SONG BE RUBBER JOINT STOCK COMPANY	**THE SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**

Chon Thanh, April 03rd, 2025.

INFORMATION DISCLOSURE

To:

- State Securities Commission;
- Hanoi Stock Exchange.

I. INFORMATION OF ORGANIZATION

- Name of the company: SONG BE RUBBER JOINT STOCK COMPANY.
- Stock symbol: SBR
- Address of head office: DT 751, Minh Thanh ward, Chon Thanh Town, Binh Phuoc Province.
- Phone number: 02713640502; Fax: 02713667260;
- Website: www.caosusongbe.vn

II. INFORMATION DISCLOSURE PERSON

- Full name: Mr. Huynh Quang Vinh.
- Address: Le Quy Don street, Tan Xuan ward, Dong Xoai city, Binh Phuoc province.
- Phone number: 0913880074.

III. CONTENTS OF INFORMATION DISCLOSURE

Information disclosure type: Periodic.

Contents of information disclosure: The invitation announce and meeting documents for the 2025 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company

The information was published on the company's website on april 03rd, 2025 at the following link: www.caosusongbe.vn

We hereby certify that the information published above is true and take full legal responsibility for the content of the published information./.

PERSON AUTHORIZED TO INFORMATION DISCLOSURE
CHIEF ACCOUNTANT

CÔNG TY CỔ PHẦN CAO SU SÔNG BÉ

Huỳnh Quang Vinh

SONG BE RUBBER JOINSTOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom – Happiness**
No:01 / TB-HĐQT	*Chơn Thanh, April 03, 2025*

NOTICE OF ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

To: Esteemed Shareholders of Song Be Rubber Joint Stock Company

The Board of Directors of Song Be Rubber Joint Stock Company respectfully announces and invites esteemed shareholders to the Annual General Meeting of Shareholders 2025, to be held as follows:

1. Time: 08:00 AM on April 28, 2025 (Monday).

2. Location: Auditorium of Song Be Rubber Joint Stock Company, DT751 Road, Group 8, Quarter 3, Minh Thanh Ward, Chon Thanh Town, Binh Phuoc Province.

3. Participants: All existing shareholders identified in the shareholder list as of the record date of March 17, 2025.

4. Meeting Agenda:

- Report by the General Director on the business and production results for 2024 and orientations for 2025;

- The Report on the results of activities of the Board of Directors in 2024 and the operational plan for the year 2025;

- The Report on the activities of the Supervisory Board in 2024;

- Tờ trình thông qua Báo cáo Tài chính năm 2024 (đã được kiểm toán).

- The Proposal for approval of the 2024 Financial Statements (audited);

- The Proposal for the profit distribution plan, appropriation of funds, and dividend payment for 2024;

- The Proposal for the selection of the auditing firm for the semi-annual and annual financial statements of 2025;

- The Proposal for the continued implementation of the plan to transfer the Company's stock trading registration from the UPCOM exchange to listing on the Ho Chi Minh Stock Exchange (HOSE);

- The Proposal for the 2025 business and production plan and the projected 2026 financial plan;

- Proposal for the salaries, remuneration, and bonuses of the Board of Directors and the Supervisory Board for 2024 and the plan for 2025;

- Other matters (if any).

5. Meeting Documents: Meeting documents are available for shareholders' reference on the Company's website: www.caosusongbe.vn (from 03/04/2025) and will be sent to shareholders upon attendance at the Meeting.

6. Meeting Attendance Procedures:

Shareholders or their authorized representatives attending the Meeting are kindly requested to bring the Invitation to the Meeting and their personal legal documents (one of the following: ID card/Passport/Citizen Identification Card/valid copy), and the Power of Attorney according to the provided template (in case of authorized attendance) to register their shareholder status for the Meeting.

-Shareholders who cannot attend in person may authorize a representative to attend the Meeting (according to the attached Power of Attorney template).

7. Confirmation of Attendance:

- Proposals from shareholders or their authorized representatives regarding the agenda items are kindly requested to be submitted in writing to the Organization Department of Song Be Rubber Joint Stock Company before 3:00 PM on April 25, 2025.

- To ensure thorough meeting organization, esteemed shareholders are requested to confirm their attendance or authorized attendance (according to the attached template) and send it to: Organization Department of the Company - DT751 Road, Group 8, Quarter 3, Minh Thanh Ward, Chon Thanh Town, Binh Phuoc Province, telephone: 02713.640.501 before 3:00 PM on April 25, 2025. Contact person: Ms. Pham Thi Bich Ngoc - Deputy Head of the Company's Organization Department, email address: tochuc.cssb@gmail.com

Sincerely announced./.

To:
- As above
- Filed, company website.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN CAO SU SÔNG BÉ

Thai Cong Can

SONG BE RUBBER JOINT STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
DRAFT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
Chon Thanh, date .... month ... year 2025

AGENDA
Annual General Meeting of Shareholders 2025
Song Be Rubber Joint Stock Company

1. Time: 08:00 AM, .../04/2025

2. Location: Meeting Hall of Song Be Rubber Joint Stock Company, DT751 Street, Group 8, Quarter 3, Minh Thanh Ward, Chon Thanh Town, Binh Phuoc Province.

Time	Contents	Host
7:30 AM - 8:00 AM	- Welcoming guests, delegates, and shareholders - Delegate credential check, voting ballot distribution and meeting materials.	Organizing Committee
8:00 AM - 8:30 AM	- Announcing the reasons for the meeting, introducing delegates and shareholders - Reporting on the verification of shareholder attendance - Approving the Presidium, Secretariat, and Vote Counting Committee	Organizing Committee
8:30 AM -10:00 AM	- Approving the meeting's working regulations/ - Approving the meeting's agenda - Report of the General Director Board on 2024 business results and 2025 plans - Report on the activities of the Board of Directors in 2024 - Report on the activities of the Supervisory Board in 2024 - 2024 Audited Financial Statements - Approving the proposal for 2024 profit distribution	Presidium

Time	Contents	Host
	- Approving the proposal for selecting the 2025 Financial Statement auditing firm - Proposal for the 2025 business plan - Proposal for approving the final settlement of salaries and remuneration of the Board of Directors and the Supervisory Board in 2024 and the salary and remuneration plan for 2025	
10:00 AM 10:30 AM	- Discussion and voting by the General Meeting on the meeting's agenda	Presidium
10:30 AM 10:50 AM	- Approving the meeting minutes and draft resolutions - Voting to approve the draft resolutions - Closing the meeting	Secretariat, Presidium

MEETING ORGANIZING COMMITTEE

SONG BE RUBBER
JOINT STOCKCOMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

SOCIALIST REPUBLIC OF VIETNAM
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Chơn Thành, date ... month ... year 2025

DRAFT

WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, and its accompanying sub-law documents;

Pursuant to Decree No. 155/2020/ND-CP detailing the implementation of certain provisions of the Securities Law, adopted on December 31, 2020;

Pursuant to Decision No. 34/QĐ-CSSB-HĐQT dated July 4, 2022, issued by the Board of Directors of Song Be Rubber Joint Stock Company regarding the promulgation of the Charter on the organization and operation of Song Be Rubber Joint Stock Company.

In order to ensure the successful organization of the 2025 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company, the Board of Directors has formulated the following regulations, principles of operation, conduct, and voting procedures for approval by the General Meeting of Shareholders:

Article 1. Purpose:

- Ensure that the order, code of conduct, and voting procedures at the Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company are conducted in accordance with regulations and achieve a successful outcome.

- The resolutions of the General Meeting of Shareholders must reflect the unified will of the General Meeting, safeguard shareholders' rights and interests, and comply with the law.

Article 2. Applicable Subjects and Scope

- Applicable Subjects: This regulation applies to all shareholders, representatives (authorized persons) of shareholders holding shares of Song Be Rubber Joint Stock Company, and invited guests attending the Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company.

- Scope of Application: This regulation applies to the organization of the 2025 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company.

Article 3. Definition of Terms/Abbreviations

- Company	Song Be Rubber Joint Stock Company
- BOD	Board of Directors
- SB	Supervisory Board
-Organizing Committee	Organizing Committee of the General Meeting
- GMS	General Meeting of Shareholders
- Delegate	Shareholders, representatives (authorized persons)

Article 4. Conditions for Holding the Meeting

- The Annual General Meeting of Shareholders (GMS) shall be conducted when shareholders attending the meeting represent more than 50% of the total voting shares, based on the finalized list of shareholders.

- Late-arriving shareholders still have the right to register and participate in the meeting and in subsequent matters discussed. However, the meeting is not responsible for pausing or re-voting on issues that have already been approved.

Article 5. Delegates Participating in the 2025 Annual General Meeting of Shareholders

- All **shareholders of the Company**, as per the finalized list dated **March 17, 2025**, have the **right to attend** the **General Meeting of Shareholders (GMS)**.

- Shareholders attending the General Meeting must dress appropriately and present the invitation letter along with relevant documents for shareholder verification at the shareholder verification desk.

- Shareholders or duly authorized representatives of shareholders have the right to attend, discuss, and vote at the 2025 Annual General Meeting of Shareholders.

- Shareholders are the owners of the Company and have rights and obligations corresponding to the number of shares they own. The liability of each shareholder is limited to the proportion of shares they own and represent.

- Shareholders attending the meeting must sit in the designated seats assigned by the Organizing Committee. They must maintain order and behave professionally during the meeting. Smoking, loud conversations, and mobile phone use are not allowed in the conference hall.

- Authorized representatives attending the meeting are not allowed to delegate their authority to another person.

Receive meeting materials and documents at the reception desk before entering the conference hall.

- Late-arriving shareholders have the right to register upon arrival and immediately participate and vote in the meeting. The chairperson is not responsible for pausing the meeting to allow latecomers to register. Voting results on issues decided before their arrival will remain unaffected.

Article 6. Chairperson and Presidium

- The presidium consists of 03 members, including 01 chairperson and 02 members. The chairman of the board of directors serves as the chairman of the presidium and the chairperson of the general meeting of shareholders, or may authorize another board member to preside over the meeting.

- The presidium operates based on the principle of democratic centralism and makes decisions by majority vote.

- The presidium of the meeting has the following duties:

+ Direct the activities of the meeting according to the agenda approved by the general meeting.

+ Nominate the Secretariat and the Vote Counting Committee.

+ Guide shareholders and the meeting in discussions.

+ Present drafts and conclude necessary matters for the meeting to vote on.

+ Respond to issues raised by the meeting.

+ The chairperson, on behalf of the general meeting of shareholders, signs the minutes and resolutions of the meeting.

Article 7. Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee for the General Meeting of Shareholders consists of 01 Head and several members selected by the Organizing Committee. The committee is responsible for verifying the eligibility of shareholders or authorized representatives attending the meeting, ensuring their validity according to legal regulations, and cross-checking with the list of shareholders entitled to attend. It is also responsible for distributing meeting materials and voting ballots, reporting to the General Meeting, and being accountable for the verification results before the meeting officially commences.

Article 8. Secretariat of the General Meeting

- The secretariat of the general meeting consists of 02 members, nominated by the presidium and approved by the general meeting. The secretariat is responsible to the chairperson and the general meeting of shareholders for carrying out its duties.

- The Secretariat assists the General Meeting as assigned by the Presidium, including:

+ Announcing the draft minutes and resolutions of the General Meeting, as well as notifications from the Presidium to shareholders upon request.

+ Receiving shareholders' question slips.

Article 9. Vote Counting Committee

- The Vote Counting Committee consists of 01 Head and several members nominated by the Organizing Committee and approved by the General Meeting of Shareholders during the meeting.

- The committee is responsible for:

+ Supervising the voting process of shareholders or their authorized representatives attending the meeting.

+ Summarizing the voting shares for each agenda item and reporting the results to the Chairperson and the Secretariat.

Article 10. Voting at the General Meeting

1. Principles: When the Chairperson requires a vote on important matters, the General Meeting will conduct voting using ballots issued by the Organizing Committee. The ballot includes the shareholder's identification number, the number of shares owned, and the number of shares represented.

2. Voting Method: For each item requiring a vote, shareholders will raise their ballot to indicate agreement, disagreement, or no opinion. The Vote Counting Committee will then count the votes and announce the results to the General Meeting.

3. Conditions for Approval: A resolution of the General Meeting of Shareholders is approved if at least 65% of the total voting shares represented at the meeting vote in favor, except for the election of the Board of Directors and the Supervisory Board, which follows the provisions of Clause 3, Article 148 of the Enterprise Law, the Company's Charter, and the election regulations.

Article 11: Speaking at the General Meeting

- Shareholders must register their speaking requests with the Presidium (through the Secretariat). To speak or debate, shareholders must raise their hand and wait for approval from the Presidium before speaking. Shareholders should prepare concise statements and avoid repeating previously expressed opinions.

- Questions related to individual matters, unrelated topics, or those that cannot be answered during the meeting due to time constraints will be compiled by the Secretariat and addressed in writing or published on the company's website.

Article 12: Voting Rules

The 2025 Annual General Meeting of Shareholders establishes the following voting rules:

1. All resolutions and decisions of the General Meeting must be voted on publicly and directly at the meeting.

2. The election of the Presidium, the Secretariat, and the Vote Counting Committee is considered approved and effective when it receives more than 50%

of the votes from shareholders or shareholder representatives present at the meeting.

3. Voting Principles:

- All matters in the agenda of the General Meeting (except for the additional election of members to the Board of Directors and the Supervisory Board) shall be approved by collecting votes from all shareholders through ballots, based on the number of shares owned or represented. Each share owned or represented corresponds to one voting unit.

- Each shareholder attending the General Meeting will receive 01(one ballot), which includes the shareholder identification number, shareholder's name/authorized representative's name, the number of voting shares (owned and authorized), and the official stamp of Song Be Rubber Joint Stock Company in the upper left corner.

3.1. Subjects Approved by Raising Voting Ballots:

- The meeting agenda;

- The working regulations of the meeting;

- The personnel of the Presidium, Secretariat, and Vote Counting Committee;

- Reports and proposals presented at the meeting;

3.2. Regulations on Voting by Raising Voting Ballots:

Voting on the above matters at the General Meeting shall be conducted by raising voting ballots. For each item, the Chairperson or a representative of the Presidium will ask shareholders for their opinions. Each matter will be voted on in three rounds in the following order:

Voting on the above matters at the General Meeting shall be conducted by raising voting ballots. For each item, the Chairperson or a representative of the Presidium will ask shareholders for their opinions. Each matter will be voted on in 3 rounds in the following order: Approval; Disapproval; Other opinions. The voting results will be announced immediately after each voting round.

3.3. Invalid Voting Ballots:

- Ballots with additional content written on them;

- Ballots not issued by Song Be Rubber Joint Stock Company, ballots without the official red stamp of Song Be Rubber Joint Stock Company, or ballots that have been erased, altered, or contain additional content beyond the regulated format.

4. Approval of Resolutions by the General Meeting of Shareholders:

Resolutions are approved when shareholders owning more than 50% of the total voting shares of all attending shareholders vote in favor.

Article 13. Minutes and Resolutions of the General Meeting of Shareholders

1. The minutes and resolutions of the General Meeting of Shareholders must be completed and approved before the meeting adjourns.

2. The minutes and resolutions of the General Meeting regarding matters on the agenda (except for the additional election of Board of Directors members) are approved when shareholders representing more than 50% of the total voting shares of all attending shareholders and representatives vote in favor..

3. The minutes and resolutions of the General Meeting of Shareholders must be kept on record at the company.

Article 14. Cases Where the General Meeting Cannot Be Held

1. If the first Annual General Meeting of Shareholders does not meet the required conditions as stipulated in Article 4 of this regulation, the second meeting must be convened within 30 days from the scheduled date of the first meeting. The second Annual General Meeting of Shareholders may proceed if the number of attending members, including shareholders and authorized representatives, represents at least 33% of the total voting shares.

2. If the second Annual General Meeting of Shareholders still does not meet the required conditions as stated in Clause 1 of this article, a third meeting must be convened within 20 days from the scheduled date of the second meeting. In this case, the third Annual General Meeting of Shareholders may be held regardless of the total number of voting shares represented by attending shareholders.

Article 15. Implementation of the Regulations

Shareholders and representatives of shareholder groups attending the General Meeting must strictly comply with the working regulations of the General Meeting of Shareholders. These regulations take effect immediately after being approved by the 2025 Annual General Meeting of Shareholders.

The above constitutes the working regulations of the General Meeting.

Respectfully submitted to the General Meeting of Shareholders for approval./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

SONG BE RUBBER
JOINT STOCK COMPANY
No: .. /BC - CSSB

SOCIALIST REPUBLIC OF VIETNAM
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Chơn Thanh, date .... month ..... year 2025

REPORT
BUSINESS PERFORMANCE RESULTS IN 2024
AND BUSINESS PLAN FOR 2025

PART ONE
SUMMARY OF OPERATIONS IN 2024

I. CHARACTERISTICS AND SITUATION

Song Be Rubber Joint Stock Company operates in the agriculture-based production and business sector, specializing in planting, nurturing, harvesting, purchasing, processing, and exporting rubber latex. The company manages 03 plantations with a total area of 5,304.90 hectares, 01 latex processing factory, and 07 functional departments operating across Dong Xoai City, Chon Thanh Town, Bu Dop District, Bu Dang District, Loc Ninh District, and Dong Phu District. The company's primary product is SVR 3L rubber latex, which is produced and tested according to Vietnam's national rubber standard TCVN 3769:2016.

II. BUSINESS PERFORMANCE RESULTS

1. Summary of Key Indicators:

No	Indicator	Unit	Plan	Actual	Percent age (%)
1	Rubber plantation area	Ha	4,179.75	4.179.75	100.00
	- Business rubber	Ha	4,031.04	4,055.79	100.61
	- Young rubber	Ha	148.71	123.96	83.36
2	Rubber latex production	Tons	5,825	5,550	95.28
3	Yield	Tons/Ha	1.47	1.39	94.56
4	Purchased rubber	Tons	1,000	1,020	102.00
5	Total revenue	Billion VND	320	315.06	102,6
	+ Rubber latex revenue	Billion VND	240	268.47	111,86
	+ Other revenue	Billion VND	80	46.58	58.22
6	Average selling price	Million VND	37	46,09	124,56

No	Indicator	Unit	Plan	Actual	Percent age (%)
7	Total profit	Billion VND	40	54.85	219.40
8	State budget contribution	Billion VND	25	61.66	246.67
9	Lao động bình quân	People	1,221	1,081.11	88.5
10	Tiền lương bình quân	Million VND	7.50	8.25	110.00
11	Thu nhập bình quân	Million VND	8.00	11.200	140.00

2. Exploitation, Purchase, Processing, and Business of Rubber Latex

The processing and testing of SVR 3L rubber latex are carried out according to the technical procedures, managed under the quality control system of ISO 9001:2015, ensuring that the finished latex meets the Vietnam Rubber Standard TCVN 3769:2016. The total rubber latex production from large plantations was 5,550 tons out of a plan of 5,825 tons, achieving 95.28%. The rubber latex purchased from small plantations was 1,020 tons, surpassing the plan of 1,000 tons, achieving 102%.

3. Care, Exploitation of Rubber Latex, and Forest Management and Protection Activities

The business and young rubber plantations are maintained according to the correct technical procedures, closely following the specific characteristics of each plantation to apply suitable care processes. The forest areas are well-managed and protected, preventing any forest fires. The acacia plantations and secondary forest areas are properly maintained and conserved efficiently. The total rubber plantation area is 4,179.75 hectares, of which 4,055.79 hectares are for exploitation and 123.96 hectares are for young rubber. The area of secondary forest is 93.37 hectares, while the acacia plantations cover 637.88 hectares. Additionally, the area dedicated to banana tissue culture farming under business cooperation is 221.57 hectares, and acacia plantation business cooperation covers 48.35 hectares. Other areas total 123.98 hectares.The average yield is 1.39 tons/ha, with labor productivity reaching 6.66 tons/person.

4. Organization, Structure, and Human Resources

Labor management: The total number of employees is 1,088, of which 898 are direct workers (accounting for 82.5%), and 498 are female workers (accounting for 45.7%). During the year, 339 new employees were recruited, and 365 employees resigned voluntarily. Additionally, 2 staff transfers were made.

5. Financial Performance

- Total revenue and other income: The actual revenue reached 315 billion VND, compared to the planned 320 billion VND, achieving 98.43%. Of this, the revenue from rubber latex sales amounted to 268.47 billion VND, compared to the

plan of 240 billion VND, achieving 111.87%. Other income was 46.58 billion VND, compared to the plan of 80 billion VND, achieving 46.58 %.

- The total profit achieved was 56.11 billion VND, compared to the planned 40.00 billion VND, reaching 140.27%.

- Taxes and contributions to the state budget amounted to 54.85 billion VND, compared to the planned 25.00 billion VND, achieving 219.40%.

- The average selling price of SVR3L rubber latex was 46.09 million VND/ton, compared to the planned 37 million VND/ton, achieving 124.56%. The average production cost for large plantation latex was 41.40 million VND/ton, compared to the planned 35.00 million VND/ton, achieving 118.28%. The average production cost for small plantation latex was 47.21 million VND/ton, compared to the planned 37.00 million VND/ton, achieving 127.59%.

6. Investment in Basic Construction and Project Management

6.1. Basic Construction Investment: Regarding basic construction, the company has implemented the procurement of vehicles, machinery, and equipment to serve the production and processing of rubber latex. Additionally, repairs have been carried out on rubber plantation roads, machinery, equipment, factories, warehouses, latex receiving stations, security houses, dormitories, office buildings, and auxiliary works for various units and the company office.

6.2. Project Implementation

6.2.1. Stone Quarry (in Bu Dop): Currently undergoing procedures for land use rights certification and submitting to the competent authorities for adjustments and supplements to the mineral exploitation plan.

6.2.2. Pig Farming Project at Nghia Trung Plantation (15.75 ha): Since the pig farm is located within the planned bauxite mining area, it must wait for the competent authorities to adjust the bauxite mining plan.

6.2.3. Minh Lap Residential and Commercial Area Project (17 ha): The cleared land has been handed over to the competent provincial authorities..

6.3. Intercropping Acacia on Underperforming Plantation Areas (Loc Thanh Plantation) and Rubber Replanting at Nghia Trung Plantation.

6.3.1. Replanting 50 ha of Rubber at Nghia Trung Plantation: The plantation has been handed over for management, protection, and maintenance.

6.3.2. Planting 134.51 ha of Hybrid Acacia at Nghia Trung Farm (Nha Bich Area) and 40 ha at Loc Thanh Plantation: The contractor has completed the planting, currently in the first year of maintenance, and has not yet undergone acceptance and handover..

6.4. Land Management Work:

6.4.1. **Former Tham Rot Processing Plant Land:** The Binh Phuoc Provincial People's Committee is awaiting approval of the plan for land and housing rearrangement and disposal under Decree No. 167, with the decision to

"retain for continued use" (Proposal No. 134/TTr-UBND dated November 4, 2024).

6.4.2. The company's land use plan is being submitted to support the issuance of forest land use rights certificates.

6.4.3. **23.38 ha of Minh Thanh Watershed Forest:** The Department of Natural Resources and Environment has been requested to provide guidance on completing the documentation for handover to local management.

7. Employee Welfare and Livelihood Support

The company's total payroll amounts to 107 billion VND, with an average salary of 8,250,000 VND per person per month, achieving 110% of the Resolution target. The average income is 11,200,000 VND per person per month, reaching 140% of the Resolution target.

Employees reaching retirement age, in addition to receiving pension benefits from Social Insurance, are provided with additional retirement allowances by the company based on their years of service. All other employee benefits and policies are fully and promptly implemented.

III. GENERAL ASSESSMENT

In 2024, complex weather conditions led to poor plantation growth and low productivity. Additionally, the labor force remained unstable, facing high competition in recruitment and retention. Although the number of workers on sick leave, maternity leave, and unpaid leave decreased, it remained significant, at times impacting the unit's production targets and overall business operations. However, thanks to the leadership and guidance of the Provincial Party Committee and the People's Committee, along with the support and coordination of provincial departments, district authorities, and local governments, as well as the assistance from partner units, suppliers, and customers, the company received significant support to overcome challenges. The leadership of the Party Committee, the proactive strategy development by the Board of Directors, and the effective management of the Executive Board have strengthened business and production activities, fostering internal unity within the company, between the Party and government, among subsidiaries, unions, and employees. The solidarity and unity of the collective, along with the enthusiasm, consensus, creativity, and perseverance of all employees in overcoming challenges, have enabled the company to achieve and exceed most of the planned targets, as outlined in the results above. However, one production output target fell slightly short, reaching 95.28% instead of 100%.

PART TWO

ORIENTATION AND TASKS FOR 2025

In 2025, given the overall challenges faced by the rubber industry, along with the specific advantages, difficulties, and existing issues of the company, the company has set the following goals and tasks for the year:

I. OBJECTIVES:

1. Build a strong Party organization and government administration, ensuring they achieve at least "Good Performance", while mass organizations attain "Outstanding Strength" status.

2. Achieve the following **business and production targets**:

- Total rubber latex production: 5,635 tons
- Purchased smallholder latex production: 1,000 tons
- Average selling price of SVR3L rubber latex: 39 million VND/ton
- Average production cost of large-scale plantation latex: 37 million VND/ton
- Average production cost of smallholder latex: 39 million VND/ton
- Total revenue and other income: 330 billion VND

Including:+ Revenue from latex sales: 253 billion VND

+ Other revenue: 77 billion VND

- Total profit : 41 billion VND

including: + Profit from rubber latex: 8.50 billion VND

+ Other profit: 32.50 billion VND

- Total tax contribution to the state budget: 32 billion VND
- Average salary: 7,500,000 VND/person/month
- Average income: 8,000,000 VND/person/month

3. Manage, maintain, and protect 4,036.33 **ha** of business rubber plantations and 128.69 ha of immature rubber plantations.

4. Project Implementation:

4.1. Stone Quarry Project in Bu Dop: Monitor the Bu Dop District Land Registration Office for the issuance of the land use rights certificate.

4.2. Pig Farm Construction Project at NT Nghia Trung (approx. 15.75 ha): Monitor the planning and bauxite exploration while awaiting the Provincial People's Committee's approval to proceed with construction.

5. Land Management Work:

Former Tham Rớt Latex Processing Plant Land: After approval from the Ministry of Finance, the company will submit the registration dossier for shareholder name changes.

6. Supervise contractors in carrying out maintenance tasks for 134.5 ha of hybrid acacia at Nghia Trung Plantation (Nha Bich area) and 40 ha of intercropped hybrid acacia in underperforming rubber plantations at Loc Thanh Plantation.

II. IMPLEMENTATION MEASURES:

1. Assign personnel for fire prevention and security patrols at warehouses, workshops, processing plants, and rubber plantations.

2. Manage, protect, and maintain the immature rubber plantations, business rubber plantations, and hybrid acacia plantations effectively.

3. Ensure timely and accurate payment of salaries, bonuses, and insurance benefits for employees.

4. Fulfill tax obligations and other state contributions in accordance with regulations.

5. Train and recruit latex harvesting workers to meet the demands of plantations, ensuring no plantations are left unattended.

6. Enhance living conditions by providing adequate collective accommodation, timely salary payments, and full insurance coverage for workers as per regulations.

7. Focus on large-scale latex harvesting, maintain smallholder latex purchasing, and ensure the production of SVR 3L rubber meets both quality and quantity targets as approved by the Provincial People's Committee for 2024.

8. Sell SVR 3L latex according to the sales plan, and conduct monthly sales of coagulated latex and scrap latex at plantation warehouses, ensuring proper salary and benefits payments to employees.

9. Continue investing in upgrading and repairing plantation roads and internal pathways, prioritizing routes used by workers and latex transportation to facilitate production activities.

10. Maintain compliance with ISO 9001:2015 and ISO/IEC 17025:2017 laboratory management systems for SVR 3L rubber products.

11. Monitor and implement additional tasks as directed by the Provincial People's Committee in 2025.

The above is the Business and Production Summary Report for 2024 and the Orientation and Tasks for 2025 of the Company. The year 2025 is expected to bring many difficulties and challenges; however, with solidarity, responsibility, and determination, the entire staff and employees of the company are committed to successfully achieving the assigned objectives and tasks for the year./.

SONG BE RUBBER JOINT STOCK COMPANY

GENERAL DIRECTOR

SONG BE RUBBER
JOINT STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
No.:.../BC-HĐQT
DRAFT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Chơn Thành, date ... month ... year 2025

BOARD OF DIRECTORS' REPORT ON BUSINESS PERFORMANCE IN 2024 AND PLAN FOR 2025

Pursuant to the functions, duties, and powers of the Board of Directors (BOD) of Song Be Rubber Joint Stock Company as stipulated in the Law on Enterprises dated June 17, 2020, and the Company's Charter, the Board of Directors hereby reports on the business performance in 2024 and the plan for 2025 as follows:

I. Board of Directors' Activities in 2024

1. Evaluation of the Company's Business and Production Performance.

Song Be Rubber Joint Stock Company operates in the agricultural production and business sector, specializing in the planting, nurturing, harvesting, purchasing, processing, and exporting of rubber latex.The company manages 03 plantations with a total area of 5,304.90 hectares, 01 rubber processing factory, and 07 operational departments located in Chon Thanh Town, Bu Dop District, Bu Đang District, and Loc Ninh District. The company's primary product, SVR 3L rubber, is manufactured and tested in accordance with Vietnam's rubber standards (TCVN 3769:2016).

In 2024, the company faced challenges due to unpredictable weather conditions, underdeveloped plantations, and low productivity. Additionally, there were frequent fluctuations in the workforce, with high recruitment and retention pressures. Although there was a reduction in sick leave, maternity leave, and unpaid leave, the overall labor shortage still affected production output and had a significant impact on the company's business activities.

However, under the leadership of the Board of Directors, the management of the General Director, and the effort and determination of the entire staff and workforce of the company, along with the guidance and direction of the Provincial Party Committee and the Provincial People's Committee, as well as the support from provincial departments, agencies, district authorities, and local governments. The Board of Directors issued resolutions to direct and lead the company, while the flexibility of the executive management and the unified efforts of employees ensured a strong commitment to overcoming all challenges. The company strived to effectively implement the resolutions approved by the General Meeting of Shareholders, aiming for profitable business operations, preservation and growth of state capital, job stability, and income security for employees, while also ensuring the legitimate rights and benefits of shareholders.

The results of key performance indicators for 2024 are as follows:

Indicator	Unit	2024 Plan	2024 Actual	Increase/Decrease Compared to Plan (%)
Processed Rubber Output	tons	5,470	5,108	- 6.61
Purchased Rubber Output	tons	1,000	1,020	+2.00
Total Processed Output	tons	6,470	6,128	-5.28
Sales Volume	tons	6,400	5.443	-14.95
Average Selling Price	mil. VND	37	46.09	+24.56
Total Revenue	mil. VND	320,000	315,067	- 1,54
Pre-Tax Profit	mil. VND	40,000	56,119	+ 40.26
Net Profit After Tax (NPAT)	mil. VND	32,000	46,858	+46.41
NPAT/Total Revenue	%	10	14.87	
NPAT/Total Assets (ROA)	%		4.49	
NPAT/Equity (ROE)	%		5.75	
Dividend Payout Ratio	%	1.3	1.58	

Overall, in 2024, the company successfully achieved and fulfilled its planned targets. The capital and assets of the owners and shareholders were utilized effectively, ensuring the preservation of state capital. At the same time, the company balanced the interests of shareholders while also allocating benefits to employees through salary policies and the use of reward and welfare funds. Additionally, the company consistently fulfilled its tax obligations and contributions to the state budget.

2. Activities of the Board of Directors in 2024

2.1. Information on the Board of Directors (BOD) Members

The Board of Directors consists of 05 members, including 03 executive members and 02 non-executive members.

No	Name	Position	Notes
1	Mr.Thai Cong Can	Chairman of the board	Representative of 65% state-owned capital.
2	Mr. Nguyen Dong Dan	Member of the Board of Directors - Executive director	Representative of 35% state-owned capital

No	Name	Position	Notes
2	Mr. Nguyen Dong Dan	Member of the Board of Directors - Executive director	Representative of 35% state-owned capital
3	Mr. Nguyen Minh Thien	Member of the Board of Directors -Vice director	Appointed on 26/07/2024
4	Mrs. Nguyen Thi My Phuoc	Member of the Board of Directors	
5	Mr. Truong Minh Hung	Independent member of the Board of Directors	

Changes in the Board of Directors: On July 26, 2024, the company held an Extraordinary General Meeting of Shareholders 2024, during which Mr. Nguyen Minh Thien, Vice General Director, was elected as a new member of the Board of Directors for the 2023-2028 term.

2.2. Activities of the Board of Directors.

The Board of Directors carried out corporate governance strictly in compliance with regulations applicable to public companies. Each Board of Directors member fulfilled their responsibilities and authority in accordance with the Company's Charter and Corporate Governance Regulations. The Board of Directors operational regulations and task assignments by the Chairman were conducted transparently and objectively. Each Board of Directors member made significant efforts to fulfill their governance duties, ensuring the company's development aligns with strategic objectives while acting in the best interests of shareholders, employees, and the company's sustainable growth.

In 2024, the Board of Directors held 19 meetings, with full attendance of all members. The discussions and decisions in these meetings were unanimously agreed upon, facilitating the effective implementation of Board of Directors resolutions into the company's business operations. The Board of Directors decisions at each stage provided strategic direction for the executive management in overseeing business activities. Most of the resolutions were successfully implemented and completed by the executive team within the year.

Some key directives and major resolutions of the Board of Directors in 2024 are as follows:

- Approved the liquidation of rubber trees in Lots 4, 5, and 6 planted in 2011 at Loc Thanh Plantation, covering 39.98 hectares, and approved the replanting of hybrid acacia trees in 2024.

- Approved the plan for organizing the 2024 Annual General Meeting of Shareholders

- Reappointed the Corporate Governance Officer and Secretary of the Board of Directors of Song Be Rubber JSC, effective from March 14, 2024.

- Finalized the 2024 fertilization plan for rubber plantations.

- Approved the auction of assets, including four ISUZU trucks and two cars (as listed), and authorized the purchase of four new trucks for latex transportation at the processing plant and two Innova 7-seater cars for office operations.

- Dismissed the position of Vice General Director.

- Finalized the list of shareholders eligible for cash dividends.

- Approved the remuneration for dual-role Board of Directors members and Supervisory Board members for 2024.

- Authorized the convening of the 2024 Extraordinary General Meeting of Shareholders

- Appointed a new Vice General Director.

- Approved the method for determining the reference price on the first trading day of SBR shares on the Ho Chi Minh Stock Exchange

- Endorsed the list of candidates for additional Board of Directors elections to be presented at the 2024 Extraordinary General meeting (EGM).

- Approved the installation of an automatic wastewater monitoring station at the Nghia Trung Processing Plant and the proposal for an environmental permit at the facility.

- Authorized the liquidation of rubber trees in Lots 1 and 2 planted in 1986 in the Minh Thang area of Nghia Trung Plantation.

- Other significant resolutions related to the company's business and operations.

At the Board of Directors' meetings, each member reported and contributed according to their designated responsibilities within the Board, as well as their collective role in leading business operations. The Board of Directors provided constructive and straightforward feedback, identifying both strengths and weaknesses, while also offering strategic guidance to enhance leadership effectiveness and ensure the successful execution of business activities.

All matters related to the direction and management of the company's business operations were openly, democratically, and responsibly discussed by the Board of Directors members and were voted on and approved during the meetings. At the Board of Directors meetings, each member reported and contributed based on their assigned responsibilities within the Board, as well as their shared role in overseeing the company's business operations.

2.3. Activities of Independent Board Members

The independent members of the Board of Directors consistently demonstrated a high sense of responsibility, actively participating in all meetings and making significant contributions to the Board's activities. With a strong commitment to their assigned duties, the independent Board members effectively

fulfilled their responsibilities while playing a crucial role in overseeing and managing the company's operations in alignment with its development strategy. Throughout their tenure, the independent Board members maintained their objectivity, provided high-level expertise and accurate insights, and made important contributions to the overall effectiveness of the Board of Directors' decision-making process.

With their role in ensuring transparency and fairness, the independent Board members were responsible for advising and overseeing the activities of the Board of Directors and the Executive Management in an objective and impartial manner, while also avoiding any conflicts of interest. In 2024, the independent Board members demonstrated a high level of responsibility by actively participating in all Board of Directors meetings, allowing them to stay well-informed about the company's business operations and production activities. Thanks to their contributions, the objectivity and fairness of the company's operations were ensured, which in turn enhanced operational efficiency and supported the company's long-term sustainable development.

2.4. Activities of the Subcommittees under the Board of Directors:

Board of Directors has not yet established any formal subcommittees. However, specialized departments have been assigned responsibilities, and Board of Directors members are designated specific tasks related to monitoring, managing, supervising, and reporting on the implementation of assigned duties.

Board of Directors meetings were conducted in accordance with regulations, ensuring timely issuance of resolutions, decisions, and official announcements, while also directing the Executive Management to implement the Board's resolutions effectively..

Board of Directors members actively and responsibly contributed their insights on matters within the Board's authority, coordinating in leading, supervising, and managing business operations to ensure the successful implementation of the General Meeting of Shareholders' resolutions.

2.5. Supervisory Activities Over the General Director and Management Team:

Based on the Company Charter, Internal Corporate Governance Regulations, and the Board of Directors' Operating Regulations, the Board of Directors (BOD) supervises the General Director and other management personnel in their execution of the company's operations.

The General Director's Office holds regular meetings on a monthly and quarterly basis to assess the implementation and performance of assigned business activities. All business operations are conducted in strict compliance with current legal regulations.

Throughout the year, the General Director and the Executive Management Team fully carried out their responsibilities in reporting, explaining, and disclosing

information regarding the company's business operations in a comprehensive and transparent manner. The General Director and the Executive Team complied with all requirements related to submitting proposals and seeking approval for matters under the authority of the Board of Directors, both in regular and extraordinary meetings.

The Executive Management Team and company leaders demonstrated high responsibility in governance, leading to business performance and profitability in 2024 meeting and exceeding the planned targets.

2.6. Salaries and Remuneration of the Board of Directors and Supervisory Board

- The salaries and remuneration for the Board of Directors and the Supervisory Board in 2024 were implemented in accordance with the resolution of the 2024 Annual General Meeting of Shareholders held in April 2024. The remuneration policy complied with labor laws and regulations governing wages, salaries, bonuses, and allowances for Board of Directors and Supervisory Board members.

Unit: VNĐ

No	Full Name	Position	Salary & Bonus	Notes
1	Mr.Thai Cong can	Chairman of the Board of Directors	433,276,175	
2	Mr.Nguyen Dong Dan	Board Member - General Director	410,082,200	
3	Mr.Nguyen Minh Thien	Board Member - Deputy General Director	282,844,451	
4	Mr. Truong Minh Hung	Independent member of the Board of Directors	0,00	
5	Mrs.Nguyen Thi My Phuoc	Member of the Board of Directors	381,695,825	
6	Mr. Huynh Quang Vinh	Chief accountant	383,316,425	
7	Mrs.Tran Thi Ngoc Lien	Head of Supervisory Board	379,859,948	
8	Mrs.Nguyen Thi Phuong	Supervisory Board Member	12,608,400	
9	Mr. Tu Xuan Lam	Supervisory Board Member	13,279.398	

II. ORIENTATION OF THE BOARD OF DIRECTORS' ACTIVITIES

In 2025, amid the common challenges faced by the rubber industry, along with the company's own advantages, difficulties, and existing issues, the Board of Directors will continue to guide the company's development. The goal is to strive to achieve and exceed the set targets, ensuring the highest benefits for shareholders.

The Board of Directors strictly adheres to corporate governance in compliance with legal regulations and the Company's Charter. Board members perform their duties and exercise their rights in accordance with the Company's Charter, corporate governance regulations, and the assignments of the Chairman of the Board of Directors with integrity. They consistently act in the best interests of the company and its shareholders.

Instructing the Executive Board to successfully implement the business and production targets in accordance with the Resolutions of the 2025 Annual General Meeting of Shareholders, focusing all available resources on building a stable and sustainable organization, fostering continuous growth, improving operational and production efficiency, and ensuring the successful achievement of the planned targets.

Managing, maintaining, and protecting 4,036.33 hectares of rubber plantations for business purposes and 128.69 hectares of young rubber plantations under development. Strengthening technical management of harvested rubber plantations, allocating workers to production teams based on the specific conditions of each plantation to ensure effective management. Maintaining a well-functioning management system in compliance with ISO standards.

Focusing on labor recruitment for rubber exploitation, enhancing new welfare policies to retain workers, and effectively implementing skill training programs for extraction laborers to meet the operational demands in 2025 and the following years.

Continuing to finalize legal documents and procedures to accelerate the investment and implementation of the company's key projects for the 2020-2025 period:

(1) Bu Dop Quarry Mining Project: Monitoring the Land Registration Office of Bù Đốp District regarding the issuance of the land use rights certificate.

(2) Pig Farming Project at Nghia Trung Plantation (approximately 15.75 ha): Monitoring planning developments, bauxite exploration, and awaiting approval from the Provincial People's Committee to proceed with construction.

The State capital representative at the company shall strengthen management and supervision efforts, providing timely input to mitigate potential risks while ensuring the preservation and growth of contributed capital.

Strictly implementing corporate governance in compliance with legal regulations, the Company's Charter, and the corporate governance regulations of Song Be Rubber Joint Stock Company.

The above presents the Board of Directors' activity report for 2024 and the operational direction for 2025.

Respectfully submitted./.

Recipients:

- General Meeting of Shareholders;
- State Securities Commission, Hanoi Stock Exchange;
- Board of Directors Members;
- Supervisory Board;
- Filed: Office, Board Secretary.

ON BEHALF OF THE BORRD OF DIRECTOR
CHAIRMAN

SONG BE RUBBER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
Report No: ___/BC-BKS	*Chon Thanh, April [day], 2025*

REPORT OF THE SUPERVISORY BOARD

Perform the functions and duties of the Supervisory Board as stipulated in Article 165 of the 2020 Enterprise Law and Article 56 of the Charter of Sông Bé Rubber Joint Stock Company;

Pursuant to the 2024 Financial Statements of Sông Bé Rubber Joint Stock Company, which has been audited by Chuan Viet Auditing and Consulting Co., Ltd.;

Pursuant to Decision No. 175/UBND-TH dated January 15, 2024, regarding the business and investment development plan for 2024;

Pursuant to the regulations governing the operations of the Supervisory Board and the results of its inspection and supervision activities in 2024;

The Supervisory Board of Sông Bé Rubber Joint Stock Company hereby presents to the Annual General Meeting of Shareholders in 2025 the report on the performance of the Supervisory Board in 2024, covering the following key aspects:

I. Self-assessment Report on the Activities of the Supervisory Board

1. Operations of the Supervisory Board

The Supervisory Board of the Company consists of 03 members, including 01 member and 02 part-time members. There were no personnel changes in the Board during the year.

In 2024, the Supervisory Board performed the following specific tasks:

Based on the functions and duties stipulated in the Charter on the organization and operation of Sông Bé Rubber Joint Stock Company, the Supervisory Board has conducted inspections and supervision of the management and business operations of the Board of Directors and the Executive Board to ensure compliance with legal regulations and the Company's policies;

Supervising the Company's production and business activities; monitoring the corporate governance of the Board of Directors; reviewing the legality and procedural compliance in issuing resolutions and decisions by the Board of Directors in accordance with legal regulations and the Company's Charter;

Inspecting and supervising the implementation and results of the 2024 General Meeting of Shareholders' Resolutions;

Reviewing quarterly and annual financial statements to assess the accuracy and reasonableness of financial data, ensuring compliance with accounting standards, accounting regulations, and the Company's current financial policies;

Monitoring the Company's compliance with information disclosure regulations in accordance with the law;

Throughout the year, the Supervisory Board attended all meetings of the Board of Directors.

2. Activities of Each Supervisory Board Member

Ms. Tran Thi Ngoc Lien is responsible for overseeing all activities of the Company's Supervisory Board, receiving Resolutions, Decisions, and other documents from the Board of Directors and the Executive Board, and participating in the meetings of the Board of Directors.

Mr. Tu Xuan Lam is responsible for coordinating the review and supervision of Resolutions, Decisions, and other documents issued by the Board of Directors and the Executive Board related to financial activities

Ms. Nguyen Thi Phuong is responsible for coordinating the review and supervision of Resolutions, Decisions, and other documents issued by the Board of Directors and the Executive Board related to production and business activities. She is also in charge of archiving documents and records related to the operations of the Supervisory Board.

3. Remuneration, Operating Expenses, and Other Benefits of the Supervisory Board in 2024

The profit achieved in 2024 met the planned target; therefore, the allocation of remuneration, salaries, and bonuses for members of the Supervisory Board will be carried out in accordance with the resolution of the 2024 General Meeting of Shareholders.

The total income of the Supervisory Board in 2024 includes remuneration, bonuses, and salaries for 2024 (based on the audited financial statements).

Full name	**Salary**	**Remuneration**	**Other revenues**	**Total**
1.Tran Thi Ngoc Lien	334,000,000		45,859,948	379,859,948
2.Tu Xuan Lam		12,000,000	1,279,398	13,279,398
3.Nguyen Thi Phuong		12,000,000	608,400	12,608,400
Total	**334,000,000**	**24,000,000**	**47,747,746**	**405,747,746**

4. Supervisory Board Meetings

In 2024, the Supervisory Board held 5 meetings (with all 3 members in attendance) to consolidate the monitoring results in preparation for the Supervisory Board's report to the Annual General Meeting of Shareholders (AGM); periodic meetings were also held to report quarterly work progress.

Throughout the year, the Supervisory Board did not have any recommendations.

II. Report on the Company's Business Performance, Results of the Board of Directors and General Director's Activities, and Supervision of the Company's Financial Operations

1.Company's Business Performance as reflected in financial indicators (million VND):

Indicator	2024 Plan	2024 Actual Performance	Percentage of Plan Achieved (%)
1.Total Revenue	320,000	315,067	98.46
-Revenue from Business Activities	240,000	268,478	111.87
- Other Revenue	80,000	46,589	58.24
2.Total Expenses	280,000	258,947	92.48
3. Profit before Tax	40,000	56,120	140.30
4. Pre-tax Profit/ Equity Ratio (%)	4.91	6.89	

2. Performance of the Board of Directors in 2024**,** The Board of Directors held 19 meetings to seek approvals and issued 15 resolutions and 90 decisions on the following matters: approval of the plan for organizing the Annual General Meeting of Shareholders; appointment of the Chairman of the Board of Directors; appointment of the person in charge of the Board of Directors, also serving as the Secretary of the Board of Directors; finalization of the shareholder list for dividend distribution; payment of remuneration to members of the Supervisory Board and members of the Board of Directors; approval of the organization of an Extraordinary General Meeting of Shareholders; appointment of the Deputy General Director; approval of candidates for the Board of Directors member position; and various approval decisions related to the Company's production and business activities.

3. Results of the Executive Board's Management of Production and Business Activities in 2024.Total processed latex output 6,570/6,825 tons, including: processed latex from the Company's own harvesting 5,550 tons/5,825 tons, achieving 95.28%; processed latex from purchased sources 1,020 tons/1,000 tons, achieving 102.00%. Finished latex sales 6,970 tons of SVR-3L, average selling price 46.09 million VND/ton; finished latex quality met ISO/IEC 17025:2017 standards.

In 2024, the progress of investment projects as of the reporting date is as follows:

Stone Quarry (in Bù Đốp): currently in the process of obtaining a land use rights certificate; submitting proposals to the relevant authorities for adjustments and additions to the mineral exploitation plan.

Pig Farming Project at Nghĩa Trung Plantation (15.75 ha): The pig farming site is located within an area designated for bauxite ore mining, so it must wait for the relevant authorities to adjust the bauxite mining plan.

Minh Lập Residential and Commercial Area Project (17 ha): The cleared land has been handed over to the relevant provincial authorities.

4. Results of the Financial Operations Supervision of the Company in 2024

The company's financial statements were prepared in accordance with the current Vietnamese accounting standards and regulations.

The company applied Circular 200/2014/TT-BTC regarding the guidelines for corporate accounting policies in the preparation and presentation of the financial statements ending on December 31, 2024.

The financial statements were prepared based on the historical cost principle, with accounting policies such as the recognition of cash and cash equivalents, inventory recognition, fixed asset recognition and depreciation, revenue and expense recognition, etc., applied in a consistent and appropriate manner. The company maintains accurate and continuous records, accounting for economic and financial transactions in a truthful, objective, and economically accurate manner. The reporting system is implemented promptly and efficiently, meeting all required standards.

The company's financial statements for 2024 were audited by Chuan Viet Auditing and Consulting Co., Ltd. In the audit report No. 2226/25/BCKT/AUD-VVALUES, the auditor's opinion was as follows: "The financial statements fairly and accurately present, in all material respects, the financial position of the Company as of December 31, 2024, as well as its business performance and cash flow for the financial year ending on the same date, in accordance with Vietnamese accounting standards, corporate accounting regulations, and relevant legal provisions regarding the preparation and presentation of financial statements.".

The Supervisory Board conducted a review of the company's quarterly and annual financial statements for the period from January 1, 2024, to December 31, 2024. The Supervisory Board agrees with the audit report of Chuan Viet Auditing and Consulting Co., Ltd. regarding the financial position of the company as of December 31, 2024.

Financial Situation of the Company in 2024

Indicator	Unit	2024	2023
1. Asset Structure			
Short-term assets/Total assets	%	51.39	47.21
Long-term assets/Total assets	%	48.61	52.79
2. Capital Structure			
Total liabilities/Capital	%	21.94	21.13
Owner's equity/Capital	%	78.06	78.87
3. Liquidity			
Quick ratio (= (Cash and cash equivalents + Receivables + Short-term investments) / Short-term liabilities)	Times	2.11	2.29
Current ratio (= Short-term assets / Short-term liabilities)	Times	2.34	2.39
4. Profitability			
Net profit/Net revenue	%	17.45	22.59
Net profit/Owner's equity (ROE)	%	5.76	6.83
Net profit/Total assets (ROA)	%	4.49	5.39

Asset Structure:

Total assets in 2024 amounted to 1,043 billion VND, compared to 1,032 billion VND in 2023, reflecting an increase of 11 billion VND, a 1.06% rise compared to the same period last year. The increase was primarily due to higher held to Maturity investments and inventory ; while long-term assets, fixed assets and cash and cash equivalents decreased.

Capital Structure :

Total liabilities in 2024 amounted to 229 billion VND, compared to 218 billion VND in 2023, reflecting an increase of 11 billion VND, a 5.05% rise compared to the previous year. Of this, short-term liabilities increased by 25 billion VND due to

higher payments to payables to employees and Welfare and Reward Funds; long-term liabilities decreased by 14 billion VND due to lower long-term provisions and long-term trade payables.

The debt-to-equity ratio in 2024 was 0.28 < 1, indicating that the Company effectively manages debt risks and has sufficient financial capacity to handle urgent debt obligations.

Owner's equity amounted to 813.961 billion VND, accounting for 78.06% of the total capital.

Liquidity:

The quick ratio is 2.11 and the current ratio is 2.34, indicating that the company has sufficient financial capacity to meet its due obligations.

IV. Results of the Supervision of the Management and Operations of the Board of Directors, the General Director, and the Company's Business Activities

1. The Board of Directors held meetings in accordance with the Company's Charter.

2. The BOD issued resolutions and decisions related to the Company's business operations within the scope of its responsibility and authority, in line with the AGM resolutions, the Company's Charter, the Enterprise Law, and other relevant legal regulations.

3. The BOD directed and supervised the General Director in managing the Company's business operations to implement the resolutions approved by the General Meeting of Shareholders.

4. The General Director proactively developed plans and organized the management of business operations in accordance with the direction set by the BOD.

V.Coordination of activities between the Supervisory Board, General Director, Board of Directors, and Shareholders:

The Supervisory Board was invited to attend the Board of Directors' regular meetings held throughout the year and was provided with complete and timely information, documents, and minutes related to the content of the meetings.

The Supervisory Board performed its functions and duties in coordinating with the Board of Directors and the Company's management team. The Company's leadership also strictly complied with information disclosure requirements and facilitated the Supervisory Board's access to documents to verify the accuracy of the information.

Throughout the year, the Supervisory Board fulfilled its role in inspection and supervision, ensuring the Company's operations were in compliance with the law, the Company's Charter, and the resolutions passed by the General Meeting of Shareholders.

In 2024, the Supervisory Board did not receive any complaints or petitions from shareholders regarding the Company's operations.

On behalf of the Supervisory Board

Head of the Supervisory Board

Tran Thi Ngoc Lien

SONG BE RUBBER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
No: ...../TTr-HĐQT	**Independence – Freedom – Happiness**
	Chon Thanh, date ... month ... year 2025

PROPOSAL

Regarding the approval of the 2024 audited financial statements of Song Be Rubber Joint Stock Company

To: Annual General Meeting of Shareholders 2025
Song Be Rubber Joint Stock Company

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to Decision No. 34/QĐ-CSSB-HĐQT dated July 4, 2022, of the Board of Directors of Song Be Rubber Joint Stock Company on the issuance of the Charter on the organization and operation of Song Be Rubber Joint Stock Company;

Pursuant to the financial statements for the fiscal year ending December 31, 2024, of the Company, which have been audited by VietValue Auditing and Consulting Co., Ltd. (VIETVALUS).

Pursuant to Official Letter No. .../UBND-TH dated .../ .../ 2025, of the Provincial People's Committee regarding the approval of the 2024 financial statements of Song Be Rubber Joint Stock Company.

In accordance with Point b, Clause 3, Article 139 of the Law on Enterprises and Point b, Clause 2, Article 22 of Decision No. 34/QĐ-CSSB-HĐQT: The General Meeting of Shareholders has the authority to "*approve the annual financial statements.*"

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the audited financial statements for 2024 of Song Be Rubber Joint Stock Company as follows:

1. The audited financial statements for 2024 include:

- Balance Sheet – Form No. B01-DN.
- Income Statement – Form No. B02-DN.
- Cash Flow Statement – Form No. B03-DN.
- Notes to the Financial Statements – Form No. B09-DN

(Attached is the audited financial statement for 2024.)

2. Key Financial Indicators from the Audited Financial Statements for 2024:

Unit: VNĐ

Indicator	Code	31/12/2024	01/01/2024
I. Total Assets	270-BCĐKT	**1,042,720,493,546**	**1,032,062,560,433**
1. Short-term Assets	100-BCĐKT	535,897,339,775	487,238,601,409
2. Long-term Assets	200-BCĐKT	506,823,153,771	544,823,959,024
II. Total Liabilities and Equity	440-BCĐKT	**1,042,720,493,546**	**1,032,062,560,433**
1. Liabilities	300-BCĐKT	**228,758,573,546**	**218,100,640,433**
1.1. Short-term Liabilities	310-BCĐKT	228,758,573,546	203,938,991,997
Of which: Overdue Liabilities		0,00	0,00
1.2. Long-term Liabilities	330-BCĐKT	0,00	14,161,648,436
2. Owner's Equity	400-BCĐKT	**813,961,920,000**	**813,961,920,000**
1. Owner's Contributed Capital	410-BCĐKT	813,961,920,000	813,961,920,000
III. Business Performance		**Năm 2024**	**Năm 2023**
1. Total Revenue *- Net Revenue from Sales and Services (Million VND)*	10-BCKQKD	315,067,418,575 268,478,280,835	316,529,195,415 246,210,196,859
- Financial Income	21-BCKQKD	25,283,025,433	27,708,859,373
- Other Income	31-BCKQKD	21,306.112,307	42,610,139,183
2. Total Expenses		258,947,587,588	249,317,487,527
3. Total Profit Before Tax	50-BCKQKD	56,119,830,987	67,211,707,888
4. Net Profit After Corporate Income Tax	60-BCKQKD	46,858,096,434	55,612,488,460

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

Recipients:
- General Meeting of Shareholders;
- Shareholders;
- Archive: VT.

ON BEHALF OF THE BORRD OF DIRECTOR
CHAIRMAN

SONG BE RUBBER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
	Independence – Freedom – Happiness
No: .../TTr -HĐQT	*Chon Thanh, date ... month ... year 2025*

PROPOSAL
Regarding the Approval of Profit Distribution, Allocation and Utilization of Funds, and Dividend Rate for 2024 of Song Be Rubber Joint Stock Company

To: General Meeting of Shareholders 2025
Song Be Rubber Joint Stock Company

- Pursuant to the Law on Enterprises dated June 17, 2020;

- Pursuant to the Law on Securities dated November 26, 2019;

- Pursuant to Decision No. 34/QĐ-CSSB-HĐQT dated July 4, 2022, of the Board of Directors of Song Be Rubber Joint Stock Company on the issuance of the Charter on the organization and operation of the Company;

- Pursuant to Official Letter No. .../UBND-TH dated ... /... 2025, of the Provincial People's Committee regarding opinions on profit distribution, fund allocation, and dividend payment for 2024 of Song Be Rubber Joint Stock Company;

In accordance with Point e, Clause 3, Article 139 of the Law on Enterprises and Point e, Clause 2, Article 22 of Decision No. 34/QĐ-CSSB-HĐQT, which stipulate that the General Meeting of Shareholders has the authority to "*distribute profits, allocate and utilize funds, and determine the annual dividend per share*";

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the profit distribution, fund allocation, and dividend rate for 2024 of Song Be Rubber Joint Stock Company as follows:

Amount (VND)

Indicator	**Amount (VND)**
1. **Charter Capital** (according to the Business Registration Certificate issued on October 10, 2022, by the Department of Planning and Investment, consisting of 81,396,192 shares), including:	813,961,920,000
*a) **State Capital** (79,242,696 shares, accounting for 97.354%):*	*792,426,960,000*
*b) **Investor Capital** (2,153,496 shares, accounting for 2.646%):*	*21,534,960,000*

Indicator	Amount (VND)
2. **Distribution of Remaining Profit After Corporate Income Tax** *(According to the 2024 Independent Audit Report)*	46.858.096.434
a) **Employee Bonus and Welfare Fund** *(Allocated based on three months' average salary of employees and an additional 20% of the profit exceeding the planned profit, in accordance with Clause 1, Article 18 of Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016, issued by the Ministry of Labor, Invalids, and Social Affairs.)*	33.540.602.000
b) **Company Managers' Bonus Fund** *(Allocated based on 1.5 months' average salary of company managers, in accordance with Clause 2, Article 18 of Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016, issued by the Ministry of Labor, Invalids, and Social Affairs.)*	426.120.000
c) **Dividend Payment** *(According to Article 135 of the Enterprise Law dated June 17, 2020, including:)*	12.891.374.434
*- **Dividend payment for State Capital**, submitted to the provincial budget, accounting for **79,242,696 shares**. 97,354%*	*12.550.307.824*
*- **Dividend payment for Investor Capital**, accounting for **2,153,496 shares**. 2.646%*	*341.066.610*
d) Dividend Payment Rate:	158.38 VND per share

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely,./.

Recipients:
- General Meeting of Shareholders;
- Esteemed Shareholders;
- Archive: VT.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Thai Cong can

SONG BE RUBBER
JOINT STOCK COMPANY
No: .. /TTr - HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Chon Thanh, [date] [month] 2025.

PROPOSAL

Regarding the selection of the auditing firm for the 2025 financial statements of Song Be Rubber Joint Stock Company

To: The 2025 Annual General Meeting of Shareholders;
Song Be Rubber Joint Stock Company.

- Pursuant to the Enterprise Law dated June 17, 2020;

- Pursuant to the Securities Law dated November 26, 2019;

- Pursuant to Circular No. 96/2020/TT-BTC dated November 16, 2020, issued by the Ministry of Finance, providing guidance on information disclosure in the securities market;

- Pursuant to Decision No. 34/QĐ-CSSB-HĐQT dated July 4, 2022, issued by the Board of Directors of Song Be Rubber Joint Stock Company, on the promulgation of the Company's Charter on organization and operations;

In accordance with point m, Clause 2, Article 138 of the Enterprise Law and Article 22 of Decision No. 34/QĐ-CSSB-HĐQT, the General Meeting of Shareholders has the right to "*approve the list of independent auditing firms*".

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the selection of the auditing firm for the 2025 financial statements of Song Be Rubber Joint Stock Company as follows:

Chuan Viet Audit and Consulting Company Limited

- **Address**: 33 Phan Van Khoe Street, Ward 13, District 5, Ho Chi Minh City.

- **Tax Identification Number**: 0303128175.

- **Phone**: 028 39990091; **Fax**: 028 39990090.

Respectfully submitted for consideration and approval by the General Meeting of Shareholders.

Best regards./.

Recipients:
- General Meeting of Shareholders
- Esteemed Shareholders
- Filed: Office

ON BEHALF OF THE BORRD OF DIRECTOR
CHAIRMAN

SONG BE RUBBER JOINSTOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
	Independence - Freedom – Happiness
No: /TTR-CSSB-HĐQT	***Chon Thanh…. Date…. month…year 2025***

PROPOSAL

Regarding the continued implementation of the plan to transfer the Company's stock trading registration from the UPCOM Exchange to listing on the Ho Chi Minh Stock Exchange (HOSE)

To: The General Meeting of Shareholders of Song Be Rubber Joint Stock Company

- Enterprise Law No. 59/2020/QH14 on November 26, 2020;

- Securities Law No. 54/2019/QH14 on November 26, 2019;

- Law No. 56/2024/QH15 on November 29, 2024, amending and supplementing a number of articles of the Securities Law, Accounting Law, Independent Audit Law, State Budget Law, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves, and Law on Handling Administrative Violations;

- Government's Decree 155/2020/ND-CP on December 31, 2020, detailing a number of articles of the Securities Law;

- Charter on organization and operation of Song Be Rubber Joint Stock Company;

- Resolution No. 01/NQ-DHDCD on April 25, 2024, of the 2024 Annual General Meeting of Shareholders and Proposal No. 07/TTr-HDQT on April 25, 2024.

The Board of Directors of Song Be Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the following:

1. Approval of the continued implementation of the plan to transfer the Company's stock trading from the UPCOM registration to listing on the Ho Chi Minh Stock Exchange (HOSE), specifically as follows:

Cancel the registration of SBR stock trading on the UPCOM exchange and proceed with the listing registration of all shares of Song Be Rubber Joint Stock Company on the Ho Chi Minh Stock Exchange (HOSE).

- Stock Name: Shares of Song Be Rubber Joint Stock Company

- Listing Stock Code: SBR

- Number of Shares Registered for Listing: The entire number of issued and outstanding shares of the Company at the time of the stock exchange transfer

- Expected Time for Submitting Listing Registration Documents: During 2025 - first 6 months of 2026.

2. Approval to continue authorizing the Board of Directors to actively implement the stock exchange transfer plan according to the above content, including but not limited to the following tasks:

Carry out and complete the necessary documents/procedures with the Hanoi Stock Exchange (HNX), Ho Chi Minh Stock Exchange (HOSE), Vietnam Securities Depository and Clearing Corporation (VSDC) to complete the transfer of stock trading registration to listing on HOSE;

- Be fully authorized to decide to adjust, supplement documents, and provide explanations as required by relevant authorities to complete the transfer of stock trading registration to listing on HOSE in accordance with legal regulations;

- Decide on the appropriate time to close the shareholder list for transferring trading registration to listing;

- Select and decide on the time to officially list the Company's shares on HOSE after completing the procedures according to regulations;

- Decide on the reference price on the first trading day of the listed shares;

- Sign relevant papers and documents to complete the transfer of stock trading registration to listing on HOSE;

- And other related tasks to complete the procedures for transferring stock trading registration to listing on HOSE.

Respectfully submitted to the General Meeting of Shareholders for approval./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Thai Cong Can

To:
- As above;
- File: Office.

SONG BE RUBBER JOINT STOCK COMPANY	SOCIALIST REPUBLIC OF VIETNAM
	Independence – Freedom – Happiness
No:.../TTr - HĐQT	*Chon Thanh, April...., 2025*

PROPOSAL

Regarding the approval of the 2025 business and production plan and the 2026 financial plan orentation of Song Be Rubber Joint Stock Company

To: The 2025 Annual General Meeting of Shareholders Song Be Rubber Joint Stock Company.

- Pursuant to the Enterprise Law dated June 17, 2020;

- Pursuant to the Securities Law dated November 26, 2019;

- Pursuant to Decision No. 34/QĐ-CSSB-HĐQT dated July 4, 2022, issued by the Board of Directors of Song Be Rubber Joint Stock Company on the promulgation of the Company's Charter on organization and operations;

- Pursuant to Official Letter No. 4735/UBND-TH dated November 14, 2024 and Official Letter No. 865/UBND-TH dated February 27, 2025, from the Provincial People's Committee regarding the opinion on the business and production plan and investment development plan for 2025 of Song Be Rubber Joint Stock Company.

In accordance with point a, Clause 3, Article 139 of the Enterprise Law dated June 17, 2020, and point a, Clause 2, Article 23 of Decision No. 34/QĐ-CSSB-HĐQT, the General Meeting of Shareholders has the right to approve the Company's annual business and production plan.

The Board of Directors respectfully submits for approval by the General Meeting of Shareholders the 2025 business and production plan an the orentation 2026 financial plan of Song Be Rubber Joint Stock Company as follows:

2025 business an production plan, including the follwwing targets:

Indicator	Unit	2025 Plan
I. Production Output	x	x
1. Main production output	x	x
a) Rubber plantation area	Ha	4,165.02
- Business rubber plantations	Ha	4,036.33

Indicator	Unit	2025 Plan
- Basic development rubber plantations	Ha	128.69
b) SVR3L rubber output		
- Opening stock of SVR3L rubber	Tons	1,350
- Large-scale SVR3L rubber	Tons	5,446
Smallholder rubber purchased	Tons	1,000
2. Main product consumption output	**Tons**	**6,500.00**
a) Domestic sales of SVR3L rubber	Tons	6,500.00
b) Export sales of SVR3L rubber	Tons	0,00
3. Production cost per unit of main products	**x**	**x**
a) Total cost of large-scale SVR3L rubber	VND/ton	37,000,000
b) Average cost of smallholder rubber	VND/ton	39,000,000
4. Selling price of main products	**x**	**x**
a) Average domestic price of SVR3L rubber	VND/ton	39,000,000
b) Average export price of SVR3L rubber	VND/ton	0
II. Business Results	**x**	**x**
1. Total revenue	Million VND	**330,000**
a) Rubber revenue	Million VND	253,000
b) Other operating income	Million VND	77,000
2. Total expenses	Million VND	**289,000**
a) Rubber expenses	Million VND	244,500
b) Other operating expenses	Million VND	44,500
3. Profit before corporate income tax	million VND	**41,000**
a) Rubber business profit	Million VND	8,500
b) Other operating profit	Million VND	32,500
4. Taxes and contributions to the state budget	Million VND	**32,000**
5. Charter capital	Million VND	**813,962**

- **Financial plan orentation for 2026**

No	Indicator	Unit	2026 Plan
1	Owner's Equity ratio	Million VND	813,62
2	Net revenue	Million VND	265,650
3	Profit after tax	Million VND	34,440
4	profit after tax/ Total assets Ratio)	%	12.96

No	Indicator	Unit	2026 Plan
5	profit after tax/ total capital Ratio)	%	4.23
6	Dividends	%	1.30

Respectfuly submitting to the Extraordinary General meeting for consideration and approval.

Trân trọng./.

Recipients:
-General Meeting of Shareholders;
- Shareholders;
- Filed: Office.

ON BEHALF OF THE BORRD OF DIRECTOR
CHAIRMAN

Thai Cong Can

SONG BE RUBBER JOINT STOCK COMPANY	**SOCIALIST REPUBLIC OF VIETNAM**
	Independence – Freedom – Happiness
Số: /TTr -HĐQT	*Chơn Thanh, date ... month ... year 2025*

PROPOSAL

Regarding the approval of the Report on Salaries and Remuneration for the Board of Directors and the Supervisory Board for 2024 and the Plan for 2025

To: The 2025 Annual General Meeting of Shareholders
Song Be Rubber Joint Stock Company.

- Pursuant to the Enterprise Law dated June 17, 2020;

- Pursuant to the Securities Law dated November 26, 2019;

- Pursuant to Decision No. 34/QĐ-CSSB-HĐQT dated July 4, 2022, issued by the Board of Directors of Song Be Rubber Joint Stock Company on the promulgation of the Company's Charter on organization and operations;

Pursuant to Official Letter No. 754/UBND-KGVX dated February 19, 2025, from the Binh Phuoc Provincial People's Committee regarding the acceptance of the salary fund for 2024 and the labor and salary plan for 2025 of Song Be Rubber Joint Stock Company.

In accordance with point k, Clause 2, Article 138 of the Enterprise Law and Article 22 of Decision No. 34/QĐ-CSSB-HĐQT, the General Meeting of Shareholders has the authority to "*Decide on the total salary, bonuses, and other benefits for the Board of Directors and the Supervisory Board.*"

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Report on the salaries and remuneration of the Board of Directors and the Supervisory Board for 2024, as well as the plan for 2025, as follows:

1. **Salary and Remuneration Fund for 2024**

** Salary fund for the management representatives of state capital:*

- Profit of 22.044 billion VND < 50 billion VND. According to Clause 1, Article 13 of Circular 28/2016/TT-BLĐTBXH dated September 1, 2016, the salary level will be the basic salary.

+ **Average salary**: (36,000,000 VND * 2) / 2 = **36,000,000 VND**.

+ Based on point b, Clause 2, Article 15 of Circular 28/2016/TT-BLĐTBXH, with the actual profit achieving 275.55% of the plan, the company

chooses to apply an additional 20% to the average salary: 36,000,000 VND * 20% = **7,200,000 VND.**

- Total salary fund: (36,000,000 + 7,200,000) * 2 * 12= 1,036,800,000 VND (1).

**** Salary fund for management not representing state capital:***

- The average salary is determined based on the balance with the salary of the state capital representative, with specific salaries as follows:

+ Deputy General Director: 34,000,000 VND/month
+ Board Member: 34,000,000 VND/month
+ Chief Accountant: 34,000,000 VND/month

Average salary: (34,000,000 VND * 3) / 3 = 34,000,000 VND.

+ Based on point b,Clause 2, Article 15 of Circular 28/2016/TT-BLĐTBXH, with the actual profit reaching 275.55% of the plan, the company chooses to apply an additional 20% to the average salary: 34,000,000 VND * 3% = 6,800,000 VND.

- Actual salary fund: (34,000,000 VND + 6,800,000 VND) * 3 * 12 = 1,468,800,000 VND (2).

- Remuneration fund:

+ Average salary of the company's dedicated management:

(36,000,000 VND * 2 + 34,000,000 VND * 3) / 5 = 34,800,000VND/month.

+ Actual remuneration: 34,800,000 VND * 20% = 6,960,000 VND/month.

+ Remuneration fund: 6,960,000 VND * 3 * 12 = 250,560,000 VND (3).

** Salary fund for management not representing state capital (Head of the Supervisory Board), and the remuneration fund for the Supervisory Board:*

- Salary fund for the Head of the Supervisory Board:

+ Average salary: 34,000,000 VND.

+Based on point b, Clause 2, Article 15 of Circular 28/2016/TT-BLĐTBXH, with actual profit reaching 275.55% of the plan, the company applies an additional 20% to the average salary: 34,000,000 VND * 20% = **6,800,000 VND**.

- salary fund for the Head of the Supervisory Board: (34,000,000+6,800,000)*12 = 489,600,000 đồng (4).

The average remuneration for part-time Supervisory Board members: 34,000,000 VND * 20% = 6,800,000 VND.

Remuneration fund for the Supervisory Board: 6,800,000*2*12 = 163,200,000 VND (5).

*** Determining the actual salary and remuneration fund for dedicated management and the Supervisory Board for 2024*:***

***(1)+(2)+(3)+(4)+(5):*1,036,800,000+1,468,800,000+250,560,000+489,600,000+163,200,000=3,408,960,000đ**

2. Plan for salaries and remuneration for the Board of Directors and Supervisory Board in 2025:

2.1. Key Indicators for Determining Average Salary:

Plan:

- Total revenue:	330,000,000,000 VND.
- Total production output	5,761.24 tons.
- Actual average workforce:	1,203 people.
- Number of dedicated management staff	6 people.
Within this:	
+ State capital representatives:	2 people.
+ Non-state capital representatives:	3 people.
+ Head of the Supervisory Board:	1 people.
- Planned profit:	8,500,000,000 VND.

2. Determining the salary fund for the 2025 plan:

* Salary fund for management representing state capital:

With a profit of 8.5 billion VND < 50 billion VND, based on Clause 1, Article 13 of Circular 28/2016/TT-BLĐTBXH dated September 1, 2016, the average planned salary is chosen to be the basic salary.

- Salary fund: 36,000,000 VND * 2 * 12 = 864,000,000 VND.

* Salary fund for management not representing state capital

- Average planned salary: Based on balancing with the salary of the state capital representatives, the salary is determined as follows: **34,000,000 VND.**

- Salary fund: 34,000,000 VND * 3 * 12 = 1,224,000,000 VND.

*** Remuneration fund for dedicated management also holding the position of Board Member**:

- Average planned salary of the dedicated management:

36,000,000 VND * 2 + 34,000,000 VND * 3) / 5 = **34,800,000 VND/month.**

- Average planned remuneration: 34,800,000 VND * 20% = **6,960,000 VND/month.**

- Remuneration fund: 6,960,000 VND * 3 * 12 = 250,560,000 VND.

*** Salary and remuneration fund of the Supervisory Board**:

- Average planned salary of the Head of the Supervisory Board: 34,000,000 VND/month.

Salary fund: 34,000,000 VND * 1 * 12 = **408,000,000 VND.**

- Average planned remuneration for part-time Supervisory Board members: 34,000,000 VND * 20% = **6,800,000 VND.**

Remuneration fund for part-time Supervisory Board members:

6,800,000 VND * 2 * 12 = **163,200,000 VND.**

- Total salary and remuneration fund of the Supervisory Board: 408,000,000 VND + 163,200,000 VND = 571,200,000 VND.

*** Total salary fund for dedicated management and the total salary and remuneration fund of the Supervisory Board:**

864,000,000 VND + 1,224,000,000 VND + 250,560,000 VND + 571,200,000 VND = 2,909,760,000 VND.

Respectfully submitted for consideration and approval by the General Meeting of Shareholders.

Best regards.

Recipients:
- General Meeting of Shareholders
- Esteemed Shareholders
- Filed: Office

ON BEHALF OF THE BORRD OF DIRECTOR
CHAIRMAN

Thai cong can

SONG BE RUBBER
JOINT STOCK COMPANY
ANNUAL GENERAL MEETING
OF SHAREHOLDERS 2025
No: ..BB-ĐHĐCĐ
Draft

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
Chơn Thành, [date] April 2025

MEETING MINUTES

Annual General Meeting of Shareholders 2025

Song Be Rubber Joint Stock Company

Today, on ...../...../ 2025, at the Hall of Song Be Rubber Joint Stock Company, the company held its Annual General Meeting of Shareholders 2025.

I. Attendees including:

(1). The Company's Board of Directors including the following members:

- Mr. Thai Cong Can - Member of the Board of Directors
- Mr.Nguyen Đong Dan - Member of the Board of Directors - Executive director
- Mr. Nguyen Minh Thien - Member of the Board of Directors -Vice director
- Mr. Mr.Truong Minh Hung - Independent member of the Board of Directors
- Mrs. Nguyen Thi My Phuoc - Member of the Board of Directors

(2).**The Company's Supervisory Board including the following members**

- Mrs.Tran Thi Ngoc Lien - Head of Supervisory Board
- Mrs.Nguyen Thi Phuong - Supervisory Board Member
- Mr. Tu Xuan Lam - Supervisory Board Member.

(3). **The Company managements consist of members:**

- Mr. Nguyen Đong Dan - Member of the Board of Directors - Executive director
- Mr. Nguyen Minh Thien - Member of the Board of Directors -Vice director
- Mr. Huynh Quang Vinh - Chief Accountant of the Company

(4). **Delegates attending:**

Shareholders/Authorized representatives of shareholders who have completed the registration procedures as stipulated in the Company's Charter on Organization and Operation.

The proceedings of the General Meeting of Shareholders were carried out as

follows:

II. Formalities and Procedures of the Meeting

1. Flag salute, statement of purpose, and introduction of delegates.

2. Report on the verification of shareholder eligibility.

Mr. Tran Van Cuong, Head of the Shareholder Eligibility Verification Committee, reported to the General Meeting on the results of the verification of shareholder eligibility for participation in the 2025 Annual General Meeting of Shareholders. As of the opening time (08:00 AM), the meeting met the legal requirements to proceed, with the shareholder structure as follows:

- Total number of shareholders invited to attend: All shareholders listed on the shareholder list as of the closing date of March 17, 2025. The total number of shareholders is ……, holding 81,396,192 voting shares.

- The number of shareholders attending the meeting is …….

Among them:

+ …… shareholders attended in person, representing …… shares, accounting for …..% of the total voting shares.

+ …… shareholders were authorized representatives, representing ….. shares, accounting for …..% of the total voting shares.

Representing ownership of ….. shares, equivalent to …..% of the company's total voting shares.

According to the Enterprise Law, the company's charter, and current legal regulations, the 2025 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company meets the conditions to proceed.

3. Introduction of the Presidium, Secretariat, Delegate Eligibility Verification Committee, and Ballot Counting Committee:

- The Presidium consists of three members:

(1) Mr. Thai Cong Can - Chairman of the Board of Directors – Head of the Presidium;

(2) Mr. Nguyen Đong Dan - Director - Member;

(3) Mr. Huynh Quang Vinh - Chief Accountant - Member.

- Secretaries of the meeting: 2 people:

(1) Mr. Le Van Tung - Secretary of the company's Youth Union.

(2) Ms. Huynh Thi Thuy Dung - Trade Union Officer, Deputy Secretary of the Youth Union.

- Delegate Eligibility Verification Committee:

(1) Mr.Tran Van Cuong - Deputy Head of Business Planning Department – Head of the Committee.

(2) Mr. Nguyen Viet Dung - Staff member, Finance and Accounting Department – Member.

(3) Mr. Nguyen Van Thuan - Staff member, Security Department – Member.

- Ballot Counting Committee:

(1) Mr. Phan Trung Dung - Deputy Head of Finance and Accounting Department – Head of the Committee.

(2) Mr. Đoan Van Hieu - Staff member, Human Resources Department – Member.

(3) Mr. Le Nhat Tai - Staff member, Business Planning Department – Member.

The personnel structure of the Presidium, Secretariat, Delegate Eligibility Verification Committee, and Ballot Counting Committee was approved by the General Meeting of Shareholders with .....% of attending shareholders voting in favor through the method of raising voting cards.

III. Meeting Agenda

1. Mr. Huynh Quang Vinh presented the agenda for the meeting, which was approved by the General Meeting of Shareholders with ....% of the attending shareholders voting in favor by raising voting cards.

2. The draft Rules of Procedure for the Meeting was presented and approved by the General Meeting of Shareholders, with ....% of the attending shareholders expressing their agreement through a show of hands.

3. Mr. Nguyen Đong Dan - General Director, presented the 2024 Business Performance Report and the 2025 plan, highlighting some key indicators as follows:

Performed in 2024

No	Indicator	Unit	Plan	Actual	Percentage (%)
1	Rubber plantation area	Ha	4,179.75	4,179.75	100.00
	- Business rubber	Ha	4,031.04	4,055.79	100.61
	- Developing rubber	Ha	148.71	123.96	83.36
2	Harvested rubber output	Tons	5,825	5,550	95.28
3	Yield	Tons/Ha	1.47	1.39	94.56
4	Rubber purchased	Tons	1,000	1,020	102.00
5	Total revenue	Billion VND	320	315.06	98.43
	+ Rubber latex revenue	Billion VND	240	268.47	111.87

No	Indicator	Unit	Plan	Actual	Percentage (%)
	+ Other revenue	Billion VND	80	46.58	58.22
6	Average selling price	Million VND	37	46.09	124.56
7	Total profit	Billion VND	40	56.11	140.27
8	Tax payment to the state budget	Billion VND	25	54.85	219.40
9	Average workforce	People	1,221	1,081.11	88.5
10	Average salary	Million VND	7.50	8.25	110.00
11	Average income	Million VND	8.00	11.20	140.00

4. Mr. Thai Cong Can - Chairman of the Board of Directors, presented the 2024 performance results and the 2025 plan for the Board of Directors.

5. Ms. Tran Thi Ngoc Lien - Head of the Supervisory Board, presented the 2024 activities report of the Supervisory Board.

6. The General Meeting approved the Proposals:

- Mr. Huynh Quang Vinh - Chief Accountant of the company, presented the following Proposals:

(1) Proposal for the 2024 audited financial report, with some key indicators as follows:

Unit: VND

Indicator	Code	31/12/2024	01/01/2024
I. Total Assets	270-BCĐKT	**1.042.720.493.546**	**1,032,062,560,433**
1. Current assets	100-BCĐKT	535.897.339.775	487,238,601,409
2. Non-current assets	200-BCĐKT	506.823.153.771	544,823,959,024
II. Liabilities and Shareholders' Equity	440-BCĐKT	**1.042.720.493.546**	**1,032,062,560,433**
1. Liabilities	300-BCĐKT	**228.758.573.546**	**218,100,640,433**
1.1. Current liabilities	310-BCĐKT	228.758.573.546	203,938,991,997
Accounts payable		0,00	0,00

Indicator	Code	31/12/2024	01/01/2024
1.2 Non-current liabilities	330-BCĐKT	0,00	14.161.648.436
2. Shareholders' Equity	400-BCĐKT	**813,961,920,000**	**813,961,920,000**
III. Income Statement		**2024**	**2023**
1. Paid-up capital	410-BCĐKT	813,961,920,000	813,961,920,000
1. Total revenue - Net income from goods and service sales	10-BCKQKD	315.067.418.575 268.478.280.835	316,529,195,415 246,210,196,859
- Income from financial activities	21-BCKQKD	25.283.025.433	27,708,859,373
- Other income	31-BCKQKD	21.306.112.307	42,610,139,183
2. Total expense		258.947.587.588	249,317,487,527
3. Income before tax	50-BCKQKD	56.119.830.987	67,211,707,888
4. Profit/Loss after tax	60-BCKQKD	46.858.096.434	55,612,488,460

(2) Proposal No. .../TTr-HĐQT *[date] April 2025* regarding the Profit Distribution, the establishment of funds, and the dividend payment for 2024. The after-tax profit for 2024 will be distributed as follows:

Unit: VND

Indicators	Amounts
1. Charter Capital (as per the Business Registration Certificate issued on October 10, 2022, by the Department of Planning and Investment, including 81,396,192 shares), of which:	813,961,920,000
a) State Capital (79,242,696 shares, accounting for 97.354%):	792,426,960,000
b) Investor Capital (2,153,496 shares, accounting for 2.646%):	21,534,960,000
2. Profit Distribution after Corporate Income Tax (according to the 2024 Independent Audit Report):	46,858,096,434
a) Bonus and welfare fund for employees (Based on 3 months' average salary of employees, plus 20% of the profit exceeding the plan, as per Clause 1, Article 18 of Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016, issued by the Ministry of Labor, Invalids, and Social Affairs).	33,540,602,000

Indicators	Amounts
b) Bonus fund for company managers (Based on 1.5 months' average salary of company managers, as per Clause 2, Article 18 of Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016).	426,120,000
c) Dividend payment (According to Article 135 of the Enterprise Law dated June 17, 2020), including.	12,891,374,434
*- Dividend payment to **state capital**, contributing to the provincial budget (79,242,696 shares):* *97.354%*	*12,550,307,824*
*- Dividend payment to **investor capital** (2,153,496 shares)* *2.646%*	*341,066,610*
d) **Dividend per share**:	158.33 đồng/cổ phần

(3) Proposal to authorize the Board of Directors to select the auditing firm for the 2025 financial statements, as per Proposal No. …./TTr-HĐQT *[date] April 2025*, selecting Chuan Viet Audit and Consulting Company Limited.

(4) Proposal regarding the continued implementation of the plan to transfer the Company's stock trading registration from the UpCOM exchange to listing on the Ho Chi Minh Stock Exchange (HOSE).

- Mr. Nguyen Đong Dan presented the following proposals:

(1) Approval of the 2025 business and production plan and the 2026 financial plan orientate of the Company, as the Proposal No. …/TTr-HDQT *[date] April 2025* by the Board of Directors, including the following specific targets.

No	Indicator	Unit	2025 Plan
1	Business plantation area	ha	4,036.33
2	Basic development plantation area	ha	128.69
4	Total processed SVR3L rubber output	tons	5.446
5	Total smallholder processing output	tons	1,000
6	Sales volume	tons	6,500
7	Average selling price	million VND/ton	39
8	Average production cost for large-scale plantations	million VND/ton	37
9	Total revenue	Million VND	330,000

No	Indicator	Unit	2025 Plan
10	Profit before tax	million VND	41,000
11	Average salary per person per month	million VND	7.5
12	Average income per person per month	million VND	8
13	Pre-tax profit to charter capital ratio	%	5.04

- Financial plan orentation for 2026

No	Indicator	Unit	2026 Plan
1	Owner's Equity ratio	million VND	813,961
2	Net revenue	million VND	265,650
3	Profit after tax	million VND	34,440
4	profit after tax/ Total assets Ratio)	%	12.96
5	profit after tax/ total capital Ratio)	%	4.23
6	Dividends	%	1.30

(2) Approval of Proposal No. 06/TTr-HĐQT *[date] April 2025*, regarding the report on salaries and remuneration for the Board of Directors and the Supervisory Board for 2024, and the salary, bonus, and remuneration payment plan for 2025.

In 2024: The total salary and remuneration fund for the Board of Directors and the Supervisory Board in 2024 is: 3,408,960,000 VND.

+ Payment plan for 2025:

The Board of Directors, the General Director, and the Head of the Supervisory Board will receive salaries according to the regulations issued by the Ministry of Labor, Invalids and Social Affairs, guiding labor, wages, remuneration, and bonuses for joint-stock companies with state-controlled capital, based on the company's actual production and business situation.

+ Proposed salary and remuneration fund for the Board of Directors and the Supervisory Board in 2025: 2,909,760,000 VND.

7. General Meeting voted to approve the following items:

Voting Item	Agree (%)	Disagree (%)	No Opinion (%)
1. Approval of the 2024 activity report and 2025 plan of Song Be Rubber Joint Stock Company.	100	-	-

Voting Item	Agree (%)	Disagree (%)	No Opinion (%)
2. Approval of the 2024 activity report and 2025 activity plan of the Board of Directors.	100	-	-
3. Approval of the 2024 activity report of the Supervisory Board.	100	-	-
4. Approval of the 2024 audited financial report by Chuan Viet Audit and Consulting Company Limited.	100	-	-
5. Approval of the profit distribution, the establishment of funds, and dividend payment for 2024.	100	-	-
6. Authorization of the Board of Directors to select Chuan Viet Audit and Consulting Company Limited as the auditing firm for the 2025 financial statements.	100	-	-
7. Approval Proposal regarding the continued implementation of the plan to transfer the Company's stock trading registration from the UpCOM exchange to listing on the Ho Chi Minh Stock Exchange (HOSE).	100	-	-
8. Approval of the 2025 business and production plan and the orientate 2026 financial plan of the Company.	100	-	-
9. Approval of the salary, remuneration for the Board of Directors, Management Board, and Supervisory Board for 2024 and the payment plan for 2025.	100	-	-

8. Reading and voting on the Minutes and Resolutions of the General Meeting:

The Secretariat of the meeting presented the contents of the Minutes and the Draft Resolution of the meeting.

The General Meeting conducted a vote and unanimously approved the full text of the Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders, with .....% of the voting shares of the attending and represented shareholders in favor.

9. Closing of the Meeting

General Meeting of Shareholders ended at **10:45 AM** on the same day.

The minutes were prepared in 03 copies, stored as follows: 01 copy in the Company's archives for the 2025 Annual General Meeting of Shareholders, 01

copy in the Office, and 01 copy with the Secretariat.

The minutes serve as the basis for drafting the 2025 Annual General Meeting of Shareholders' Resolution in writing and will be published in full on the Song Be Rubber Joint Stock Company's website to inform all shareholders in accordance with legal regulations.

SECRETARY OF THE MEETING	ON BEHALF OF THE GENERAL MEETING OF CHAIRMAN OF THE MEETING
	Thai Cong Can

Recipients:
- State Securities Commission;
- Hanoi Stock Exchange;
- Board of Directors, General Director, Supervisory Board
- Shareholders;
- Filed: Office, Secretariat.

SONG BE RUBBER
JOINT STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
No:.../NQ – ĐHĐCĐ
DRAFT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
Chơn Thành, [date] April 2025

RESOLUTION

Annual general meeting of shareholders 2025
Song Be rubber joint stock company

- Pursuant to the Law on Enterprises dated June 17, 2020;

- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;

- Pursuant to Circular No. 96/2020/TT-BTC dated November 16, 2020, issued by the Ministry of Finance, providing guidelines on information disclosure in the securities market;

- Pursuant to Decision No. 34/QĐ-CSSB-HĐQT dated July 4, 2022, issued by the Board of Directors of Song Be Rubber Joint Stock Company on the promulgation of the Company's Charter on organization and operations;

- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company No...../BB-ĐHĐCĐ dated ..../...../ 2025.

The 2025 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company was held at 08:00 AM on ..../...., 2025, at the Hall of Song Be Rubber Joint Stock Company, ĐT751 Road, Group 8, Quarter 3, Minh Thanh Ward, Chon Thanh Town, Binh Phuoc Province, with the participation of ....shareholders, representing .... shares, equivalent to ...% of the total voting shares.

The General Meeting discussed and approved the following matters:

RESOLUTION

Article 1: Approval of the Business Performance Report for 2024, including the following key indicators:

No	Indicator	Unit	Plan	Actual	Percentage (%)
1	Rubber plantation area	Ha	4,179.75	4,179.75	100%

	- Business rubber - Developing rubber	Ha Ha	4,031.04 148.71	4,055.79 123.96	100.61 83.,36
2	Harvested rubber output	Tons	5,825	5,550	95.28
3	Yield	Tons/ha	1.47	1.39	94.56
4	Rubber purchasing	Tons	1,000	1,020	102.00
5	Total revenue + Rubber latex revenue + Other revenue	BillionVND BillilonVND Billion VND	320 240 80	315.06 268.47 46.58	98.43 111.87 58.22
6	Average selling price	Million VND	37	46.09	124.56
7	Total profit	Billion VND	40	56.11	140.27
8	Tax payment to the State budget	Billion VND	25	54.85	219.40
9	Average workforce	Persons	1,221	1,081.11	88.5
10	Average salary	Million VND	7.50	8.25	110.00
11	Average income	Million VND	8.00	11.20	140.00

Article 2: Approval of the 2024 Activity Report and the 2025 Activity Plan of the Board of Directors.

Article 3: Approval of the 2024 Activity Report of the Supervisory Board.

Article 4: Approval of the 2024 Audited Financial Statements, audited by Vietvalus Audit and Consulting Company Limited (VIETVALUS), with the following financial figures: Total Assets: VND 1,042,720,493,546; Total Liabilities: VND 228,758,573,546; Owner's Equity: VND 813,961,920,000 As per Proposal No. ...../TTr-HDQT [date] April 2025 of the Board of Directors.

Article 5: Approval of profit distribution and fund allocation for 2024, as per Proposal No. .../TTr-HĐQT dated ... April 2025, submitted by the Board of Directors, with the following details.

Unit :VND

Indicators	**Amount (VND)**
1. Charter capital (according to the Business Registration Certificate issued on October 10, 2022, by the Department of Planning and Investment, including 81,396,192 shares), of which:	813,961,920,000
a) State capital (79,242,696 shares, accounting for 97.354%)	*792,426,960,000*

Indicators	Amount (VND)
b) Investor capital (2,153,496 shares, accounting for 2.646%)	*21,534,960,000*
2. Profit distribution after corporate income tax (according to the 2024 Independent Audit Report) :	46,858,096,434
a) Bonus and welfare fund for employees (equivalent to three months' average salary of employees and an additional 20% of the profit exceeding the planned profit, as per Clause 1, Article 18 of Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016, issued by the Ministry of Labor, Invalids and Social Affairs)	33,540,602,000
b) Bonus fund for company managers (equivalent to 1.5 months' average salary of company managers, as per Clause 2, Article 18 of Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016)	426,120,000
c) Dividend payment (according to Article 135 of the Enterprise Law dated June 17, 2020), including:	12,891,374,434
- Dividend payment to the State budget (79,242,696 shares, accounting for) 97.354%	*12,550,307,824*
- Dividend payment to investors (2,153,496 shares, accounting for) 2.646%	*341,066,610*
e) Dividend per share:	158.33 đồng/cổ phần

Article 6: Approval of the selection of the auditing firm for the 2025 financial statements.

Approval of the proposal to select Vietvalus Audit and Consulting Company Limited as the auditing firm, as per Proposal No. …/TTr-HĐQT [date] April 2025, submitted by the Board of Directors. Authorization is granted to the Board of Directors of Song Be Rubber Joint Stock Company to finalize the selection of the auditing firm as per the proposal and authorize the General Director to sign the audit contract with the selected firm.

Article 7: Approval Proposal regarding the continued implementation of the plan to transfer the Company's stock trading registration from the UpCOM exchange to listing on the Ho Chi Minh Stock Exchange (HOSE).

Article 8: The approval of the 2025 business and production plan and the 2026 financial plan orentation of the Company, as per Proposal No. .../TTr-HDQT [date] April 2025 by the Board of Directors, including the following specific targets.

- 2025 business and production plan, including the following targets:

No	Indicator	Unit	2025 Plan
1	Business plantation area	Ha	4,036.33
2	Young rubber plantation area	Ha	128.69
3	SVR3L Rubber Latex Yield from Large-Scale Processing	Tons	5,446
4	Total smallholder processing output	Tons	1,000
5	Sales volume	Tons	6,500
6	Average selling price	Million VND/ton	39
7	Average production cost for large-scale plantations	Million VND/ton	37
8	Total revenue	Million VND	330,000
9	Profit before tax	Million VND	41,000
10	Average salary per person per month	Million VND	7.50
11	Average income per person per month	Million VND	8.00
12	Pre-tax profit-to-charter capital ratio	%	5.04

- Financial plan orentation for 2026

No	Indicator	Unit	2026 Plan
1	Owner's Equity ratio	Million VND	813,961
2	Net revenue	Million VND	265,650
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4	profit after tax/ Total assets Ratio)	%	12.96
5	profit after tax/ total capital Ratio)	%	4.23
6	Dividends	%	1.30

The General Meeting of Shareholders authorizes the Board of Directors to direct and make decisions on all arising matters related to the implementation of the 2025 business and production plan of Song Be Rubber Joint Stock Company, as approved by the General Meeting of Shareholders.

Article 9: Approval of the Report on Remuneration for the Board of Directors and the Supervisory Board for 2024 and the Plan for Salaries and Remuneration for the Board of Directors and the Supervisory Board for 2025, as per Proposal No. .../TTr-HĐQT [date] April 2025, submitted by the Board of Directors, with the following details:

- The total salary and remuneration fund for the Board of Directors and the Supervisory Board in 2024 is 3,408,960,000 VND.

- The proposed salary and remuneration fund for the Board of Directors and the Supervisory Board in 2025 is 2,909,760,000 VND.

Article 10: Implementation Provisions

This Resolution shall come into effect from the date it is approved by the 2025 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company (..../...., 2025).

The members of the Board of Directors, the Supervisory Board, the General Director, and all shareholders of Song Be Rubber Joint Stock Company are responsible for implementing this Resolution and organizing its execution in accordance with their respective powers, functions, legal regulations, and the Company's Charter on organization and operations.

Recipients:

- State Securities Commission
- Hanoi Stock Exchange
- Board of Directors, Supervisory Board
- Company Website
- Company Office Archive

ON BEHALF OF THE GENERAL MEETING OF CHAIRMAN OF THE MEETING

Thai Cong Can

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Chơn Thanh, ……/ ……/ 2025

CONFIRMATION

Attendance at the 2025 Annual General Meeting of Shareholders Song Be Rubber Joint Stock Company

To: The Organizing Committee of the 2025 Annual General Meeting of Shareholders.

Address: DT 751 Road, Group 8, Quarter 3, Minh Thanh Ward, Chon Thanh Town, Binh Phuoc Province.

Shareholder Name: ……

Authorized Representative Name (if any): ……

ID Card/Citizen ID/Business Registration No.:

/ Date of Issue: …… Place of Issue ……

address: ……

Tel No: …… Fax: …… Email: ……

Nationality:……

Number of Shares Owned ……(words:……)

Number of Authorized Shares ……(/in words:……)

Confirmation of Attendance at the 2025 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company.

SHAREHOLDERS
ON BEHALF OF SHAREHOLDER)
(sign and full name or sealed)

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Chơn Thanh, ……/ ……/ 2025

POWER OF ATTORNEY
To Attend the 2025 Annual General Meeting of Shareholders Song Be Rubber Joint Stock Company

To: The Organizing Committee of the 2025 Annual General Meeting of Shareholders

Authorizing Shareholder: Full Name: ……

Legal Representative (for organizations):……..

CCCD/ ID Card/Passport/Citizen ID No ……

date of issue.. ……;/ of issue ……

Address: ……

Nationality:……

Total Number of Shares Owned:: ……/shares (*in words:……shares)*

Hereby authorize:

Mr./ Ms:……

ID Card/ /Citizen ID No:……; / date of issue:……; / place of issue: ……

Address: ……

Nationality:……

Number of Authorized Shares:……/shares (*in words: ……shares*).

To be entitled to represent me to attend the 2025 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company held on **April 28, 2025,** and to have full rights and obligations at the General Meeting of Shareholders related to the number of authorized shares. This Power of Attorney is effective from the date of authorization until the end of the 2025 Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company.

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

Date ….. month ….. year 2025

AUTHORIZED PERSON	**AUTHORIZING PERSON**
(Signature and full name)	(Signature and full name)