|--------------------------|
| 1. Ms. Hoang Thi Thu Huong | Position: Head of Board; |
| 2. Mr. Vo Phi Xuan | Position: Supervisor; |
| 3. Mr. Tran Duy Ha | Position: Supervisor; |

(The General Meeting elected Mr. Vo Phi Xuan as supervisor to replace Ms. Nguyen Thi Phuong due to her resignation letter effective from September 12, 2025)

2. Activities carried out in 2025

During the year, based on the assigned tasks, the members of the Supervisory Board carried out inspections and supervision of the Company's financial activities and business management through supervisory activities based on the specific functions and duties of the Supervisory Board, in accordance with Article 38 of the Company's Charter, reflecting results in the following key areas:

- Each member of the Supervisory Board, according to their assigned duties, organized meetings in compliance with legal regulations and the Company's Charter. In cases requiring resolution of important matters in financial reports or other related issues, the Supervisory Board regularly communicated and sought opinions from the Supervisors via Zalo group. (During the year, 4 meetings were held in various forms);

- Supervised the management and implementation of the business production plan by the Board of Directors and the General Director regarding the legality and reasonableness of business activities in 2025 according to the resolution of the General Meeting of Shareholders;

- Appraised quarterly financial reports and the 2025 annual financial report;

- Reviewed the financial report for the 2025 fiscal year;

- Fully attended meetings of the Board of Directors, the Supervisory Board, and Company meetings, providing timely assessments and feedback on business and financial situations to contribute to improving the Company's operational policies;

- Provided opinions on amendments and supplements to the Company's Charter, governance regulations, internal spending regulations, and financial regulations.

- Directly participated daily in providing opinions on business production management as well as decisions affecting business, ensuring compliance with the law and effective business operations.

III. MONITORING RESULTS FOR THE BOARD OF DIRECTORS MEMBERS AND THE EXECUTIVE DIRECTOR

1. The Board of Directors

- All members of the Board of Directors fulfill their responsibilities, obligations, and rights as stipulated in the Enterprise Law, the Company's charter, and governance regulations.

- In 2025, the Board of Directors held 6 meetings to review and decide on matters within the Board's authority that arose during the year. All meetings were fully minuted, and all members of the Board of Directors unanimously approved and signed them, issuing 28 decisions and resolutions of the Board of Directors and 03 resolutions of the General Meeting of Shareholders.

- During the year, there was a change in personnel on the Board of Directors:

At the beginning of the year, there were 7 members. At the extraordinary General Meeting of Shareholders on September 12, 2025, Mr. Pham Xuan Thanh was dismissed due to his resignation letter (retirement); Mr. Nguyen Son Phong was elected as an additional member of the Board of Directors effective September 12, 2025.

- Additionally, between Board of Directors meetings, when urgent matters related to the Company's production and business activities arose, the Board of Directors collected opinions from members in writing in accordance with the Company's operating charter.

- Directed the amendment and supplementation of the Company's management regulations and governance regulations.

2. The Director and the Deputy Directors of the Company

- The Director promptly and effectively organized the implementation of the General Meeting of Shareholders' Resolution and the Board of Directors' Decisions, ensuring stability and development in the Company's production and business activities.

- Completed the 2025 production and business plan, with profit targets exceeding the plan. The revenue target, however, was not met due to the impact of extreme weather.

- Effectively directed and managed compliance with the law, fulfilled obligations to the State, and ensured policies for employees.

3. Evaluating the coordination between the Supervisory Board and the Board of Directors and the Executive Board

- Throughout the year, the Supervisory Board has always received attention and favorable conditions from the Board of Directors and the Executive Board in providing information about production and business activities and the Company's financial situation.

- The Supervisory Board has coordinated with the Board of Directors in implementing the resolutions of the General Meeting of Shareholders and the resolutions of the Board of Directors, while regularly working with the Executive Board to both supervise and provide constructive feedback during the implementation process of those resolutions, ensuring compliance with the law and the interests of the Company and the shareholders. The Supervisory Board has participated before, during, and after the Company's business activities, offering many governance contributions to enhance the Company's business operations' effectiveness.

- Regarding its duties, the Supervisory Board assesses: The Board of Directors and the Executive Board in 2025 have set resolutions, plans, and organized business activities according to the Company's charter, the Enterprise Law, and current regulations, with business effectiveness exceeding the plan.

IV. RECOMMENDATIONS AND PROPOSALS

- It is proposed that the Company's Board of Directors continue to strictly manage the invested capital in Hoa Phat Quang Binh Livestock Co., Ltd., and together with the leadership of Hoa Phat Quang Binh Livestock Co., Ltd. find a

direction, restructure production and business to ensure profitable operations, with increasing profits to quickly offset accumulated losses, and at the same time manage other joint ventures to preserve invested capital and achieve investment efficiency.

- For the wood and rubber industries, it is proposed that the Board of Directors and the Company's General Director effectively manage costs and increase output to ensure higher business profits compared to 2025.

- The Company is requested to be more proactive in recovering due and overdue debts, especially large debts, long-term debts, and overdue commitments. This is to recover capital for production and minimize business risks.

- The Board of Directors and the Company's General Director will continue to manage general expenses and administrative expenses, minimizing unnecessary costs to improve the overall business efficiency of the entire Company. This will ensure quick offsetting of accumulated losses and early dividend distribution to shareholders.

PART II

SUPERVISORY BOARD'S ACTIVITIES PLAN FOR 2026

In 2026, the Supervisory Board will continue to fulfill its responsibilities, strengthening the inspection and supervision of the Company's operations, specifically:

1. Supervise the Board of Directors and the Director in complying with legal regulations and the Company's Charter. Monitor the implementation of the 2026 Annual General Meeting of Shareholders' Resolution and the Board of Directors' resolutions, and the execution of the 2026 business production plan.

2. Inspect the reasonableness, legality, honesty, and prudence in managing and operating business activities, in organizing accounting and statistical work, and in preparing financial reports.

3. Review the Company's quarterly financial reports. Appraise the Company's quarterly and annual financial reports; Business performance reports; Reports evaluating the management work of the Board of Directors.

4. Coordinate with the Board of Directors and the Director in managing owner's equity and managing the Company's capital invested in branches and other enterprises: At Hoa Phat Quang Binh Livestock Co., Ltd., review operational efficiency with the leadership of Hoa Phat Quang Binh Livestock Co., Ltd. to find suitable business directions. Promptly collect large, difficult-to-collect debts according to schedule, and put capital into production;

5. Participate with the Board of Directors and the Executive Board in discussing target contents, concretizing the General Meeting of Shareholders' Resolution to propose regular resolutions;

6. Recommend to the Board of Directors measures to amend, supplement, and improve the organizational structure for managing, supervising, and operating the Company's business activities.

7. Together with the Board of Directors and the Board of Management, continue to research and amend/supplement inappropriate issues in the Company's governance regulations; Coordinate well with the Board of Directors and the Executive Board in managing, operating, and supervising the Company's activities.

8. Inspect specific issues related to the management and operation of the Executive Board if deemed necessary or at the request of a shareholder or group of shareholders as stipulated in the Company's Charter.

9. Supervise the implementation of salary, bonus, and remuneration policies for managers and employees, the distribution of profits, and the appropriation of funds as regulated.

10. Perform other tasks according to the functions and duties of the Supervisory Board.

This is the Report on the 2025 operational results and the 2026 operational plan of the Company's Supervisory Board, respectfully submitted to the General Meeting of Shareholders for approval./.

Receiving place:

- Annual General Meeting 2026;
- Save: Office.

HEAD OF THE CONTROL BOARD

Hoang Thi Thu Huong

No. /VTQ

Quang Tri, April, 2026

DRAFT

TEMPLATE

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Regarding: Approval of the audited financial report for 2025

**Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company**

- Based on the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Based on the charter of organization and operation of Viet Trung Quang Binh Joint Stock Company;

- Based on the audited financial report for the year 2025 of Viet Trung Quang Binh Joint Stock Company.

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for the annual meeting in 2026 the audited financial statements for the year 2025 of Vietnam Trung Quang Binh Joint Stock Company as follows:

- The financial statements for the year 2025 were audited by International Audit Company Limited;

- The financial statements for the year 2025 of the Company have been audited by International Audit Company Limited in accordance with the prescribed standards, checked by the Company's Supervisory Board, and published by the Company's BOD on the Company's website including:

- + Report from the Board of Directors;
- + Report from the Auditor;
- + Balance sheet as of December 31, 2025;
- + Income statement for the year 2025;
- + Cash flow statement;
- + Notes to the financial statements.

The Board of Directors of the Company respectfully submits for the GMS's consideration and approval.

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Recipient:

- As above;
- Archive: Office.

Phan Van Thanh

No. /VTQ

Quang Tri, April, 2026

DRAFT

**TEMPLATE
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
Regarding: Distribution of profits for 2025 and Plan for 2026**

**Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company**

- Based on the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- Based on the charter of organization and operation of Viet Trung Quang Binh Joint Stock Company;*
- Based on the audited financial report for the year 2025 of Viet Trung Quang Binh Joint Stock Company.*

The Board of Directors (BOD) reports to the Annual General Meeting of Shareholders (AGM) in 2026 on the distribution of profits for the year 2025 and the plan for the year 2026 of Viet Trung Quang Binh Joint Stock Company as follows:

1. The plan for profit distribution and dividend payment for the year 2025

Based on the Company's audited financial report for 2025, the after-tax profit for 2025 is **6,354,320,002 VND**. However, due to the Company continuing to offset losses from previous years (accumulated losses as of December 31, 22025, are **45,079,710,124 VND**), it is not possible to pay dividends to shareholders. Based on the provisions of Article 135 of the Enterprise Law 2020, the Company does not meet the conditions to pay dividends for 2025 and set aside funds.

2. The profit distribution plan for the year 2026

In 2025, determining that it will still be a challenging year for the Enterprise, the Company builds a plan with a determined profit of 4 billion VND. With the profit plan as above, the Company will continue to offset losses from previous years, so in 2025, it still cannot pay dividends to shareholders.

The Board of Directors respectfully submits the proposal to the General Meeting of Shareholders for consideration and approval./.

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Recipient:
- As above;
- Archive: Office.

Phan Van Thanh

No. /VTQ

Quang Tri, April, 2026

DRAFT

TEMPLATE

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Through the compensation of the Board of Directors, the non-professional Supervisory Board for the year 2025 and the payment plan for 2026

**Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company**

- Based on the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Based on the charter of organization and operation of Viet Trung Quang Binh Joint Stock Company;

- Pursuant to Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016, of the Ministry of Labor, Invalids and Social Affairs guiding the implementation of regulations on labor, wages, remuneration, and bonuses for joint-stock companies, in which the State holds controlling stakes;

- Based on Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government on the management of labor, wages, remuneration, and bonuses in state-owned enterprises.

The Board of Directors of the Company presents to the Annual General Meeting of Shareholders in 2026 the proposal for remuneration payment to the members of the Board of Directors and the non-professional Supervisory Board of the Company as follows:

1. Remuneration payment for the Board of Directors and Supervisory Board of the Company for the year 2025

- For non-professional members participating in the Company's Board of Directors:
06 members

Remuneration level: 1.000.000 VND/person/month

- For non-professional members participating in the Company's Supervisory Board:
02 members

Remuneration level: 700.000 VND/person/month

2. Plan for the remuneration level for the Board of Directors and Supervisory Board of the Company for the year 2026: Implemented as of 2025

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and approval.

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Recipient:

- As above;
- Archive: Office.

Phan Van Thanh

No. /VTQ

Quang Tri, April, 2026

DRAFT

TEMPLATE

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

**Authorizing the Board of Directors to select the auditing firm
for the 2026 financial statements**

**Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company**

- *Based on the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *Based on the charter of organization and operation of Viet Trung Quang Binh Joint Stock Company.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to select the auditing firm for the 2026 financial statements of the Company with the following contents:

1. Criteria for selecting an independent auditing firm

- It must be a company legally operating in Vietnam and approved by the State Securities Commission to audit public interest companies in 2025;
 - It must have auditing experience with companies in Vietnam;
 - It must have a reputation for the quality of its audits;
 - Its auditing team must be highly qualified and have extensive experience;
 - It must meet the requirements of Viet Trung Quang Binh Joint Stock Company; -
- Its auditing fees must be reasonable and commensurate with the quality of the audit based on the consideration of the auditing fee proposals and the audit scope.

2. Proposed list of auditing firms

- International Auditing LLC
- VACO Auditing LLC
- PKF Vietnam LLC

The above auditing firms meet the selection criteria, including firms that have conducted audits for businesses in Quang Binh for many years, ensuring quality and effectiveness with reasonable fees and in accordance with legal regulations.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and approval.

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Recipient:

- As above;
- Archive: Office.

Phan Van Thanh

DRAFT

TEMPLATE

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Regarding: Amendment to the Company's Charter of Organization and Operation

**Dear: General Meeting of Shareholders
of Viet Trung Quang Binh Joint Stock Company**

- Based on the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Based on the charter of organization and operation of Viet Trung Quang Binh Joint Stock Company.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 for approval the amendment of the Company's Charter of Organization and Operation. Specifically as follows:

At the Articles, clauses	Content before modification	Content after modification
Clause 3, Article 2	"Head office address: Viet Trung Farm Town, Bo Trach District, Quang Binh Province, Vietnam."	"Head office address: Group 3, Nam Trach Commune, Quang Tri Province, Vietnam."
Clause 6, Article 2	"Quang Binh Provincial People's Committee is the owner of the state capital portion in the Company."	"Quang Tri Provincial People's Committee is the owner of the state capital in the Company."
Point b, Clause 2, Article 60	"Five (05) registration copies at the government agency as stipulated by the Quang Binh Provincial People's Committee"	"Five (05) copies of registration at the government agency as stipulated by the Quang Tri Provincial People's Committee"

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and approval.

Thank you very much!

Recipient:

- As above;
- Archive: Office.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Phan Van Thanh