



CÔNG TY CỔ PHẦN CAO SU SAO VÀNG
SAO VÀNG RUBBER JOINT STOCK COMPANY

Số/No.: 41 /CV-HĐQT

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hà Nội, ngày 31 tháng 03 năm 2025
Ha Noi, March 31, 2025

CÔNG BỐ THÔNG TIN
DISCLOSURE OF INFORMATION

Kính gửi: - Ủy ban Chứng khoán Nhà nước
- Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh
- Các Cổ đông
To: - *State Securities Commission*
- *Ho Chi Minh City Stock Exchange*
- *Shareholders*

1. Tên tổ chức: **Công ty Cổ phần Cao Su Sao Vàng**

1. *Organization name: Sao Vang Rubber Joint Stock Company*

- Mã chứng khoán: SRC

- Stock code: SRC

- Địa chỉ: Số 231 đường Nguyễn Trãi, phường Thượng Đình, quận Thanh Xuân, TP.Hà Nội.

- Address: No. 231 Nguyen Trai Street, Thuong Dinh Ward, Thanh Xuan District, Ha Noi City.

- Điện thoại liên hệ: 0912622226

Fax: 024.35580383

- Phone: 0912622226

Fax: 024.35580383

- E-mail: vietthang4784@gmail.com

2. Nội dung thông tin công bố: Tài liệu họp Đại hội đồng cổ đông thường niên năm 2025.

2. *Information disclosure content: 2025 Annual General Meeting of Shareholders' documents.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 31/03/2025 tại đường dẫn: www.src.com.vn

3. *This information was published on the company's website on March 31, 2025 at the link: www.src.com.vn*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We hereby commit that the information published above is accurate and are fully legally responsible for the content of the published information.



Đại diện tổ chức
Organization Representative
Người UQ CBTT

Party authorized to disclose information
(Ký, ghi rõ họ tên, chức vụ, đóng dấu)
(Signature, full name, position, and seal)

A handwritten signature in blue ink is written over a thin, curved line. The signature is stylized and appears to be 'Nguyễn Việt Thắng'.

Nguyễn Việt Thắng
Nguyen Viet Thang

No.: 40/GM-HDQT

Ha Noi, March 31, 2025

**MEETING INVITATION
TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SAO VANG RUBBER JOINT STOCK COMPANY (SRC)**

To: Shareholders of Sao Vang Rubber Joint Stock Company,

The Board of Directors of Sao Vang Rubber Joint Stock Company (Business Registration No.: 0103011568) respectfully invite you to attend the 2025 Annual General Meeting of Shareholders with the detailed information as follows:

1. **Time:** 08:00 AM, Monday, April 21, 2025.
2. **Location:** Company Headquarters, No. 231 Nguyen Trai Street, Thuong Dinh Ward, Thanh Xuan District, Hanoi.
3. **Participants:**
All shareholders owning voting shares of the Company whose names are on the list of shareholders finalized by the Vietnam Securities Depository and Clearing Corporation on March 21, 2025, and their duly authorized representatives.
4. **Meeting Agenda:** The detailed agenda and meeting documents are available and regularly updated in the Shareholders Section on the Company's website at: <http://src.com.vn/co-dong/>. Shareholders are requested to review the documents in advance.
5. **Important Notes:**
 - To facilitate the organization of the meeting, shareholders are kindly requested to confirm their attendance or submit a proxy (if any) by 4:30 PM on Wednesday, April 16, 2025. Confirmation can be sent to Sao Vang Rubber Joint Stock Company at No. 231 Nguyen Trai Street, Thuong Dinh Ward, Thanh Xuan District, Hanoi, via email: quy.ta@src.com.vn, fax: 0243.8583.644, or telephone: 0982 971 828.
 - For shareholders receiving hard copies of meeting documents, please contact: Ms. Le Hong Hanh - Specialist, Personnel Organization and Administration Department, telephone: 0966 433 568.
 - When attending the meeting, shareholders are required to bring the original copy of their Citizen ID/Passport and the original Letter of Authorization (either the Company's official template available on the website or another form compliant with Clause 2, Article 144 of the 2020 Law on Enterprises and Clause 3, Article 16 of the Company's Charter), duly signed by both authorizing shareholder and the authorized representative.
 - All travel and accommodation expenses shall be borne by the shareholders.
 - Shareholders or groups of shareholders owning 5% or more of the total common shares have the right to propose issues to be included in the meeting agenda (if any), to be sent to the Organizing Committee by 4:30 PM, Wednesday, April 16, 2025. Proposals must be in writing, clearly stating the shareholder's name, the number of each type of shares owned, and the issues proposed for inclusion in the meeting agenda.

Recipient:

- Shareholders of Sao Vang Rubber Joint Stock Company;
- Board of Directors, Board of Supervisors of the Company;
- General Director of the Company;
- Archived: Document.

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



Pham Hoanh Son

**LETTER OF REGISTRATION OR AUTHORIZATION
ON ATTENDING THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: Sao Vang Rubber Joint Stock Company

A. SHAREHOLDER INFORMATION:

Shareholder's Name:

Legal representative (For institutional shareholders):

Citizen ID card/Passport/Business Registration Certificate No:

Date of Issue: Place of Issue:

Address:

Number of shares owned: shares

(In written: shares)

(The shareholder must select one of the following options by marking the appropriate box)

1. IN-PERSON ATTENDANCE ☐2. AUTHORIZATION FOR ATTENDANCE ☐**B. INFORMATION OF THE AUTHORIZED PARTY:**

Name of individual/organization: Voter ID (if any)

Legal representative (For institutional shareholders):

Citizen ID card/Passport/Business Registration Certificate No:

Date of Issue: Place of Issue:

Address:

Quantity of shares authorized: shares

(In written: shares)

Note: In case shareholders are unable to attend and cannot authorize another person, they may authorize a member of the company's Board of Directors from the list below:

| No. | Name | Position | Selection | Total shares authorized |
|-----|-----------------------|--|-----------|-------------------------|
| 1 | Mr. Pham Hoanh Son | Chairman of the Board of Director | | |
| 2 | Mr. Nguyen Viet Hung | Member of the Board of Director, General Director | | |
| 3 | Mr. Nguyen Thanh Tung | Member of the Board of Director, Deputy General Director | | |
| 4 | Mr. Nguyen Dinh Son | Member of the Board of Director | | |
| 5 | Mr. Luong Xuan Hoang | Member of the Board of Director | | |

(Please mark "X" or "V" next to the name of the Board member you select to authorize. Individual shareholders may authorize only one (01) person or one (01) organization to attend the meeting. Institutional shareholders may authorize multiple representatives according to the provisions of Article 16 of the Company's Charter. If authorizing multiple representatives, please specify the number of shares allocated to each authorized person.)

C. CONTENT OF AUTHORIZATION:

- The authorized party is authorized to attend and vote at the 2025 Annual General Meeting of Shareholders of Sao Vang Rubber Joint Stock Company on behalf of the authorizing party.
- We are fully responsible for this authorization and commit to strictly comply with current regulations of the Law and the Charter of Sao Vang Rubber Joint Stock Company and with no further claims or objections in the future.

Notes:

- If the authorizing party or the authorized party is an institution, the signature of the legal representative and the seal of the organization are required;
- This letter of authorization is only valid when it is the Original and has the wet-ink signatures of both parties. This letter of authorization is only valid for the 2025 Annual General Meeting of Shareholders of Sao Vang Rubber Joint Stock Company.

Month ____ date ____, 2025

Shareholder/Authorizing Party

(Signature, Full Name, Seal if any)

Authorized Party

(Signature, Full Name, Seal if any)



DRAFT

Ha Noi, March 31, 2025

AGENDA OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Time: 08:00 AM, Monday, April 21, 2025.

Venue: Company Headquarters, No. 231 Nguyen Trai Street, Thuong Dinh Ward, Thanh Xuan District, Hanoi.

| Time | Detailed Content | Person in charge |
|-------------|---|--|
| 07:00-08:00 | Registration for the meeting and distribution of Meeting documents, Voting Cards, Voting Ballots | Organizing Committee |
| 08:00-08:10 | Report on Voter Eligibility Verification; Commence the General Meeting | Voter Eligibility Verification Committee |
| 08:10-08:20 | Introduction of the Presidium, Secretariat, approval of the Vote Counting Committee | Organizing Committee |
| 08:20-08:30 | Approval of the Regulation on Organizing the General Meeting, Regulations on Nomination, Candidacy, and Additional Election of BOS Members for the Remaining Term of 2021-2026 and the Meeting Agenda | Organizing Committee |
| 08:30-09:45 | Presentation of Reports and Proposals: | |
| | • Proposal regarding the Approval for the 2024 audited financial statements | Mr. Tran Minh Tuan |
| | • Report of the Board of Directors on assessing the management of production and business activities at the 2025 Annual General Meeting of Shareholders (AGM) | Mr. Pham Hoanh Son |
| | • Report of the Board of Executive on assessing the 2024 production and business results and solutions for the 2025 business plan | Mr. Nguyen Viet Hung |
| | • Report of the Board of Supervisors at the 2025 AGM | Mr. Nguyen Trung Hoa |
| | • Proposal regarding the selection of the 2025 Independent Auditing Firm | |
| | • Proposal regarding the 2024 Projected profit distribution and Dividend | |
| | • Proposal regarding the 2025 Production and Business, Profit and Dividend Plan | |
| | • Proposal regarding the Report on income and remuneration of the BOD, BOS, Corporate Governance Officer, and Company Secretary in 2024 | Mr. Tran Minh Tuan |
| | • Proposal regarding the Income and remuneration of the BOD, BOS, Corporate Governance Officer, and Company Secretary in 2025 | |
| | • Proposal regarding the Change in the Number, Titles, and Responsibilities of Legal Representatives; Amendment and Supplementation of the Company Charter Regarding Legal Representatives and Company Logo | Mr. Nguyen Thanh Tung |
| | • Proposal regarding the Policy on transactions between the Company and related parties arising in 2025 until the next Annual General Meeting in 2026 | Mr. Nguyen Thanh Tung |
| | • Proposal regarding the Dismissal and Additional Election of One (01) Member of the BOS for the Remaining Term of 2021-2026. | Mr. Nguyen Trung Hoa |
| | • Other matters within the authority of the GSM (if any) | Mr. Pham Hoanh Son |
| 09:45-10:15 | Discussion on reports and proposals; conducting the voting and electing process | Mr. Pham Hoanh Son and Presidium |
| 10:15-10:35 | Tea break | |
| 10:35-10:45 | Announce the vote counting results | Vote Counting Committee |
| 10:45-11:00 | The Secretary presents the Meeting Minutes and the Draft Resolution. | Mr. To Anh Quy |
| 11:00-11:15 | Approve the Meeting Minutes and Resolution and declare the ending of the AGM | Mr. Nguyen Thanh Tung |

CHAIRMAN OF THE MEETING

PHAM HOANH SON



Ha Noi, April , 2025

PROPOSAL

Regarding: Approval for the 2024 Audited Financial Statements

To: 2025 Annual General Meeting of Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14 Issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, effective from January 1, 2021, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;
- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;
- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

The Board of Directors of Sao Vang Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the 2024 Audited Financial Statements as follows:

The 2024 Financial Statements of Sao Vang Rubber Joint Stock Company were audited by Ernst & Young Viet Nam Limited, which signed on March 11, 2025. The financial statements provide a true and fair view, in all material respects, of the company's financial position as of December 31, 2024, as well as its business result and cash flow position for the fiscal year ended on the same date, in accordance with Vietnamese accounting standards, the corporate accounting regime, and relevant legal regulations on Financial Statement preparation and presentation.

Attached to this Proposal are the Balance Sheet as of December 31, 2024, and the Income Statement for 2024 of Sao Vang Rubber Joint Stock Company.

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

Recipient:

- Shareholders of the Company;
- Board of Directors, Board of Supervisors, General Director, Company Secretary;
- Archived: Documents.

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



PHAM HOANH SON

BALANCE SHEET

As of December 31, 2024

Unit: VND

| Code | ASSETS | Notes | Ending balance | Beginning balance |
|------------|---|-----------|--------------------------|--------------------------|
| 100 | A. CURRENT ASSETS | | 549,126,282,887 | 631,102,917,710 |
| 110 | I. Cash and cash equivalents | 4 | 29,711,953,512 | 33,058,394,306 |
| 111 | 1. Cash | | 14,711,953,512 | 17,058,394,306 |
| 112 | 2. Cash equivalents | | 15,000,000,000 | 16,000,000,000 |
| 130 | II. Current accounts receivable | | 235,235,110,511 | 366,121,650,273 |
| 131 | 1. Short-term trade receivables | 5 | 238,217,156,220 | 367,889,103,286 |
| 132 | 2. Short-term advances to suppliers | | 720,135,153 | 5,270,304,058 |
| 136 | 3. Other short-term receivables | 6 | 5,921,919,771 | 4,022,930,770 |
| 137 | 4. Provision for short-term doubtful receivables | 5,6 | (9,624,100,633) | (11,040,687,841) |
| 140 | III. Inventories | 8 | 250,315,400,799 | 228,529,873,594 |
| 141 | 1. Inventories | | 251,291,699,609 | 230,978,322,874 |
| 149 | 2. Provision for obsolete inventories | | (976,298,810) | (2,448,449,280) |
| 150 | IV. Other current assets | | 33,863,818,065 | 3,392,999,537 |
| 151 | 1. Short-term prepaid expenses | 9 | 949,024,039 | 2,935,346,968 |
| 152 | 2. Deductible value-added tax | 16 | 1,952,962,417 | 443,433,867 |
| 153 | 3. Tax and other receivables from the State | 16 | 30,961,831,609 | 14,218,702 |
| 200 | B. NON-CURRENT ASSETS | | 659,813,031,320 | 715,736,741,314 |
| 210 | I. Long-term receivables | | 97,823,430,950 | 6,514,752,134 |
| 216 | 1. Other long-term receivables | 6 | 97,823,430,950 | 6,514,752,134 |
| 220 | II. Fixed assets | | 48,295,006,758 | 52,200,604,080 |
| 221 | 1. Tangible fixed assets | 10 | 31,792,162,129 | 36,336,226,300 |
| 222 | Cost | | 682,879,204,189 | 679,751,392,641 |
| 223 | Accumulated depreciation | | (651,087,042,060) | (643,415,166,341) |
| 224 | 2. Finance lease | 11 | 13,104,992,707 | 12,455,058,958 |
| 225 | Cost | | 20,124,700,342 | 16,850,424,239 |
| 226 | Accumulated depreciation | | (7,019,707,635) | (4,395,365,281) |
| 227 | 3. Intangible fixed assets | 12 | 3,397,851,922 | 3,409,318,822 |
| 228 | Cost | | 3,615,723,022 | 3,615,723,022 |
| 229 | Accumulated amortisation | | (217,871,100) | (206,404,200) |
| 240 | III. Long-term assets in progress | | 2,065,608,864 | 2,059,374,605 |
| 242 | 1. Construction in progress | 13 | 2,065,608,864 | 2,059,374,605 |
| 250 | IV. Long-term investments | 14 | 508,505,488,913 | 510,534,576,085 |
| 252 | 1. Investments in associates | | 505,000,000,000 | 505,000,000,000 |
| 253 | 2. Investments in other entities | | 8,444,062,358 | 8,444,062,358 |
| 254 | 3. Provision for diminution in value of long-term investments | | (4,938,573,445) | (2,909,486,273) |
| 260 | V. Other long-term assets | | 3,123,495,835 | 144,427,434,410 |
| 261 | 1. Long-term prepaid expenses | 9 | 3,123,495,835 | 144,427,434,410 |
| 270 | TOTAL ASSETS | | 1,208,939,314,207 | 1,346,839,659,024 |

UNIT: VND

| Code | RESOURCES | Notes | Ending balance | Beginning balance |
|------------|---|-----------|--------------------------|--------------------------|
| 300 | C. LIABILITIES | | 633,884,449,885 | 903,490,135,850 |
| 310 | I. Current liabilities | | 482,034,437,507 | 621,088,346,362 |
| 311 | 1. Short-term trade payables | 15.1 | 148,253,168,523 | 93,545,658,963 |
| 312 | 2. Short-term advances from customers | 15.2 | 42,545,325,913 | 73,414,693,793 |
| 313 | 3. Statutory obligations | 16 | 329,996,742 | 1,592,991,566 |
| 314 | 4. Payables to employees | | 22,004,103,842 | 24,944,101,217 |
| 315 | 5. Short-term accrued expenses | 17 | 3,746,675,146 | 782,441,049 |
| 318 | 6. Short-term unearned revenue | | - | 29,945,455 |
| 319 | 7. Other short-term payables | 18 | 5,725,515,452 | 83,885,588,221 |
| 320 | 8. Short-term loan and finance lease obligations | 19 | 255,679,533,163 | 338,394,314,772 |
| 321 | 9. Short-term provision | 20 | 659,085,638 | 771,070,808 |
| 322 | 10. Bonus and welfare fund | 21 | 3,091,033,088 | 3,727,540,518 |
| 330 | II. Non-current liabilities | | 151,850,012,378 | 282,401,789,488 |
| 337 | 1. Other long-term liabilities | 18 | 143,500,000,000 | 143,500,000,000 |
| 338 | 2. Long-term loans and finance lease obligations | 19 | 2,115,557,255 | 132,667,334,365 |
| 343 | 3. Scientific and technological development fund | | 6,234,455,123 | 6,234,455,123 |
| 400 | D. OWNERS' EQUITY | | 575,054,864,322 | 443,349,523,174 |
| 410 | I. Owners' equity | 22 | 575,054,864,322 | 443,349,523,174 |
| 411 | 1. Share capital | | 280,657,650,000 | 280,657,650,000 |
| 411a | - Ordinary shares with voting rights | | 280,657,650,000 | 280,657,650,000 |
| 412 | 2. Share premium | | 3,605 | 3,605 |
| 415 | 3. Treasury shares | | (23,970,000) | (23,970,000) |
| 418 | 4. Investment and development fund | | 116,834,693,289 | 108,014,502,579 |
| 421 | 5. Undistributed earnings | | 177,586,487,428 | 54,701,336,990 |
| 421a | - Undistributed earnings by the end of prior year | | 25,946,411,910 | 25,300,701,289 |
| 421b | - Undistributed earnings of the current year | | 151,640,075,518 | 29,400,635,701 |
| 440 | TOTAL LIABILITIES AND OWNERS' EQUITY | | 1,208,939,314,207 | 1,346,839,659,024 |

100620

IG TY
PHÂN
O SU
VÀNG

JAN-19

SAO VANG RUBBER JOINT STOCK COMPANY
INCOME STATEMENTS
For the fiscal year ended December 31, 2024

B02-DN

UNIT: VND

| Code | ITEMS | Notes | Current year | Previous year (restated) |
|------|--|-------|-------------------|-----------------------------|
| 01 | 1. Revenue from sale of goods and rendering of services | 24.1 | 1,063,350,074,195 | 1,234,494,008,488 |
| 02 | 2. Deductions | 24.1 | (35,570,201,845) | (36,743,900,996) |
| 10 | 3. Net revenue from sale of goods and rendering of services | 24.1 | 1,027,779,872,350 | 1,197,750,107,492 |
| 11 | 4. Cost of goods sold and services rendered | 25 | (881,663,342,717) | (1,032,450,795,006) |
| 20 | 5. Gross profit from sale of goods and rendering of services | | 146,126,529,633 | 165,299,312,486 |
| 21 | 6. Finance income | 24.2 | 5,260,102,768 | 1,649,675,834 |
| 22 | 7. Finance expenses | 26 | (24,273,955,878) | (20,950,713,662) |
| 23 | In which: Interest expenses | | (15,350,281,706) | (16,010,130,009) |
| 25 | 8. Selling expenses | 27 | (35,471,024,400) | (33,672,177,635) |
| 26 | 9. General and administrative expenses | 27 | (63,611,727,491) | (74,666,552,613) |
| 30 | 10. Operating profit | | 28,029,924,632 | 37,659,544,410 |
| 31 | 11. Other income | 28 | 306,883,950,654 | 1,426,797,302 |
| 32 | 12. Other expenses | 28 | (144,249,052,353) | (31,263,751) |
| 40 | 13. Other profit | 28 | 162,634,898,301 | 1,395,533,551 |
| 50 | 14. Accounting profit before tax | | 190,664,822,933 | 39,055,077,961 |
| 51 | 15. Current corporate income tax expenses | 30.1 | (39,024,747,415) | (9,654,442,260) |
| 60 | 16. Net profit after tax | | 151,640,075,518 | 29,400,635,701 |
| 70 | 17. Basic earnings per share | 33 | 5,403 | 937 |
| 71 | 18. Diluted earnings per share | 33 | 5,403 | 937 |

DRAFT



Ha Noi, Month date , 2025

REPORT OF THE BOARD OF DIRECTORS

Assessing the Management of Production and Business activities
at the 2025 Annual General Meeting of Shareholders

To: 2025 Annual General Meeting of Shareholders

I. Assessment of the Company's Performance in 2024

The global situation in 2024 experienced complex and negative developments, affecting economic recovery and growth. Given its unique characteristics, the rubber product manufacturing industry in general and the business operations of Sao Vang Rubber Joint Stock Company (SRC) faced several challenges, including

- Intense competition in the tire and tube market from both domestic and foreign enterprises in Vietnam.
- The increasing trend of using radial car tires, which the company has not yet manufactured.
- Continuous changes in product designs and models according to consumer preferences.

These challenges have significantly impacted the company's competitiveness in the market, affecting revenue growth and sales volume. However, under the close direction of the Board of Directors, along with the efforts and dedication of the Board of Management and all employees, the company has achieved several positive results over the past year, as demonstrated in the following aspects:

| Indicators | Unit | Resolution of the 2024 AGM | 2024 Implementation | Compared to Resolution of the 2024 AGM (%) | Compared to 2023 Implementation % |
|------------|------|----------------------------|---------------------|--|-----------------------------------|
|------------|------|----------------------------|---------------------|--|-----------------------------------|

| | | | | | |
|--|-------------|------|--------|--------|--------|
| 1- Industrial production value (at constant 1994 prices) | Billion VND | 350 | 285.3 | 81.5 | 107.9 |
| 2- Industrial production value (at current prices) | Billion VND | 1010 | 811.6 | 80.3 | 101.3 |
| 3- Revenue from sales | Billion VND | 2000 | 1063.4 | 53.1 | 86.1 |
| Including: Industrial production revenue | | 970 | 852.1 | 87.8 | 102.0 |
| Commercial & other revenue | | 1030 | 211.3 | 20.5 | 52.8 |
| 4- Profit before tax | Billion VND | 100 | 190.7 | 190.74 | 488.97 |

Assessment: The primary reason for the decline in these indicators is the global economic downturn, which led to reduced consumption, directly impacting the company's overall production output.

Although the industrial production revenue reached only 811.6 billion VND, achieving 80.3% of the target, the profit before tax reached 190.7 billion VND, exceeding the plan at 190.7%. This was due to revenue from other sectors and the proactive management of the Board of Directors and Company Leadership Team. They closely monitored the market and timely implemented appropriate pricing policies for each period in response to market challenges, including rising raw material costs and declining product demand.

II. Activities of the Board of Directors in 2024

1. Human resources:

The Board of Directors of Sao Vang Rubber Joint Stock Company consists of five (05) members, including three (03) executive board members and two (02) non-executive board members.

| No. | Full name | Position |
|-----|-------------------|-------------------------------|
| 1 | Pham Hoanh Son | Chairman of the BOD |
| 2 | Nguyen Viet Hung | Executive member of the BOD |
| 3 | Nguyen Thanh Tung | Executive member of the BOD |
| 4 | Nguyen Dinh Son | Independent member of the BOD |

| | | |
|---|------------------|-------------------------------|
| 5 | Luong Xuan Hoang | Independent member of the BOD |
|---|------------------|-------------------------------|

2. **Organization of the Board of Directors Meetings:**

In 2024, the Board of Directors held in-person meetings and collected written opinions. All meetings were conducted in compliance with the procedures and regulations stipulated in the Company's Charter and the Law on Enterprises.

The meeting minutes were prepared in accordance with legal regulations, in the proper format as required by law. Relevant documents and materials were fully provided to all attending members in advance for review and study, in compliance with the Company's Charter.

3. **Activities of the Board of Directors in 2024**

| No. | Member of the Board of Directors | Position | Number of meetings attended | Attendance rate |
|-----|----------------------------------|---------------------|-----------------------------|-----------------|
| 1 | Pham Hoanh Son | Chairman of the BOD | 07 | 100% |
| 2 | Nguyen Viet Hung | Member of the BOD | 07 | 100% |
| 3 | Nguyen Thanh Tung | Member of the BOD | 07 | 100% |
| 4 | Nguyen Dinh Son | Member of the BOD | 07 | 100% |
| 5 | Luong Xuan Hoang | Member of the BOD | 07 | 100% |

4. **General Assessment of the Board of Directors' Activities**

In accordance with legal regulations and the Company's Charter, the Board of Directors has properly carried out its functions, duties, and authority in overseeing, directing, and issuing resolutions and decisions.

In 2024, the BOD held seven (07) meetings and collected written opinions multiple times among its members. Based on the outcomes of these meetings and opinion polls, the Chairman of the BOD, on behalf of the Board, signed and issued resolutions and decisions related to business operations, approvals, and other matters. All resolutions and decisions were made with the unanimous agreement of the members and complied with the Company's Charter.

All BOD meetings were convened and organized in accordance with regulations, with all voting items received high consensus. The collection of written opinions was conducted in accordance with proper procedures.

Additionally, for important meetings, the BOD invited the Board of Supervisors, heads of departments, branches, and subsidiaries to participate. This ensured that decisions were well-informed, timely, and reached a high level of consensus, facilitating the Board of Management in effectively managing operations and improving the Company's overall performance.

5. Remuneration and other benefits for members of the Board of Directors

Based on the remuneration budget approved by the 2024 Annual General Meeting of Shareholders (GMS), the remuneration payments for the Board of Directors members and the General Director in 2024 are as follows:

| No. | Full name | Position | Salary, bonus, and remuneration (VND) | Notes |
|-----|-------------------|--|---------------------------------------|-------------------------------|
| 1 | Pham Hoanh Son | Chairman of the BOD | 680,940,000 | Executive member of the BOD |
| 2 | Nguyen Viet Hung | Member of the BOD, General Director | 688,921,200 | Executive member of the BOD |
| 3 | Nguyen Thanh Tung | Member of the BOD, Deputy General Director | 582,461,200 | Executive member of the BOD |
| 4 | Nguyen Dinh Son | Member of the BOD | 48,000,000 | Independent member of the BOD |
| 5 | Luong Xuan Hoang | Member of the BOD | 48,000,000 | Independent member of the BOD |
| | Total | | 2,048,322,400 | |

6. Transactions between the Company and Related Parties

The approval process and procedures for transactions between Sao Vang Rubber Joint Stock Company and related parties have been carried out in full compliance with the Law on Enterprises 2020, the Law on Securities 2019, and the Company's Internal Corporate Governance Regulations.

Transactions between the Company and its related parties, including major shareholders, insiders, and persons related to insiders in 2024, have been detailed in the 2024 Corporate Governance Report.

III. Assessment of the Board of Management activities in 2024

To enhance operational efficiency and business performance, the BOD has actively directed, supervised, and supported the Board of Management in implementing cost-reduction measures, improving management efficiency, upgrading product quality, and boosting sales efforts.

The Board of Management has maximized the efficient allocation of production lines, optimized equipment capacity, stabilized the workforce, and ensured employment and income for employees. This has been achieved through production

streamlining, labor productivity enhancement, and continuous quality improvement. Additionally, the company has effectively practiced cost-saving measures and waste reduction in business operations.

Through performance reviews, it is evident that the Board of Management has diligently executed the resolutions and directives of the BOD with commendable effort.

The Board of Management, company managers have recognized and actively addressed key weaknesses, including competitiveness, product quality, production costs, product diversification, and market expansion (both domestic and export) in corporate governance.

To strengthen product sales, the Board of Management has focused on setting monthly plans and targets, gradually resolving issues and enhancing the competitiveness of SRC products. They have strived to achieve the highest possible performance against set objectives.

Regular reviews and updates of regulations and procedures have been conducted to ensure tight control over procurement, spare parts, materials, and raw materials, ensuring compliance with approved procurement policies.

The company has also emphasized the implementation and continuous refinement of material usage standards, conducting monthly evaluations to promptly correct deviations and weaknesses in the establishment and management of material norms across departments.

However, there are still some shortcomings in the Board of Management activities:

- Operational management at production factories has been occasionally slow. In some departments, labor management and technology oversight have not always met operational requirements.
- Labor allocation in certain departments and production lines remains unbalanced due to reductions in production scale and significant changes in product structure, leading to lower labor productivity.
- Technical oversight has been insufficient, and issues affecting product quality have not been addressed decisively.
- Product development remains slow, failing to keep up with market demands.

IV. Operations and Assessments of Independent Members of the BOD

Matters related to strategy, business plans, finance, and corporate culture were thoroughly discussed and closely monitored between the Board of Directors and the General Director.

Changes in investment plans and new strategies were independently studied, based on scientific foundations and subject to critical review within the BOD and the Board of Management.

All activities of the Board of Directors in 2024 complied with the Company's Charter, Corporate Governance Regulations, and legal requirements.

All BOD members have complied with regulations regarding participation in BOD meetings, engaging in independent, objective discussions and voting, ensuring the highest benefits for the company.

The BOD proposed timely and effective solutions to support the Board of Management, ensuring proper supervision and control in compliance with legal regulations.

In 2024, despite the severe impact of the global economic downturn, the BOD continuously worked alongside and supported the Leadership Team, guiding the company through challenges and effectively implementing the resolutions and decisions of the General Meeting of Shareholders and the BOD.

V. 2024 Dividend Rate

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders and the 2024 business performance results, the Board of Directors convened and agreed to submit to the 2025 Annual General Meeting of Shareholders for consideration and approval the cash dividend payment for 2024 at a rate of 6% per share's par value.

VI. 2025 Business Plan

Based on forecasts of the global and Vietnamese economic situation and the Company's development plan for 2024, the Board of Directors has agreed to propose the 2025 business plan and corporate governance and management directions, including the following key points:

| Indicators | Unit | 2025 Plan | Compared to 2024 Implementation % |
|--|-------------|-----------|-----------------------------------|
| 1- Industrial production value (at constant 1994 prices) | Billion VND | 350 | 122.7 |
| 2- Industrial production value (at current prices) | Billion VND | 991.9 | 122.2 |
| 3- Revenue from sales | Billion VND | 2000 | 188.1 |
| Industrial production revenue | | 970 | 113.8 |
| Commercial & other revenue | | 1030 | 487.5 |
| 4- Profit before tax | Billion VND | 100 | 52.4 |

| | | | |
|----------------------------------|---|---|--|
| 5- Dividend rate (not less than) | % | 6 | |
|----------------------------------|---|---|--|

To achieve the 2025 business targets, the Board of Directors must firmly implement the following solutions:

Strictly comply with all applicable laws and the Company's Charter, while focusing on supervising the Board of Management and Managers overseeing various aspects of the Company's operations.

Propose management solutions to the Board of Management, including production management, cost control, and quality management. Enhance the sales process and adjust distribution policies to ensure reasonable terms for dealers and distributors. Take decisive action to address the shortcomings identified in the BOD's evaluation of the 2024 management performance.

Optimize labor utilization and find every possible solution to increase labor productivity in the face of labor shortages.

Improve both the material and mental well-being of employees by implementing policies to retain highly skilled workers and gradually increasing employee income.

Remain committed to developing high-quality new products, especially large-size off-the-road automobile tires, tubeless motorcycle tires, and Butyl motorcycle inner tubes to effectively meet market demand.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN


Pham Hoanh Son





DRAFT

Ha Noi, Month date , 2025

REPORT
ASSESSING THE 2024 PRODUCTION AND BUSINESS RESULTS
AND SOLUTIONS FOR THE 2025 BUSINESS PLAN

Part I

IMPLEMENTATION OF THE PRODUCTION AND BUSINESS PLAN

The global situation in 2024 changed rapidly and became increasingly complex, presenting unprecedented challenges beyond forecasts. A mix of positive and negative factors influenced economic recovery efforts and the protection of national sovereignty worldwide.

However, domestically, Vietnam's economy showed several bright spots across various sectors, including industrial production, investment attraction, import-export activities, and international tourism. The total retail sales of goods and consumer service revenue reached a higher scale and growth rate than in previous years. However, this improvement was limited to specific product categories and services.

Due to its unique characteristics, the rubber product manufacturing industry in general—and the business operations of Sao Vang Rubber Joint Stock Company in particular—faced numerous difficulties, such as:

- Intense competition in the tire and tube market, not only from domestic enterprises but also from an influx of foreign manufacturers saturating the Vietnamese market.
- The shift from bias tires to radial tires, while the company has yet to develop this product line.
- Technical barriers and declining demand in international markets, leading to reduced export volumes, as foreign countries continue to impose higher standards and new trade barriers on exports.

These challenges have significantly impacted the company's competitiveness, revenue growth, and sales volume. However, with the strategic direction of the Board of Directors, the dedication of the Board of Management, and the efforts of all employees, the company has achieved several positive results over the past year, as demonstrated in the following aspects:

I. Key Performance Results:

KEY PERFORMANCE RESULTS - 2024

| Indicators | Unit | 2024 Plan | 2024 Implementation | % Compared to 2024 Plan | % Compared to 2023 Impletation |
|---|-------------|-----------|---------------------|-------------------------|--------------------------------|
| I- Industrial production value (at constant 1994 prices) | Billion VND | 350 | 285.3 | 81.5 | 107.9 |
| II- Industrial production value (at current prices) | Billion VND | 1010 | 811.6 | 80.3 | 101.3 |
| III- Revenue from sales | Billion VND | 2000 | 1063.4 | 53.1 | 86.1 |
| Including: Industrial production revenue | | 970 | 852.1 | 87.8 | 102.0 |
| Commercial & other revenue | | 1030 | 211.3 | 20.5 | 52.8 |
| IV- Profit before tax | Billion VND | 100 | 190.7 | 190.74 | 48.897 |
| V- Key products | | | | | |
| 1- Bicycle tires | Piece | 5,000,000 | 4,086,704 | 81.7 | 101.1 |
| 2- Bicycle tubes | Piece | 4,500,000 | 4,035,437 | 89.6 | 100.4 |
| 3- Motorcycle tires | Piece | 1,530,000 | 1,194,399 | 78.0 | 111.7 |
| 4- Motorcycle tubes | Piece | 5,500,000 | 4,762,496 | 86.5 | 116.8 |
| 5- Car tires | Piece | 210,800 | 176,457 | 83.7 | 103.4 |
| 6- Car tubes | Piece | 210,000 | 157,905 | 75.1 | 103.9 |
| 7- Car flaps | Piece | 110,000 | 98,065 | 89.1 | 124.6 |
| VI- Key Manufactured Products | | | | | |
| 1- Bicycle tires | Piece | 4,868,614 | 4,138,791 | 85.0 | 97.8 |
| 2- Bicycle tubes | Piece | 4,492,482 | 4,247,739 | 94.5 | 104.9 |
| 3- Motorcycle tires | Piece | 1,344,062 | 1,234,551 | 91.8 | 112.3 |

| | | | | | |
|---------------------|-------|-----------|-----------|------|-------|
| 4- Motorcycle tubes | Piece | 5,282,095 | 4,822,580 | 91.3 | 101.5 |
| 5- Car tires | Piece | 216,155 | 178,572 | 82.6 | 92.1 |
| 6- Car tubes | Piece | 206,338 | 162,582 | 78.7 | 98.3 |
| 7- Car flaps | Piece | 107,541 | 85,921 | 79.9 | 119.0 |

II. Assessment of Task Implementation in 2024

1. Production Management and Operations

a. Achievements:

- The company's leadership team, Board of Management, and managers have recognized and implemented measures to gradually address existing weaknesses in company management, such as competitiveness, product quality, production costs, product diversification, and both domestic and export market operations.

- Continued to enhance cost management measures and savings in business operations to adjust product pricing in line with market conditions and optimize production efficiency. The company has organized and supplemented existing regulations to control the procurement of raw materials, supplies, and spare parts, ensuring compliance with procurement regulations. Additionally, relevant departments were instructed to actively seek new suppliers, especially domestic ones, to ensure quality and competitive pricing.

- Despite challenges in product consumption, the Board of Management has focused on developing detailed monthly and quarterly plans and striving for their execution. The company has continued reviewing and restructuring its distribution network domestically and internationally while implementing strategies to attract new customers to achieve the highest possible business targets.

- Emphasized material usage standards, continuously updating and refining material benchmarks, conducting monthly reviews, and promptly addressing any deviations or weaknesses in the construction and management of material standards across company departments.

b. Existing Issues in Operations Management:

- The company has not yet fully addressed the causes of reduced tire quality, including fast wear and lack of appealing product aesthetics.

- Research and development efforts for new products have not met market demands.

2. Human Resource Organization and Salary Activities

- The company prioritizes wage structure development and wage unit pricing to ensure stable and gradually improving employee income. This creates a foundation for employees to work with confidence, enhance productivity, and maintain product quality.

- The company fully implements policies in compliance with labor regulations.

- Occupational safety, labor protection, and environmental hygiene are strictly carried out according to government and company regulations.

- As of December 31, 2024, the total workforce of the company was 745 employees.

- The average monthly income of employees in 2024 was 12.311 million VND/month, marking a 119.6% increase compared to 2023. Despite this growth, the wage increase remains modest and relatively low compared to the regional industry standard.

3. Market Activities

- Based on a comparison of 2024 and 2023 sales results, domestic revenue increased by 7.66%, with most product categories achieving double-digit growth, such as: Bicycle tires increased by 15.3%, Bicycle tubes increased by 9.79%, motorcycle tires increased by 15.3%, ... Light truck tires increased by 4.82%. Based on the domestic sales results in 2024, despite Vietnam's difficult economic situation and the decline of many industries, we have maintained growth. This also serves as a foundation for setting higher targets for the domestic market in 2025.

+ Although the automobile tire market faced many challenges in 2024 due to declining market demand, tire sales revenue grew by 3.8% for the first time in many years. This indicates a significant improvement in automobile consumption through private distributor networks, bringing acceptable results given the overall economic difficulties. However, compared to competitors and market demand, there is still much work to be done and implemented in 2025 to further enhance automobile tire sales.

+ The bicycle and motorcycle market was a highlight across the entire system in 2024, achieving significant success in both private systems and assembly systems. Stable product quality and competitive pricing compared to other brands in the same segment have created a strong competitive advantage for the bicycle and motorcycle sector. The high growth of tubeless tires in the private market fully offset the decline in sales among electric vehicle assembly companies. However, motorcycle tubeless tire sales are still much lower than market demand. Therefore, in 2025, stronger investments will be necessary to further develop motorcycle tubeless tires now that production and quality have stabilized.

- Export Market:

+ Over the past year, the company has made significant strides in export activities. Total export revenue recorded strong growth, increasing by 33.3% compared to 2023, highlighting the company's potential competitiveness in the international market. However, certain product categories, such as tires and inner tubes, experienced a sharp decline in revenue. Sales volume decreased compared to 2023, with bicycle tires dropping by 2.16% and car tires by 4.34%. The primary reasons for this decline were intense competition from rivals and shifting market demands.

+ Despite challenges in some segments, the company's export performance demonstrated flexibility and sustainable growth potential. It is essential to continue leveraging strengths and addressing weaknesses to solidify its position in the global market.

4. Financial Activities

- Ensured the accurate, timely, and complete recording of accounting data, properly reflecting all company assets and financial transactions across accounting documents, books, and financial reports for the company and its affiliated units.

- Effectively mobilized and managed financial resources, including shareholder investments, selecting investment strategies, and partnering with banks offering favourable interest rates and financial mechanisms, ensuring the company's capital is preserved and continues to grow.

- Strictly complied with government policies and regulations on tax obligations, ensuring timely and accurate tax payments. Ensured proper implementation of financial policies for employees.

- Monitored and controlled financial transactions, asset usage, material procurement, and capital fluctuations within the company and its affiliated units. Identified financial management violations and reported them to company leadership, proposing appropriate corrective measures.

- Prepared the company's financial statements, ensuring accuracy and transparency, and submitted reports to relevant government authorities as mandated by the Ministry of Finance.

- Collaborated with relevant departments to reconcile and recover outstanding debts, enhancing autonomy in both production and financial operations.

5. Scientific and Technical Development, and Quality Management

In 2024, the company continued to promote research and technical innovation, actively seeking, exploring, testing, and applying new materials in production. Efforts were focused on adjusting material formulations, optimizing raw materials, and improving product structures to enhance quality, reduce costs, and increase product competitiveness, thereby maximizing economic efficiency for the company. Specifically:

- Conducted surveys, adjusted, and issued material consumption standards for rubber products, calculated production costs, and established baseline quotations for export tires and tubes, technical rubber products, agricultural tires, and tubeless tires.

- Coordinated with the production department to promptly address and resolve manufacturing fluctuations, monitored production processes to reduce waste rates, and minimized defective products entering the market.

6. Investment and mechanical–electrical operations

- The management and utilization of materials, components, and electromechanical spare parts were closely monitored, from procurement to issuance, ensuring timely supply for equipment maintenance and repairs. Proactive planning for reasonable spare parts and material reserves was implemented to maximize operational efficiency.

7. Occupational safety, industrial hygiene, fire prevention, and environment activities

- In 2024, the company fully complied with legal regulations on Occupational safety and health - Industrial Hygiene - Fire Fighting and Prevention.

+ Conducted regular and new training sessions to disseminate government policies on Occupational Safety and Hygiene to employees. These sessions highlighted workplace hazards, potential risks in production lines, and preventive measures to minimize work-related accidents.

+ Firefighting and Prevention measures were continuously monitored to ensure compliance with regulations. Training sessions were organized for company employees to enhance their responsibility and proficiency in implementing fire safety plans in accordance with the Fire Prevention and Fighting Police Department's guidelines.

+ Developed and executed a plan in collaboration with the company's Occupational Safety and Hygiene Council to conduct safety inspections at company departments every three months. These inspections assessed the implementation of safety measures, identified existing shortcomings, and proposed corrective actions.



PART II

2025 BUSINESS PRODUCTION PLAN

I. Main indicators

| Indicators | Unit | 2025 Plan | % Compared to 2024 Implementation | |
|---|-------------|--------------|-----------------------------------|-------------|
| I- Industrial production value (at constant 1994 prices) | Billion VND | 350 | 122.7 | |
| II- Industrial production value (at current prices) | Billion VND | 991,9 | 122.2 | |
| III- Revenue from sales | Billion VND | 2000 | 188.1 | |
| Industrial production revenue | | 970 | 113.8 | |
| Commercial & other revenue | | 1030 | 487.5 | |
| IV- Profit before tax | Billion VND | 100 | 52.4 | |
| Indicators | Unit | 2025 Plan | % Compared to 2024 Implementation | |
| | | | Production | Consumption |
| VI- Key Manufactured Products | | | | |
| 1- Bicycle tires | Piece | 4,400,000 | 107.7 | 106.3 |
| 2- Bicycle tubes | Piece | 4,800,000 | 118.9 | 113.0 |
| 3- Motorcycle tires | Piece | 1,600,000 | 134.0 | 129.6 |
| 4- Motorcycle tubes | Piece | 5,600,000 | 117.6 | 116.1 |
| 5- Car tires | Piece | 200,000 | 113.3 | 112.0 |
| 6- Car tubes | Piece | 220,000 | 139.3 | 135.3 |
| 7- Car flaps | Piece | 120,000 | 122.4 | 139.7 |

II. Current Business Situation and upcoming Challenges

The economic and political landscape is expected to remain complex and unpredictable in 2025. Domestically, inflationary pressures, exchange rate fluctuations, high interest rates, and financial market risks—particularly in corporate bonds and the currency market—remain a concern. The company faces several difficulties and obstacles in its business operations. Rising raw material costs have a considerable impact on product pricing, while intense competition from both domestic and international manufacturers adds further pressure. A major limitation is that the company has yet to introduce Radial tires, which puts it at a disadvantage in the market.

III. Key Solutions.

1. Corporate Governance

Strictly implement the Board of Directors' resolutions to ensure effective business operations and maximise economic and social benefits.

Strengthen coordination between company units to accelerate research and production of new and improved products, diversifying the product range to meet domestic and export market demands, thereby increasing sales revenue.

Optimize production line allocation, maximize equipment capacity, and maintain a stable workforce. Ensure job security and income stability for employees by rationalizing production, improving productivity, and enhancing product quality. Implement cost-saving measures and eliminate waste in business operations.

Focus on maintaining and improving product quality in company management and operations. Address quality issues raised by customers to strengthen brand reputation and competitiveness.

Enhance monitoring and control across company departments to enforce labor management regulations, optimize material, raw material, and energy usage, and actively seek cost-reduction solutions to lower production costs. Strive to achieve the highest possible profit targets.

Invest in human resource development by establishing and executing training and retraining programs to improve professional expertise, ensuring a skilled workforce capable of meeting the company's business objectives.

2. Sales Operations Activities

- Strengthen brand promotion efforts and develop tailored sales policies for each product category and market region. Maintain and expand sales of strong-performing products in the domestic market, striving to meet and exceed monthly, quarterly, and annual revenue targets.

- Continue improving the nationwide distribution network. Restructure distribution systems in key provinces in both the Northern and Southern regions.

- Enhance the professional expertise of the sales team to improve efficiency and overall performance.

- Invest further in export market expansion while also reinforcing after-sales service to retain market share in existing regions and explore new opportunities.

- Collaborate with the finance department to establish competitive pricing strategies for each market segment.

3. Labor and Compensation Activities

- Regularly review and refine workforce allocation, labor standards, and wage structures to ensure appropriate salary costs for each unit and product within the company.

- Develop an effective recruitment, training, and human resource development plan for 2025. Collaborate with departments to implement measures to prevent labor shortages.

- Improve employee healthcare services, including periodic medical check-ups and timely resolution of benefits in compliance with regulations.

4. Financial Activities

- Enhance the role and responsibilities of the Finance and Accounting department in internal control and strict monitoring of the company's operating costs. Identify potential risks, propose preventive measures, and eliminate waste while ensuring reasonable and compliant expenses. At the same time, optimize product costs to improve the competitiveness of SRC products in the market.

- Strictly control revenue and expenditure, debts, and payments in coordination with the Sales & Marketing Department to minimize the occurrence of Non-Performing loans in customer receivables.

- Prepare the annual financial report, the 2025 profit distribution proposal, and other reports to be submitted to the General Meeting of Shareholders.

- Advise and provide recommendations to the company leadership on financial management measures, cost reduction, and product pricing optimization.

5. Electrical and Energy Activities

Review and finalize the Electrical and Mechanical Operation Regulations, ensuring effective management of equipment usage, establish and follow repair and maintenance standards for machinery and spare parts.

Implement proper equipment management, regular maintenance, and servicing to ensure smooth production operations. Monitor equipment conditions and promptly carry out necessary repairs to meet production demands.

Identify and address energy waste issues (electricity, steam, compressed air) immediately, aiming to reduce energy consumption costs by approximately 2% compared to the previous year.

6. Scientific Research and Technology and Quality Assurance Activities

Conduct research to improve automobile tire quality, focusing on key aspects: enhancing tire wear resistance, improving exterior quality, reducing tire repair rates, developing agricultural tire models, and researching the expansion of tubeless tire lines for the market.

Maintain the quality management system in accordance with ISO 9001:2015. Conduct research to optimize and standardize material formulations to streamline raw material costs and reduce expenses.

7. Investment in Basic Construction Activities

- Complete the preparation of the Economic-Technical Report, contractor selection plan, and the organization of contractor selection and procurement of individual equipment for 2025 to ensure timely support for production in Hanoi, Thai Binh, and Xuan Hoa.

- Implement the project for constructing a new factory and relocating production from the old facility to the new site.

- Conduct research and implement the necessary preparatory steps for the new factory construction project and the relocation of production from the old facility.

8. Other Activities

- Collaborate with organizations such as the Trade Union and Youth Union to develop specific and practical action programs, launch labor emulation movements, encourage creative work initiatives, gather ideas for rationalization and improvement, and apply advanced modern science to production. This will help promote cost-saving measures, reduce expenses, lower product prices, enhance competitiveness, and motivate employees to strive for the successful completion of 2025 plans.

- Ensure Occupational Safety, Hygiene, and Firefighting Prevention measures. Recognise and reward departments and individuals with outstanding achievements in production to enhance overall business efficiency.

Continue investing in workplace environment improvements and employee health care. Implement and maintain the ISO 14001:2015 environmental management system, fostering a truly green, clean, and modern working environment.

With the proud legacy of Sao Vang and the dedicated efforts of all employees, we firmly believe that in the coming period, the company will unite to overcome challenges, fulfill the 2025 production and business plan, ensure stable employment and income for employees, and create a solid foundation for sustainable development in the years ahead.

This report presents the evaluation of the 2024 production and business results, along with the directions and key solutions for the 2025 business plan of Sao Vang Rubber Joint Stock Company. The Board of Management respectfully submits it to the General Meeting of Shareholders for consideration.

**ON BEHALF OF THE BOARD OF MANAGEMENT
GENERAL DIRECTOR**



Nguyen Viet Hung

Ha Noi, Month date , 2025

DRAFT

**REPORT OF THE BOARD OF SUPERVISORS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to Law on Enterprise No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, effective from January 1, 2021, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;

- Pursuant to the Charter of Sao Vang Rubber Joint Stock Company.
- Pursuant to the 2024 audited financial statements provided by Ernst & Young Vietnam Co., Ltd;

The Board of Supervisors respectfully reports to the 2025 Annual General Meeting of Shareholders on the performance of its assigned duties and responsibilities in 2024, as follows:

Part I

ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2024

I. Remuneration and Operating Expenses of the Board of Supervisors

The remuneration of the Board of Supervisors (BOS) was approved by the 2024 Annual General Meeting of Shareholders:

| Position | Number of person | Remuneration (VND/month) | Months of Remuneration | Total (VND/year) |
|-------------------|------------------|--------------------------|------------------------|------------------|
| Head of the BOS | 01 | 4,000,000 | 12 | 48,000,000 |
| Member of the BOS | 02 | 2,500,000 | 12 | 60,000,000 |
| Total | | | | 108,000,000 |

II. Activities of the Board of Supervisors in 2024:

In 2024, the Board of Supervisors convened four meetings to execute its duties. It conducted regular inspections and oversight of the company's business operations to ensure the implementation of the 2024 plan approved by the General Meeting of Shareholders. The Board of Supervisors also participated in meetings of the Board of Directors and the Board of Executives, providing its opinions on key

policies, plans, business operations, financial matters, and regulatory disclosures, specifically as follows:

- Supervise the implementation of the 2024 General Meeting of Shareholders' resolutions by the Board of Directors and the Board of Executives;
- Oversee the issuance and enforcement of company regulations and policies;
- Monitor the execution of the 2024 business plan and capital investment projects;
- Ensure the company's divestment from Philip Carbon Black JSC and Sao Vang - Hoanh Son Limited Compan. is conducted in compliance with legal regulations.
- Control financial and accounting activities and review quarterly and annual financial statements.
- Oversee the 2023 profit distribution and the development of the 2024 profit distribution plan.
- Ensure transparent and lawful disclosure of company information to protect shareholder rights.

Based on the operational plan and the assigned duties of each member, the Board of Supervisors has strived to fulfill its responsibilities to the best of its ability.

III. Supervision and Inspection of the Company's Operations in 2024:

1. Oversight of Financial and Accounting Activities and Annual Financial Reports:

a. Organization of Accounting Activities:

- The company prepares and submits periodic financial reports in compliance with state regulations.
- The accounting policies applied by the company align with corporate accounting regulations, Vietnamese Accounting Standards, and relevant legal documents issued by the State.
- Accounting records and statistical data are maintained comprehensively, clearly, and stored in accordance with accounting and statistical regulations. The company periodically conducts cash, inventory, and material stock inspections, reconciles receivables and payables as required, and fully complies with tax obligations to the state budget.

b. 2024 Annual Financial Statements:

- The 2024 financial statements of the Company were audited by Ernst & Young Vietnam Ltd.
- Through the review of reports, direct discussions with auditors, and examination of relevant documents, the BOS concludes that the audited financial statements fairly and accurately reflect the Company's assets, capital sources as of December 31, 2024, as well as its business performance and cash flows for the year

2024. The financial statements comply with Vietnamese Accounting Standards, corporate accounting regulations, and relevant legal provisions.

- The BOS agrees with the figures and findings presented in the 2024 Financial Statements, as well as the details provided by the representative of the Board of Executives at the General Meeting of Shareholders.

2. Financial Investments and Equity Contributions in other Enterprises:

- The Company contributed capital in a joint venture to establish the Sao Vang Hoanh Son Joint Stock Company, aiming to build the Sao Vang Rubber Tire & Tube Manufacturing Plant in Ha Tinh. The Investment Registration Certificate No. 3002153776 was issued by the Department of Planning and Investment of Ha Tinh on March 5, 2020. As of December 31, 2024, Sao Vang Rubber JSC had contributed 30.6% of the total capital, equivalent to 375,000,000,000 VND. The project is still under preparation and awaiting approval from the Ha Tinh Provincial People's Committee. As of December 31, the Company had set aside a provision for investment losses amounting to 1,623,589,689 VND.

- The Company is continuing the divestment process from Sao Vang - Hoanh Son Co., Ltd., ensuring compliance with legal regulations and capital preservation. As of December 31, 2024, the Company had made a provision for investment losses of 2,002,085,335 VND for this capital contribution.

- The Company's capital contribution to Philip Carbon Black Vietnam JSC amounted to 8,444,062,358 VND, with an additional advance payment of 2,966,978,675 VND. As of December 31, 2024, the Company had set aside a provision for investment losses of 1,312,898,421 VND. The Company is coordinating with PLCB, DRC, and CSM to proceed with the full divestment of this investment.

3. Basic Construction Investment Activities

- In 2024, the Company carried out basic construction investment projects, including the procurement of certain individual machinery and equipment pursuant to Decision No. 142A/QĐ-HĐQT dated March 4, 2024, issued by the Board of Directors:

+ Purchased and installed 05 motorcycle inner tube splicing machines for production at the Thai Binh Rubber Branch;

+ Purchased and put into use 01 Rheometer testing machine at the Xuan Hoa Rubber Processing Plant;

+ Currently continuing to implement the following bidding packages: Purchase of an additional 05 motorcycle inner tube splicing machines; Investment in the purchase of 01 rubber shredding and grinding machine; Investment in 01 3-ton gantry crane system; Investment in 01 BTU-type motorcycle tire forming machine with a 17-inch forming drum.

- The company has organized the contractor selection process, obtained the construction permit, and is currently carrying out procedures to select the construction

contractor for the project "Investment in Expanding Tubeless Motorcycle Tire Production at Xuan Hoa Rubber Processing Plant."

The implementation of investment and construction activities in 2024 at Sao Vang Rubber Joint Stock Company has complied with legal regulations on investment, bidding, and contractor selection procedures. However, the company needs to accelerate the contractor selection process according to the approved contractor selection plan to promptly procure the necessary machinery and equipment for production.

IV. Supervision of Transactions Between the Company and Hoanh Son Group Joint Stock Company.

- The Board of Directors of the company issued Resolution No. 12A/NQ-HĐQT on February 23, 2024, approving the signing of a contract to purchase 100 tractor trucks and semi-trailers, which were then sold to Hoanh Son International General Trading and Transportation Co., Ltd.

- The Company's Board of Directors issued Resolution No. 62A/NQ-HĐQT dated June 21, 2024, approving the signing of a contract with Hoanh Son Investment and Development Joint Stock Company to purchase one Lexus car for the Company's operations.

- All commercial contracts complied with the Board of Directors' regulations, the Company's Charter, and the applicable legal provisions.

V. Supervision Results for the Board of Directors and the Board of Executives in 2024

1. Oversight of the Resolutions and Decisions of the Board of Directors:

- Meeting procedures, content, and minutes: The resolutions, decisions, and documents issued by the Board of Directors were in compliance with the Law on Enterprises and the Company's Charter.

- The resolutions and decisions of the Board of Directors reflect the objectives of the 2024 General Meeting of Shareholders and provide direction for production and business activities to achieve the set plans.

- The Board of Directors issued Resolution No. 76/NQ-HĐQT approving the payment of dividends for 2023 from the profits of 2023 to shareholders, in accordance with the resolution of the 2024 General Meeting of Shareholders.

Information disclosure was conducted in full compliance with legal regulations, ensuring transparency and the rights of shareholders

The Board of Supervisors agrees with the evaluation of 2024 performance as presented in the Board of Directors' report.

2. Oversight of the Board of Executives' Activities:

The Board of Supervisors (BOS) did not receive any petitions or proposals from shareholders requesting inspections or verifications regarding the management and operations of the Board of Executives.

The Board of Executives has managed the company in a unified and focused manner, strictly adhering to the functions, duties, and authorities as stipulated in the company's Charter.

Regarding the execution of production and business tasks for the year 2024: The specific indicators, evaluations, and underlying reasons have been outlined in the report of the Board of Executives. The BOS is in agreement with the contents of the Board of Executives' report.

| Indicators | Unit | 2024 Plan | 2024 Implementation | 2024 Implementation/2024 Plan |
|------------------------------------|-------------|-----------|---------------------|-------------------------------|
| 1. Industrial production value | Billion VND | 350 | 285.36 | 81.53 % |
| + At constant prices: | Billion VND | | | |
| + At current prices | Billion VND | 1,010 | 811.61 | 80.36 % |
| 2. Revenue | | 2,000 | 1,063.4 | 53.17 % |
| Including: - Industrial production | Billion VND | 970 | 852.1 | 87.85 % |
| - Comercial, other | Billion VND | 1,030 | 211.3 | 20.51 % |
| 3. Profit before tax | Billion VND | 100 | 190.7 | 190.66 % |

Other matters such as input costs, procurement contracts for materials and goods, and sales contracts for products were inspected by the BOS through random sampling. Upon review, the BOS found that the company has complied with state regulations and the company's regulations.

The company's regulations and rules are suitable for the operations of a joint-stock company and have been implemented and are functioning.

VI. Assessment of the coordination between the Board of Supervisors with the Board of Directors and the Board of Executives:

With a sense of responsibility, the BOS has consistently coordinated with, exchanged ideas with, and provided candid feedback to the Board of Directors and the Board of Executives during meetings. The resolutions and decisions made by the Board of Directors and the Board of Executives are consistent with the strategic direction set by the Board of Directors and comply with applicable laws and regulations.

VII. Shareholders' Opinions:

The Board of Supervisors did not receive any opinions or petitions from shareholders regarding the company's operations in 2024.

VIII. Assessments and Recommendations of the Board of Supervisors:

During 2024, the BOS was provided with full access to information and documents regarding the company's business activities and financial position. Through its review process, the BOS did not detect any violations by the Board of Directors or the Board of Executives that could affect the rights of the company or its shareholders.

The BOS recommends that the Board of Directors and the Board of Executives:

1. Review and update the company's existing regulations and policies to align with current laws and operational needs.
2. Research and implement technological improvements to reduce production costs, diversify products, and enhance business efficiency.
3. Develop proactive strategies to recover bad debts, ensuring optimal use of capital. Additionally, strengthen the oversight and management of customer receivables.
4. Effectively implement and organize the selection of construction contractors and equipment suppliers for the project: **"Investment in expanding tubeless motorcycle tire production at Xuan Hoa Rubber Processing Plant."**
5. Continue executing tasks related to the divestment of the company's stake in Phillip Carbon Black Joint Stock Company.

Part II

ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025

1. Supervise compliance with legal regulations and the Company's Charter in governance and management.
2. Conduct periodic inspections of accounting books, vouchers, and other company documents. Perform specialized audits and controls as needed.
3. Appraise financial statements and report to the General Meeting of Shareholders on the appraisal results of financial statements.
4. Verify that information disclosure is conducted in accordance with legal regulations, ensuring transparency and protecting shareholders' rights.
5. Carry out other tasks within the functions and duties of the Board of Supervisors as stipulated in the Company's Charter, as well as tasks requested by the Board of Directors and the Board of Executives.

The Board of Supervisors respectfully submits to the General Meeting of Shareholders the Report on Activities of the Board of Supervisors in 2024 for consideration and approval./.

Recipients:

- As above;
- The Board of Directors; the Board of Management
- Archived: The Board of Supervisors, Company Secretary.

ON BEHALF OF THE BOARD OF SUPERVISORS

HEAD



Nguyen Trung Hoa



Ha Noi, April , 2025

DRAFT

PROPOSAL

Regarding: Selection of the 2025 Independent Auditing Firm

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, effective from January 1, 2021, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;

- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

The Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval the selection of an independent audit firm to conduct the 2025 Audited Financial Statements and review the company's Periodic Financial Statements as follows:

1. Criteria for selecting an Independent Auditing Firm

- An independent auditing firm approved by the State Securities Commission of Vietnam to audit public companies and listed organizations.

- One of the leading auditing firms with a strong reputation for audit quality, possessing a team of honest auditors, upholding professional ethics, and having high qualifications and extensive experience to ensure compliance with the Company's quality, scope, and audit timeline requirements.

- Offers reasonable audit fees, in line with the audit scope, content, and timeline.

2. Selection of an Independent Auditing Firm:

The Board of Supervisors proposes selecting one of the following three independent auditing firms to audit the 2025 Financial Statements and review the Company's Interim Financial Statements:

- Ernst & Young Vietnam Limited;
- NVA Auditing Company Limited;
- RSM Vietnam Auditing and Consulting Company Limited.

The Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval of authorizing the Board of Directors to select an independent auditing firm from the proposed list based on the stated criteria.

Respectfully submits to the General Meeting of Shareholders for approval.

Recipient:

- Shareholders of the Company;
- Board of Directors, Board of Supervisors, General Director, Company Secretary;
- Archived: Documents.

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD

NGUYEN TRUNG HOA



Ha Noi, , 2025

DRAFT

PROPOSAL

Regarding: 2024 Projected Profit Distribution and Dividend

To: 2025 Annual General Meeting of Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, effective from January 1, 2021, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;

- Pursuant to the Charter on organisation and operation of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

The Board of Directors of Sao Vang Rubber Joint Stock Company submits to the General Meeting of Shareholders for consideration and approval the 2024 projected profit distribution as follows:

I. Approval of Fund Allocations:

Unit: VND

| No. | Indicators | Amount |
|-----|---|-----------------|
| 1 | Charter capital of the Company as of 31/12/2024 | 280,657,650,000 |
| 2 | Retained earnings from previous years | 25,946,411,910 |
| 3 | 2024 Profit before tax | 190,664,822,933 |
| 3.1 | Corporate income tax | 39,024,747,415 |
| 3.2 | Remaining profit (3-3.1) | 151,640,075,518 |
| 3.3 | Allocation of Funds: Including: | 60,891,590,207 |
| | - Bonus and welfare fund (10%) | 15,164,007,552 |
| | - Development Investment Fund (30%) | 45,492,022,655 |
| | - Bonus fund for the board of management and executives | 235,560,000 |
| 4 | Remaining profit (4=2+3.2-3.3). | 116,694,897,221 |

II. Approval of 2024 Dividend Distribution:

- Payout ratio (projected): 6% per share's par value.
- 2024 Total dividend (projected): 16,838,020,800 VND.
- Source of payment: Undistributed profit after tax as of December 31, 2024 (based on the 2024 Audited Financial Statements).
- Payment method: Cash.

Dividend Payment Schedule: Following approval by the General Meeting of Shareholders, it is proposed that the General Meeting of Shareholders authorize the Board of Directors to complete the necessary procedures with relevant authorities to distribute dividends to shareholders as soon as possible in accordance with regulations.

Respectfully submits to the General Meeting of Shareholders for approval.

Recipient:

- Shareholders of the Company;
- Board of Directors, Board of Supervisors, General Director, Company Secretary;
- Archived: Documents.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

PHAM HOANH SON



PROPOSAL

Regarding: 2025 Production and Business, Profit and Dividend Plan

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, effective from January 1, 2021, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;

- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

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

In 2025, the global economy continue to face numerous challenges, including slow and uneven growth across countries, prolonged inflation, geopolitical instability, and an incomplete recovery of supply chains.

Given these circumstances, the Board of Directors and Board of Management have convened and outlined various measures to reduce production costs, lower prices, improve quality, and diversify the designs and product range to enhance SRC's competitiveness in both domestic and export markets while boosting commercial revenue.

Based on this analysis, the Board of Directors of Sao Vang Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders the 2025 Production and Business, Profit and Dividend Plan as follows:

Unit: Billion VND

| No. | Indicators | Amount |
|-----|--|-------------------------------|
| 1 | Industrial production value at constant 1994 prices | 350 |
| 2 | Industrial production value at current prices | 991.9 |
| 3 | Revenue Including: - Revenue from rubber product production business - Commercial revenue | 2,000 970 1,030 |
| 4 | Profit before tax | 100 |
| 5 | Profit after tax | 78.2 |
| 6 | 2025 Expected dividend distribution | 6% or more of charter capital |

We respectfully propose that the General Meeting of Shareholders authorize the Board of Directors to: Depending on the business performance, business plan, and operational situation of the Company, and based on the latest financial statements of the Company, decide on matters related to the interim dividend payment for 2025 from the Company's retained earnings (undistributed profit after tax). This includes determining the interim dividend amount within the scope approved by the General Meeting of Shareholders, the schedule, payment method, and other relevant matters regarding the interim dividend payment to shareholders, ensuring compliance with legal regulations.

Respectfully submits to the General Meeting of Shareholders for approval.



Recipient:

- Shareholders of the Company;
- Board of Directors, Board of Supervisors, General Director, Company Secretary;
- Archived Documents.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

PHAM HOANH SON



DRAFT

PROPOSAL

Regarding: Report on income and remuneration of the Board of Directors (BOD), Board of Supervisors (BOS), Corporate Governance Officer, and Company Secretary in 2024

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, effective from January 1, 2021, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;

- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

The Board of Directors respectfully submits to the General Meeting of Shareholders the remuneration of the Chairman of the Board of Directors (BOD), members of the BOD, members of the Board of Supervisors (BOS), Corporate Governance Officer, and the Company Secretary in 2024 as follows:

1. Remuneration of the members of the BOD and the BOS:

| Position | Number of people | Remuneration (VND/month) | Months of Remuneration | Total (VND/year) |
|---------------------|------------------|--------------------------|------------------------|------------------|
| Chairman of the BOD | 01 | 5,000,000 | 12 | 60,000,000 |
| Members of the BOD | 04 | 4,000,000 | 12 | 192,000,000 |
| Head of the BOS | 01 | 4,000,000 | 12 | 48,000,000 |
| Members of the BOS | 02 | 2,500,000 | 12 | 60,000,000 |
| Total | | | | 360,000,000 |

2. Remuneration of the Corporate Governance Officer and the Company Secretary:

| Position | Number of people | Remuneration (VND/month) | Months of Remuneration | Total (VND/year) |
|------------------------------|------------------|--------------------------|------------------------|------------------|
| Corporate Governance Officer | 01 | 3,500,000 | 12 | 42,000,000 |
| Company Secretary | 01 | 3,000,000 | 12 | 36,000,000 |
| Total | | | | 78,000,000 |

The payment of remuneration to the Board of Directors, the Board of Supervisors, the Corporate Governance Officer, and the Company Secretary is made within the planned budget approved by the Resolution of the 2024 Annual General Meeting of Shareholders.

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

Recipient:

- Shareholders of the Company;
- Board of Directors, Board of Supervisors,
General Director, Company Secretary;
- Archived: Documents.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

PHAM HOANH SON



Ha Noi, April , 2025

DRAFT

PROPOSAL

Regarding: Income and remuneration of the Board of Directors (BOD), Board of Supervisors (BOS), Corporate Governance Officer, and Company Secretary in 2025

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, effective from January 1, 2021, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;

- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

Pursuant to the 2025 production and business plan of the Company as approved by the General Meeting of Shareholders. The Board of Directors respectfully submits to the General Meeting of Shareholders the remuneration of the Chairman of the Board of Directors (BOD), members of the BOD, members of the Board of Supervisors (BOS), Corporate Governance Officer, and the Company Secretary in 2025 as follows:

1. Remuneration of Chairman of the BOD, member of the BOD and member of the BOS:

| Position | Number of people | Remuneration (VND/month) | Months of Remuneration | Total (VND/year) |
|---------------------|------------------|--------------------------|------------------------|--------------------|
| Chairman of the BOD | 01 | 5,000,000 | 12 | 60,000,000 |
| Members of the BOD | 04 | 4,000,000 | 12 | 192,000,000 |
| Head of the BOS | 01 | 4,000,000 | 12 | 48,000,000 |
| Members of the BOS | 02 | 2,500,000 | 12 | 60,000,000 |
| Total | | | | 360,000,000 |

2. Remuneration of the Corporate Governance Officer and the Company Secretary:

| Position | Number of people | Remuneration (VND/month) | Months of Remuneration | Total (VND/year) |
|------------------------------|------------------|--------------------------|------------------------|-------------------|
| Corporate Governance Officer | 01 | 3,500,000 | 12 | 42,000,000 |
| Company Secretary | 01 | 3,000,000 | 12 | 36,000,000 |
| Total | | | | 78,000,000 |

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

Recipient:

- Shareholders of the Company;
- Board of Directors, Board of Supervisors,
General Director, Company Secretary;
- Archived Documents.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN


PHAM HOANH SON



Ha Noi, April , 2025

PROPOSAL

**Regarding: Change in the Number, Titles, and Responsibilities of Legal Representatives;
Amendment and Supplementation of the Company Charter Regarding Legal Representatives and
Company Logo**

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, effective from January 1, 2021, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;

- Pursuant to Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, as amended and supplemented by Law No. 56/2024/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and its implementing regulations;

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

- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

To achieve the Company's upcoming business objectives and enhance management and operational efficiency, the Board of Directors of Sao Vang Rubber Joint Stock Company respectfully submits the following for consideration and approval by the General Meeting of Shareholders:

1. Approval of the amendment and supplementation of the number, titles, and responsibilities of the Legal Representative of the Company. Specifically:

- Amendment and supplementation of the number of legal representatives: From one (01) legal representative (as stipulated in the current Charter) to two (02) legal representatives.

Reason: Currently, the Company has 01 Legal Representative, Mr. Pham Hoanh Son, who is the Chairman of the BOD. At the same time, Mr. Pham Hoanh Son serves as the Chairman and General Director of Hoanh Son Group Joint Stock Company, which is headquartered in Hong Linh Town, Ha Tinh. Consequently, his ability to promptly manage Sao Vang Rubber Joint Stock Company in Hanoi is sometimes limited, especially in matters involving governmental agencies and higher authorities.

- Titles of the Legal Representatives after amendment and supplementation: Chairman of the BOD and General Director.



- Allocation of rights and responsibilities between the Legal Representatives:

+ General Director, Legal Representative: Responsible for executing rights and obligations arising from transactions related to the Company's rubber product manufacturing and business operations, joint ventures, partnerships, leasing of premises, and assets on land.

+ Chairman of the BOD, Legal Representative: Responsible for executing rights and obligations arising from commercial transactions, real estate activities, capital contributions and other transactions of the Company.

2. Approval of the amendment and supplementation of the provisions related to the Legal Representative of the Company to reflect the content mentioned in Section 1 of this Proposal and the addition of the Company logo.

Amendment and supplementation of the provisions related to the Legal Representative of the Company in Article 3 of the Company's Charter to reflect the content mentioned in Section 1 of this Proposal and the addition of the Company logo in Article 1 of the Charter as follows:

| N o. | Article, Clause, Section in the Charter | Current Provisions in the Charter | Provisions in the Charter after Amendment and Supplementation | Practical Basis | Legal Basis | N otes |
|---------|---|--|--|---|---|-----------|
| I | Provisions already in the Charter to be amended and supplemented | | | | | |
| 1 | Article 2, Clause 4, Section 5 (Logo) |  SRC |  SRC AND GOLDSTAR | Addition of the current logo | Not specified | |
| 2 | Article 3, Clause 1 | 1. The Company has <u>one (01)</u> Legal Representative, who is the Chairman of the Board of the Directors. | 1. The Company has <u>two (02)</u> Legal Representatives, the Chairman of the BOD and <u>the General Director.</u> | Amend and supplement the regulations on the number and titles of the Company's Legal Representativ es to facilitate management and operations. | Clause 2, Article 12; Clause 2, Article 137 of the Law on Enterpri se 2020 | |
| II | Provisions not yet in the Charter to be supplemented into the Charter | | | | | |
| 1 | Article 3, Clause 2a (Supplemen ted after Clause 2, Article 3 of the Company's Charter) | None | 2a. Functions and Responsibilities: - Chairman of the BOD, Legal Representative: Responsible for executing rights and obligations arising from commercial transactions, real estate activities, capital contributions and other transactions of the Company. - General Director, Legal Representative: Responsible for executing rights and obligations arising from transactions related to the Company's rubber product manufacturing and business operations, joint ventures, partnerships, leasing of premises, and assets on land. | Supplementin g provisions on functions and responsibilitie s, division of management scope of the Legal Representativ es of the Company after amendment | Clause 2, Article 12; Clause 2, Article 137 of the Law on Enterpri se 2020 | |

3. Authorization/Delegation of Authority:

- Authorize the Chairman of the BOD to sign and promulgate the amended Charter in accordance with the contents approved in Section 2 of this Proposal.

- Authorization and Delegation of Authority to the Chairman of the BOD, the BOD, and/or individuals further delegated by the Chairman or the BOD to:

+ Sign documents to individuals appointed as Legal Representatives of the Company;

+ Carry out the necessary tasks and procedures to register changes in the number and details of the Legal Representatives with the Department of Planning and Investment, within the scope of their authority, to implement the matters outlined in Section 1 of this Proposal and any related or arising issues;

+ Finalize, sign, and issue relevant documents and conduct necessary procedures with governmental authorities and/or other relevant parties (if any) concerning the registration of changes in the number and details of the Company's Legal Representatives.

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

Recipient:

- Shareholders of the Company;
- Board of Directors, Board of Supervisors, General Director, Company Secretary;
- Archived: Documents.

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

PHAM HOANH SON





Ha Noi, April , 2025

PROPOSAL

Regarding Policy on Transactions Between the Company and Related Parties Arising in 2025 Until the Next Annual General Meeting in 2026

To: The 2025 Annual General Meeting of Shareholders

- Pursuant to Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, effective from January 1, 2021, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;

- Pursuant to Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, as amended and supplemented by Law No. 56/2024/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and its implementing regulations;

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

- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company, as approved by the 2022 Annual General Meeting of Shareholders on April 25, 2022;

To achieve the Company's upcoming business objectives and ensure effective management and corporate governance, the Board of Directors of Sao Vang Rubber Joint Stock Company respectfully submits for consideration and approval by the General Meeting of Shareholders as follows:

1. Approval of contracts and transactions between Sao Vang Rubber Joint Stock Company and related parties of the Company as follows:

a. Contracting and transacting parties:

| No. | Party | Relationship | Legal Document Number, Date of Issue, Place of Issue |
|-----|--|---|---|
| 1 | Hoanh Son Group Joint Stock Company | Parent Company | Legal Document Number: 3000244065, registered for the 16th amendment on 11/05/2022 by the Department of Planning and Investment of Ha Tinh. |
| 2 | Sao Vang - Hoanh Son Limited Company | Organization related to the Chairman of the BOD | Legal Document Number: 0107520273, issued on 07/12/2021 by the Department of Planning and Investment of Hanoi |
| 3 | Sao Vang Group Beer Alcohol and Beverage Joint Stock Company | Organization related to the Chairman of the BOD | Legal Document Number: 33002263994, registered for the 3rd amendment on 02/02/2024 by the Department of Planning and Investment of Ha Tinh. |
| 4 | Hoanh Son Investment and Development Joint Stock Company | Organization related to the Chairman of the BOD | Legal Document Number: 2901929143, registered for the 3rd amendment on 02/02/2024 by the Department of Planning and Investment of Nghe An |

| | | | |
|---|---|---|---|
| 5 | Viet Anh Construction and Investment Consulting Trade Joint Stock Company | Organization related to the Chairman of the BOD | Legal Document Number: 2901704534, registered for the 5th amendment on 23/10/2019 by the Department of Planning and Investment of Nghe An |
| 6 | Hoanh Son General Trading and International Transport Company Limited | Organization related to the Chairman of the BOD | Legal Document Number: 0168, registered for the 1st amendment on 02/08/2024 by the Department of Industry and Trade of Khammouan Province, Laos |
| 7 | Nga Son Services and Trading Joint Stock Company | Organization related to the parent company | Legal Document Number: 3000409768, registered for the 8th amendment on 26/01/2024 by the Department of Planning and Investment of Ha Tinh |

b. Implementation period:

From the date the resolution of the General Meeting of Shareholders approving the aforementioned contents takes effect until the nearest General Meeting of Shareholders in 2026 issues a new resolution replacing it. The content related to this proposal that was approved in previous resolutions of the General Meeting of Shareholders shall cease to be effective from the date the new resolution comes into effect.

2. Authorization and Delegation of Authority:

- Authorize the Board of Directors to negotiate, determine specific and detailed terms, oversee the signing, and implement contracts and transactions with the aforementioned related parties, including amendments, supplements, terminations, and replacements of the contracts and transactions. The Board of Directors is responsible for reporting and disclosing information regarding these contracts and transactions with related parties in accordance with legal regulations.

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

Recipient:

- Shareholders of the Company;
- Board of Directors, Board of Supervisors, General Director, Company Secretary;
- Archived: Documents.

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

PHAM HOANH SON



Ha Noi, month date, 2025

**REGULATIONS ON ORGANIZING AND VOTING
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SAO VANG RUBBER JOINT STOCK COMPANY**

- Pursuant to Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;
- Pursuant to Law on Securities No. 54/2019/QH14, issued by the National Assembly of the Socialist Republic of Vietnam dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15, approved by the National Assembly on November 29, 2024;
- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company.

The 2025 Annual General Meeting of Shareholders (AGM) of Sao Vang Rubber Joint Stock Company shall be organized and conducted in accordance with the Regulations on Organization and Voting at the Meeting as follows:

Article 1. Purpose

- 1.1. To ensure that the procedures, conduct, and voting principles at the 2025 Annual General Meeting of Shareholders of Sao Vang Rubber Joint Stock Company are carried out in compliance with regulations and successfully held.
- 1.2. The resolutions of the General Meeting of Shareholders shall reflect the unified will of the Meeting, uphold the rights and interests of shareholders, and comply with legal regulations.

Article 2. Subjects and Scope

- 2.1. Subjects: All shareholders listed by the Vietnam Securities Depository and Clearing Corporation as of March 21, 2025, along with their legally authorized representatives attending the 2025 AGM of Sao Vang Rubber Joint Stock Company (hereinafter referred to as "Delegates/Voters"), must comply with this Regulation, the Company's Charter, and applicable legal regulations.
- 2.2. Scope: This Regulation shall apply to the organization and voting process at the 2025 Annual General Meeting of Shareholders, which will take place on April 21, 2025.

Article 3. Conditions for Conducting the General Meeting of Shareholders (GMS)

- 3.1. The General Meeting of Shareholders shall be held when shareholders attending the meeting represent more than fifty percent (50%) of the total voting shares.

3.2. In case the first GMS does not meet the conditions to be held according to the provisions of Clause 3.1 of this Article, the convenor shall cancel the meeting within thirty (30) minutes of the scheduled opening time. In this case, a second meeting invitation must be sent within thirty (30) days from the scheduled date of the first meeting. The second GMS shall be held if shareholders attending the meeting represent at least thirty-three percent (33%) of the total voting shares.

3.3. In case the second GMS does not meet the conditions to be held according to the provisions of Clause 3.2 of this Article, the convenor shall cancel the meeting within thirty (30) minutes of the scheduled opening time. In this case, a third meeting invitation must be sent within twenty (20) days from the scheduled date of the first meeting. The third GMS shall be held regardless of the total voting shares represented by the attending shareholders.

Article 4. Voters Attending the General Meeting of Shareholders

4.1. Conditions for Attending the General Meeting of Shareholders

Eligible attendees include shareholders and legally authorized representatives of shareholders who own shares in Sao Vang Rubber Joint Stock Company, in accordance with the shareholder list finalized on March 21, 2025, provided by the Vietnam Securities Depository and Clearing Corporation.

4.2. Authorization for attending the General Meeting of Shareholders

- (a) Individual shareholders may only authorize one (01) individual or organization as their authorized representative. Institutional shareholders that own at least ten percent (10%) of the total ordinary shares may authorize up to five (05) representatives.
- (b) Shareholders, authorized representatives of institutional shareholders may attend the meeting in person or authorize another individual or organization to attend on their behalf or attend the meeting through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises, according to the following specific ratio:
 - Individual shareholders may only authorize one (01) individual or organization to attend the meeting.
 - Institutional shareholders holding less than 10% of the total ordinary shares may authorize a maximum of one (01) representative, those holding 10% or more of the total ordinary shares may authorize up to five (05) representatives. If multiple representatives are authorized, the specific number of shares and voting rights assigned to each representative must be clearly defined. If the shareholder does not specify the distribution of shares among representatives, the total shares will be equally divided among all authorized representatives.
- (c) The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders, as stipulated in this Article, must be made in writing. The authorization document must be prepared in accordance with civil law regulations and must clearly state the name of the authorizing shareholder; the name of the authorized individual or organization and the legal representative of the authorized organization; the number of shares authorized, the content and scope of authorization, the duration of authorization, and the signatures of both the authorizing party and the authorized party.

- (d) The authorized representative attending the GMS must submit the authorization document upon registration. In the case of re-authorization, the attendee must also present the original authorization document issued by the shareholder or the original authorized representative of the institutional shareholder (if it has not been previously registered with the Company).

4.3. Rights of Eligible Voters Attending the GMS:

- (a) All shareholders of the Company have the right to attend, discuss, and vote on matters within the authority of the GMS in accordance with the approved agenda, legal regulations, and the Company's Charter.
- (b) If unable to attend the GMS, shareholders may authorize another person to attend and vote on their behalf in accordance with Article 16 of the Company's Charter and Clause 4.2 of this Regulation.
- (c) After completing registration with the Voter Eligibility Examination Committee, each shareholder or authorized representative will receive Voting Cards and Ballots.
- (d) Shareholders, authorized representatives of institutional shareholders, or authorized attendees arriving after the meeting has started may still register immediately and then participate in discussions and voting. However, the Chairman is not responsible for pausing the meeting to allow late attendees to register, and the validity of any resolutions passed before their registration remains unchanged.

4.4. Obligations of Voters attending the GMS:

- (a) Shareholders or their authorized representatives attending the GMS must bring the original of their ID card/ Citizen Card or Passport; The original Authorization document (in the Company's format) or an official document appointing a state capital representative, a certified copy of the Business Registration Certificate (for institutional shareholders). These documents must be presented to the Voter Eligibility Examination Committee during the registration process. Attendees must complete all required registration procedures in accordance with regulations.
- (b) Comply with the provisions of this Regulation.
- (c) Strictly comply with the internal regulations at the GMS and respect the meeting's results.
- (d) Wear appropriate, formal, and dignified attire when attending the GMS.
- (e) Maintain proper etiquette and decorum, avoid any disturbances, and refrain from smoking in the GMS meeting room. The use of mobile phones must not interfere with the meeting proceedings or disturb other attendees.
- (f) No recording, photography, or filming is allowed unless authorized by the Chairman during the GMS.
- (g) No transmission of information outside the meeting by any means until the meeting conclusions are announced, except with the permission of the Chairman of the GMS.
- (h) When wishing to make a statement or participate in discussions at the General Meeting, shareholders or their authorized representatives must follow the Chairman's instructions. Statements should be concise, clear, and non-repetitive, focusing on key issues relevant to the approved agenda.

- (i) Shareholders or their authorized representatives must sit in the designated area assigned by the Organizing Committee and comply with the instructions of the Chairman and the Organizing Committee.
- (j) Comply with the Chairman and the Organizing Committee's directions. Do not engage in any actions that obstruct, disrupt, or create disorder during the GMS.

Article 5. Chairman và Presidium

5.1. The Presidium consists of one (01) Chairman and members. The chairman of the Board of Directors shall serve as the Chairman of the Meeting. The Chairman shall conduct the Meeting in accordance with the agenda and program pre-approved by the Board of Directors.

5.2. The chairman of the Board of Directors serves as the Chairman of the Meeting. In case the Chairman is absent or temporarily unable to perform duties, the remaining members of the Board of Directors shall elect one among themselves to serve as the Chairman by majority vote. If no person is elected as Chairman, the Head of the Board of Supervisors shall take charge and oversee the process for the GMS to elect a Chairman from among the attendees. The candidate receiving the highest number of votes shall be appointed as the Chairman of the meeting.

5.3. Duties and Responsibilities of the Chairman of the GMS

- (a) Appoint a Secretary for the GMS;
- (b) Conduct the GMS in accordance with the approved agenda;
- (c) Guide guests, shareholders, and the GMS in discussions;
- (d) Conclude the discussions, oversee the approval of the Meeting Minutes and Resolutions;
- (e) Respond to shareholders' inquiries or request the Company Leadership Team and other personnel to address questions related to the GMS's discussions;
- (f) Resolve any issues (if any) that may arise during the GMS;
- (g) The Chairman has the authority to postpone the GMS, even if the required number of attendees is met, for a period not exceeding three (03) working days from the originally scheduled date. A postponement or relocation of the meeting is permitted in the following cases:
 - + The meeting venue lacks sufficient seating for all attendees;
 - + Communication facilities at the venue are inadequate, preventing shareholders from fully participating, discussing, or voting;
 - + Disruptions or disorderly conduct occur, threatening the fairness and legality of the meeting.
- (h) The Chairman's decisions regarding the order, procedures, or any unforeseen issues outside the agenda shall be final and binding;
- (i) The Chairman has the authority to implement necessary and reasonable measures to maintain order and ensure the meeting follows the approved agenda;
- (j) Exercise other powers and responsibilities as stipulated in the Company's Charter and the Internal Regulation on corporate governance.

5.4. Duties of the Presidium:

- (a) Conduct the GMS in accordance with the agenda approved by the Board of Directors and the GMS;

- (b) Guide the delegates and the General Meeting in discussions on the agenda topics;
- (c) Present drafts and conclusions on key issues for the GMS to vote on;
- (d) Address and respond to questions and requests raised by the GMS;
- (e) Handle any issues that arise during the GMS

Working Principles of the Presidium: The Presidium functions on the principles of collective leadership, democratic centralism, and majority rule.

Article 6. Secretariat of the GMS and other supporting departments

6.1. The Secretariat is appointed by the Chairman of the General Meeting and is responsible for assisting with tasks assigned by the Chairman. The Secretary's duties include:

- (a) Accurately and comprehensively recording the entire proceedings of the General Meeting, including all matters approved by shareholders or their authorized representatives;
- (b) Drafting the Minutes of the Meeting and the Resolutions of the General Meeting;
- (c) Receiving and forwarding to the Chairman any question forms or requests to speak submitted by shareholders or their authorized representatives, as well as handling letters and documents related to the Meeting;
- (d) Collecting, safeguarding, and delivering to the Chairman all written opinions submitted by shareholders or their authorized representatives during the General Meeting;
- (e) Assisting the Chairman in announcing information related to the General Meeting and ensuring that notifications to shareholders comply with legal regulations and the Company's Charter;
- (f) Performing other tasks as assigned by the Chairman.

6.2. Other supporting departments, Guests: The involvement of other supporting departments and guests in the GMS shall be decided by the Chairman of the Board of Directors when necessary.

Article 7. Voter Eligibility Verification Committee

Voter Eligibility Verification Committee nominated by the Company and introduced to the General Meeting of Shareholders. Its functions and responsibilities include:

- (a) Verifying the eligibility of shareholders or their authorized representatives attending the GMS, ensuring compliance with this Regulation;
- (b) Distributing to shareholders or their authorized representatives attending the GMS: Voting Cards, Ballots, and other meeting materials;
- (c) Reporting to the GMS on the results of shareholder eligibility verification;
- (d) Addressing inquiries and identifying any issues related to shareholder eligibility;
- (e) Ensuring compliance with the conditions for holding the GMS, by the Law on Enterprises and the Company's Charter
- (f) In cases where an attendee fails to meet the eligibility requirements, the Voter Eligibility Verification Committee has the right to deny participation, refuse to issue Voting Cards and Ballots, and withhold meeting documents.

Article 8. Vote Counting Committee

8.1. Vote Counting Committee consists of 01 (one) Head and members elected by the General Meeting of Shareholders based on the Chairman's proposal. The Vote Counting Committee must conduct the vote counting process, prepare the Minutes, and announce the results honestly and accurately while bearing full responsibility for the outcome.

8.2. The Vote Counting Committee is responsible for:

- (a) Introducing and guiding shareholders on the use of Voting Ballots and Voting Cards;
- (b) Collecting and counting Voting Ballots and Voting Cards during the voting process at the GMS;
- (c) Monitoring and supervising the voting process of shareholders and their authorized representatives.
- (d) Conducting the vote counting process and preparing the Minutes of Vote Counting.
- (e) Reporting or forwarding the results to the Chairman of the official announcement at the GMS.

Article 9. Discussion at the General Meeting of Shareholders

After the presentation of all proposals, the Chairman of the GMS will preside over the discussion session, receive shareholder opinions, and address inquiries based on the following principles and procedures:

- + Shareholders wishing to speak must register their topics with the Chairman. Once granted permission, they should keep their statements concise and avoid repetition. The Chairman has the right to interrupt a shareholder's speech if the comments or discussions are repetitive or unrelated to the meeting agenda
- + The Chairperson will only respond directly to key questions that are relevant to the agenda.
- + If discussions exceed the allotted time, any unanswered questions will be compiled by the Secretariat, and the Presidium may respond by alternative means, in accordance with the Company's Charter and applicable laws.

Article 10. Voting on Resolutions

10.1. Voting Methods

Voting at the General Meeting of Shareholders (GMS) is conducted through two methods: (i) Raising Voting Cards; (ii) Casting Voting Ballots. Some terms used in Voting Cards and Voting Ballots are defined as follows:

- + "**Voter**" refers to a shareholder or an authorized representative of a shareholder;
- + "**Total number of representative voting rights**" refers to the total votes a voter is entitled to, including both their own shares and those authorized by other voters;

a. Voting by Raising Voting Cards

- Each shareholder or authorized representative attending the GMS will be issued a Voting Card to vote on matters during the meeting. The Voting Card includes the voter's name, voter code, total number of voting rights owned and authorized, and bears the Sao Vang Rubber Joint Stock Company's official red seal.
- Shareholders or their representatives vote by raising their Voting Card (Approve/Disapprove/Abstain) for each matter. For matters voted on by raising Voting

Cards, shareholders or their authorized representatives shall raise their Voting Card when prompted by the Chairman. The voter's vote for each resolution using the Voting Card is recorded as follows:

- + As directed by the Chairman, shareholders or their authorized representatives voting *Approve* shall raise their Voting Card first, followed by those voting *Disapprove* and then those *Abstain*.
- + If a shareholder/representative does not raise their Voting Card in all three rounds (*Approve*, *Disapprove* or *Abstain*) for a particular voting matter, their vote will be considered as *Approve*.
- + If a shareholder/representative raises their Voting Card more than once for the same voting matter, their vote will be considered as *Abstain*.
- The Vote Counting Committee monitors the process, prepares the Minutes of Voting Results, and reports to the General Meeting of Shareholders.

b. Voting by Voting Ballot

- Each shareholder or authorized representative will be issued a Voting Ballot, which clearly states the Voter's name, voter code, the total number of voting rights owned and authorized, voting matters and beared Sao Vang Rubber Joint Stock Company's official red seal. Each Voting Ballot is designated for a specific group of voting matters as indicated on the ballot. For each voting matter, shareholders or their representatives have three options:
 - + Voting box *Approve*;
 - + Voting box *Disapprove*;
 - + Voting box *Abstain*.
- When voting on each item, shareholders or their authorized representatives shall indicate their decision (**Approve, Disapprove, or Abstain**) by marking an (x) or (✓) in the corresponding voting box, then sign and write full name on the Voting Ballot before submitting it to the Vote Counting Committee.
- An invalid vote occurs when a shareholder/authorized representative fails to mark any voting box or marks more than one box for the same voting matter. If a Voting Ballot is valid but contains one or more invalid votes, the remaining valid votes will still be counted.
- A Voting Ballot is considered invalid in the following cases:
 - + Not follow the official format issued by the Organizing Committee or lacks the Company's official seal;
 - + Damaged, torn, or contains unauthorized markings;
 - + Not signed or does not clearly state the name of the shareholder/representative;
 - + Be crossed out, altered, or edited;
 - + All voting items on the ballot are deemed invalid.
- The submission of Voting Ballots shall be conducted by instructions of the Chairman.
- If a shareholder or their authorized representative requests a replacement Voting Ballot due to damage, tearing, or accidental markings ("Damaged Voting Ballot"), they may directly

approach the Vote Counting Committee to exchange the damaged ballot for a new one, provided that they have not yet submitted their vote and the voting period has not ended, ensuring their voting rights are protected. The Vote Counting Committee will collect and return all damaged ballots to the Chairman.

- The Vote Counting Committee is responsible for collecting, verifying, and recording the Voting Ballots, preparing the Voting Results Report, and presenting it before the General Meeting. Any complaints regarding the voting results will be reviewed and resolved immediately during the meeting.
- c. *Voting Rules: In accordance with Article 21 of the Company's Charter, ensuring compliance with current legal regulations.*
- d. *Voting Principles:*
 - Each ordinary share corresponds to one (01) voting right.
 - Shareholders and affiliated parties are not permitted to vote on transactions, contracts, or matters in which they have a related interest.

Article 11. Minutes and Resolutions of the General Meeting of Shareholders

- Minutes and Resolutions of the General Meeting of Shareholders must be completed and approved before the meeting concludes. The Chairman and Secretariat of the meeting shall be jointly responsible for the accuracy and integrity of the minutes
- Minutes of the General Meeting of Shareholders must be published on the Company's official website within twenty-four (24) hours from the conclusion of the meeting.

Article 12. Implementation of the Regulations

Attendees of the General Meeting of Shareholders must strictly comply with the Regulations on Organizing the GSM. Any violations of these regulations will be reviewed by the Presidium, which will determine appropriate actions based on the Charter of Sao Vang Rubber Joint Stock Company and the Law on Enterprises.

This resolution on organizing takes effect immediately after being approved by the General Meeting of Shareholders of Sao Vang Rubber Joint Stock Company.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- Shareholders of Sao Vang Rubber Joint Stock Company;
- BOD, BOS, General Director, Company Secretary;
- Archived: Documents; BOD.

CHAIRMAN



PHAM HOANH SON



DRAFT

**REGULATIONS ON NOMINATION, CANDIDACY,
AND ADDITIONAL ELECTION OF BOS MEMBERS
FOR THE REMAINING TERM OF 2021-2026**

- Pursuant to Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;
- Pursuant to Law on Securities No. 54/2019/QH14, issued by the National Assembly of the Socialist Republic of Vietnam dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15, approved by the National Assembly on November 29, 2024;
- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company.

The regulations on nomination, candidacy, and additional election of BOS Members for the remaining term of 2021-2026 at the 2025 Annual General Meeting of Shareholders of Sao Vang Rubber Joint Stock Company are as follows:

I. Definitions/Abbreviations

| | | |
|------------------------|---|---|
| Company | : | Sao Vang Rubber Joint Stock Company |
| BOD | : | Board of Directors |
| BOS | : | Board of Supervisors |
| OC | : | Organizing Committee |
| AGM | : | 2025 Annual General Meeting of Shareholders |
| Voter/ Delegate | : | Shareholder, authorized representative |

II. Chairman of the AGM

The Chairman of the AGM is responsible for presiding over the election process, including:

- Introducing the list of nominees for the Board of Supervisors;
- Handling election-related complaints (if any).

III. Election Principles

- The election process shall comply with the applicable laws and the Company's Charter.

- The Vote Counting Committee is nominated by the Chairman and approved by the AGM. Members of the Vote Counting Committee shall not be included in the list of candidates for the Board of Supervisors.

IV. Regulations of Nomination and Self-nomination for the Board of Supervisors

4.1. Number, terms and standards for the Board of Supervisors

- Number of members to be elected: 01 person (in the case that the AGM approves the Proposal on the Dismissal and Additional Election of One (01) Member of the BOS for the Remaining Term of 2021-2026).
- Term: Remaining term of 2021-2026.
- Maximum number of candidates: Unlimited.
- Standards for the Board of Supervisors candidates (in accordance with the Company's Charter, Article 169 of the Law on Enterprise No. 59/2020/QH14, and its implementing regulations):
 - + Not subject to the provisions stipulated in Clause 2, Article 17 of the Law on Enterprise;
 - + Trained in one of the fields of economics, finance, accounting, auditing, law, business administration, or a field relevant to the company's business activities;
 - + Not a family member of BOD members, the General Director, or other managers;
 - + Not a part of the Company's management team and not necessarily a shareholder or employee of the Company;
 - + Not working in the company's accounting or finance department;
 - + Not a member or employee of the auditing firm that audits the company's financial statements in the past three (03) consecutive years.

4.2. Nomination of Candidates for the Board of Supervisors

Shareholders holding voting shares have the right to combine their individual voting rights to nominate candidates for the Board of Supervisors according to the following ratios:

| Ownership Percentage (%) | Maximum Number of Nominees (persons) |
|---------------------------------|---|
| 0% to under 10% | 0 |
| 10% to under 20% | 01 |
| 20% to under 30% | 02 |
| 30% to under 40% | 03 |
| 40% to under 50% | 04 |
| 50% to under 60% | 05 |
| 60% to under 70% | 06 |

| | |
|------------------|----|
| 70% to under 80% | 07 |
| 80% to under 90% | 08 |

V. Application Documents for Nomination and Self-Nomination

5.1. Application Documents for Nomination and Self-Nomination include:

- Nomination or Self-Nomination Form (in accordance with the template);
- Candidate's resume (in accordance with the template) including a recent photo taken within the last six (06) months;
- Notarized copies of the following documents of the candidate: National ID/Citizen ID/Passport/Permanent Residence (if any);
- Copies of educational and professional qualifications;
- Notarized copies of the Business Registration Certificate/National ID/Citizen ID/Passport of the nominating shareholder/group of shareholders;
- In case of authorized representation, an Authorization Letter signed by the shareholder (for individuals) or the legal representative (for organizations), along with a company seal (if any); including authorization details such as: authorizing/allowing the use of the delegated shares for nomination purposes, aggregating shares with other shareholders to nominate candidates for election to the Board of Supervisors.
- Minutes of the meeting of the shareholder group nominating the candidate (if any);
- Any other relevant documents (if any).

The templates have been published by the Company on the website: www.src.com.vn. Nominees/candidates for the Board of Supervisors are responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the information in their application documents.

5.2. Application submission location and deadline

- To facilitate the organization of the AGM, candidates must submit their applications by **4:30 PM on April 10, 2025**.

Sao Vang Rubber Joint Stock Company

Address: No. 231 Nguyen Trai Street, Thuong Dinh Ward, Thanh Xuan District, Hanoi.

Telephone: 0913 322 877

Email: quy.ta@src.com.vn

VI. List of candidates

- The list of candidates for the BOS is compiled based on the nominations of shareholders/shareholder groups or the self-nominations of individual shareholders who meet the legal requirements and the provisions of the Company's Charter. The incumbent BOS is responsible for receiving applications, compiling the list of nominees and candidates, and

publishing their personal information on the Company's website to inform shareholders who are entitled to attend the meeting.

- If the number of candidates for the BOS, including nominations and self-nominations, remains insufficient, the incumbent BOS shall nominate additional candidates. These nominations must be clearly disclosed and receive approval from the AGM before the election is conducted.
- The list of candidates for the BOS shall be submitted to the AGM and approved by the AGM through voting. Candidates' name will be listed alphabetically on the ballot and include the full name of each candidate on the ballot.

VII. Election Procedure

The election will be conducted by cumulative voting (*in accordance with Clause 3, Article 144 of the Law on Enterprises No. 59/2020/QH14*):

- Each voter has a total number of votes equal to the total number of shares represented multiplied by the number of BOS members to be elected (01 person).
- Voters may allocate all their votes to a single candidate but cannot vote for more candidates than the number approved by the AGM.
- If additional candidates are introduced on the day of the General Meeting, voters may request a new ballot from the Vote Counting Committee and must return their original ballot before submitting their vote.

VIII. Voting Ballot

8.1. Content of the Ballot

8.1.1. The election at the AGM shall be conducted through the use of ballots. The following terms used in the ballot are defined as follows:

- **"Voter"**: Refers to a shareholder or an authorized representative of a shareholder;
- **"Total number of representative voting ballots"**: Refers to the total number of voting ballots, including those held directly by the voter and/or received through authorization from one or more other voters;
- **"Total number of votes for BOS members"**: Refers to the total number of representative voting ballots multiplied by the number of Board of Supervisors members to be elected, as stipulated in Clause 4.1, Section IV of these Regulations.

8.1.2. Upon receiving the ballot, shareholders/authorized representatives must carefully review all the information printed on it. If any inaccuracies are identified, they must be reported to the Vote Counting Committee.

8.1.3. The BOS voting ballot is issued by the Company and bears the Company's official red seal. It includes the name of the shareholder/authorized representative, voter code, total number of shares represented, total number of votes for the BOS members, and the list of BOS candidates.

8.2. Instructions for Completing the Ballot

8.2.1. Each BOS election ballot allows voting for a maximum number of members as specified in Clause 4.1, Section IV of these Regulations (01 person).

8.2.2. Voters fill out the ballot according to the following guidelines:

- **Case 1: If the Voter votes for one (01) candidate**

The voter should mark an 'X' in the checkbox under the "Cumulative Voting" column for the selected candidate.

- **Case 2: If the Voter chooses not to vote for any candidate**

The voter shall leave all checkboxes in the "Cumulative Voting" column blank, without making any marks or annotations.

8.3. Shareholders/authorized representatives must sign and write their full name on the Voting Ballot.

8.4. Validity and Invalidity of Voting Ballots

- Valid Ballots: Follows the pre-printed template issued by the Organizing Committee, with no erasures, alterations, or additional markings beyond the designated fields. The ballot must include the voter's signature and full name and be submitted to the Vote Counting Committee before the ballot box is unsealed.
- Invalid Ballots:
 - + Content of the ballots that do not comply with the regulations for a valid ballot;
 - + Ballots where the number of selected candidates exceeds the number of BOS members approved for election by the General Meeting of Shareholders;
 - + Ballots containing additional content;
 - + Ballots filled out using a pencil;
 - + Ballots where candidates' names have been crossed out.
 - + Ballots that do not follow the official template issued by the Organizing Committee, lack the company's official seal or have been altered, erased, or contain unauthorized modifications.
 - + Ballots submitted after the Vote Counting Committee has unsealed the ballot box.
 - + Ballots without the voter's signature.

IX. Voting and Vote Counting

- In case of any errors, voters may contact the Vote Counting Committee to request a new ballot and must return the original ballot before casting their vote.
- The Vote Counting Committee shall conduct the vote-counting process with integrity, accuracy, and completeness, and be fully accountable to the Chairman of the General Meeting and all attendees. Vote counting must be carried out immediately after the voting session concludes. The committee must compile and record the total number of ballots without making any alterations or modifications to them.
- The Vote Counting Committee is responsible for preparing a report on the vote-counting results and announcing the election outcome to the General Meeting of Shareholders. The report, along with all ballots, must be sealed and handed over to the Chairman of the meeting.

X. Principles for Electing Candidates *(In accordance with Clause 3, Article 148 of the Law on Enterprises)*

- The elected members of the BOS shall be determined based on the number of votes received, ranked in descending order, starting from the candidate with the highest number of votes until the required number of members, as stipulated in the Company's Charter, is fulfilled.
- If two or more candidates receive the same number of votes for the final BOS position, a re-election will be conducted among them, or the selection will be based on the criteria set forth in the election regulations.
- If the first round of voting does not result in the required number of BOS members, a second round of voting shall be held among the remaining nominated candidates from the first round. If, after the second round, the required number is still not met, the General Meeting of Shareholders shall decide whether to proceed with additional voting. If the General Meeting fails to reach a decision, the Chairman of the Meeting shall have the authority to decide.
- Note: The results of the additional election for BOS members for the remainder of the 2021-2026 term will only be valid once the General Meeting of Shareholders in 2025 approves the regulations on nomination, candidacy, and additional election of BOS Members for the remaining term of 2021-2026, as well as the Proposal on the Dismissal and Additional Election of One (01) Member of the BOS for the Remaining Term of 2021-2026).



XI. Enforcement

- This election regulation shall be presented at the General Meeting of Shareholders and submitted for voting by all attending shareholders before its implementation. If approved by the General Meeting of Shareholders with a voting ratio exceeding 50% of the total shares with voting rights held by attending shareholders or their authorized representatives, this regulation shall take effect immediately.
- This regulation shall cease to be effective upon the conclusion of the 2025 Annual General Meeting of Shareholders of Sao Vang Rubber Joint Stock Company.

The above constitutes the complete regulations on the nomination, self-nomination, and supplementary election of BOS members of Sao Vang Rubber Joint Stock Company at the 2025 Annual General Meeting of Shareholders.

Respectfully submits to the General Meeting of Shareholders for consideration approval!

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

PHAM HOANH SON

NOTICE

**Regarding: Nomination and Self-nomination for the Election of an additional member
of the Board of Supervisors for the remaining term of 2021-2026**

To: Shareholders of the Sao Vang Rubber Joint Company

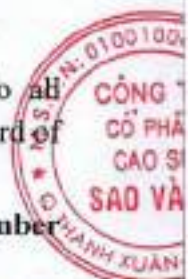
Pursuant to:

- Law on Enterprises No.59/2020/QH14 and its amending, supplementing, and implementing regulations;
- Law on Securities No.54/2019/QH14 and its amending, supplementing, and implementing regulations;
- The Charter on organization and operation of Sao Vang Rubber Joint Stock Company;
- The Internal Regulation on Corporate Governance of Sao Vang Rubber Joint Stock Company;

The Board of Directors of Sao Vang Rubber Joint Stock Company (SRC) announces to all Shareholders about the nomination, self-nomination, and election of an additional member to the Board of Supervisors for the remaining term of 2021 - 2026 as follows:

- I. Standards for Nominating and Self-nominating for the Board of Supervisors Member Position**
- 1. Pursuant to Article 37 of the Company's Charter, Article 56 of the Company's Internal Governance Regulations, the Law on Enterprises No. 59/2020/QH14, and its implementing regulations, member of the BOS must meet the following conditions:**
 - Not subject to the provisions stipulated in Clause 2, Article 17 of the Law on Enterprise;
 - Trained in one of the fields of economics, finance, accounting, auditing, law, business administration, or a field relevant to the company's business activities;
 - Not a family member of Board of Directors (BOD) members, the General Director, or other managers;
 - Not a part of the Company's management team and not necessarily a shareholder or employee of the Company;
 - Not working in the company's accounting or finance department;
 - Not a member or employee of the auditing firm that audits the company's financial statements in the past three (03) consecutive years.
- 2. Pursuant to the Charter of Sao Vang Rubber Joint Stock Company, the conditions for nomination and self-nomination for the Board of Supervisors are as follows:**

Shareholders holding common shares may aggregate their voting rights to nominate candidates for the Board of Supervisors: Shareholders or a group of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate; from 20% to less than 30% of the total voting shares are entitled to nominate up to two (02) candidates; from 30% to less than 40% of the total voting shares are entitled to nominate up to three (03) candidates; from 40% to less than 50% of the total voting shares are entitled to nominate up to four (04) candidates; from 50% to less than 60% of the total voting shares are entitled to nominate up to five (05) candidates; from 60% to less than 70% of the total voting shares are entitled to nominate up to six (06) candidates; from 70% to less than 80% of the total voting shares are entitled to nominate up to seven (07) candidates; and from 80% to less than 90% of the total voting shares are entitled to nominate up to eight (08) candidates.



II. Instructions for Submitting Nomination/Self-nomination Documents

The nomination/self-nomination application for the BOS member for the remaining term of 2021-2026 includes:

1. Nomination Form or Candidate Application Form (in accordance with the template)
2. Minutes of the meeting of the shareholder group nominating the candidate (if any);
3. Candidate's resume (in accordance with the template)
4. Notarized copies of the legal documents of the candidate
5. Notarized copies of the legal documents of the shareholder/ shareholder group
6. Other documents as required by the company's Regulations on Nomination, Self-nomination, and Election of Additional members of the Board of Supervisors for the remaining term of 2021-2026 (If any).

Notes: Nominees and candidates for the BOS must take full responsibility before the law and the General Meeting of Shareholders of Sao Vang Rubber Joint Stock Company for the accuracy and truthfulness of their application documents.

The templates have been published by the Company on the website: www.src.com.vn. Therefore, the Board of Directors requests that eligible shareholders or shareholder groups submit their nomination/self-nomination documents for the Board of Directors and the Board of Supervisors of Sao Vang Rubber Joint Stock Company to the Company by **4:30 PM on April 10, 2025** to complete the necessary procedures as required.

For further details, shareholders may visit the Company's website at www.src.com.vn or contact us at the following address:

Sao Vang Rubber Joint Stock Company

Address: No. 231 Nguyen Trai Street, Thuong Dinh Ward, Thanh Xuan District, Hanoi

Telephone: 0982 971 828 – Email: quy.ta@src.com.vn

Respectfully announce!



Recipient:

- Shareholders of the Company;
- Board of Directors, Board of Supervisors;
- Company Website.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



PHAM HOANH SON

Please
attach
photo
here

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
-----o0o-----

RESUME

(for the Board of Supervisors Candidates)

1. Full name:
2. Gender:
3. Citizen ID Card No./ Passport No.:, Date of issue:, Place of issue:
4. Date of birth: Place of birth:
5. Nationality: Ethnic:
6. Permanent residence:
7. Telephone number:
8. Academic qualification:
9. Professional qualification:
10. Work Experience:

| Time | Work Experience, Occupation, and Positions Held (Roles and locations) | Notes |
|------|---|-------|
| | | |

11. Current position in Sao Vang Joint Stock Company:
12. Positions in other companies, organizations:

| Company name | Address | Business Registration Certificate | Date/Place of issue | Position | Capital Contribution Ratio |
|--------------|---------|-----------------------------------|---------------------|----------|----------------------------|
| | | | | | |

13. Number of owning shares in Sao Vang Rubber Joint Stock Company as of March 21, 2025: shares, accounting for% charter capital. Including:

- Number of shares owned by individual: shares, accounting for% charter capital
- Number of shares represented: shares, accounting for% charter capital

14. Other owning commitments (if any):
15. List of affiliated persons of declarant:

| No. | Name of Individual/Organization | Citizen ID No./Passport No. (for individuals) or Business Registration Certificate/Operating License or equivalent legal documents (for organizations), date of issue, place of issue | Number of Shares held and Ownership Percentage in the Company's Charter Capital (if any) | Relationship |
|-----|---------------------------------|---|--|--------------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

16. Related interest with the Company (if any):
17. Interest in conflict with the Company (if any):
18. Full Name of the Shareholder or shareholder group nominating the candidate:



I hereby certify that the above declarations are true and accurate, and I take full responsibility before the law for any false statements.

I commit to performing my duties with integrity and diligence if elected as a member of the Board of Supervisors for the remaining term 2021-2026 of Sao Vang Rubber Joint Stock Company.

**CONFIRMATION BY LOCAL
AUTHORITIES OR WORKPLACE**

....., month date....., 2025

DECLARANT
(Signature and full name)



THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

-----000-----

**CANDIDATE APPLICATION FORM
MEMBER OF THE BOARD OF SUPERVISORS**

SAO VANG RUBBER JOINT STOCK COMPANY

To: Sao Vang Rubber Joint Stock Company

Full name:

ID Card No./Passport No.: Date of issue: Place of issue:

Permanent residence:

Academic standard: Major:

Number of owning shares in Sao Vang Rubber Joint Stock Company as of March 21, 2025:

- Number of shares owned by individual: shares

- Number of shares owned on behalf of (the State/strategic investor/other organisation) shares

Total number of shares owning: shares, accounting for:% of the total voting shares.

After reviewing the qualifications and requirements for becoming a member of the Board of Supervisors of the Company, as well as relevant legal regulations, I confirm that I meet the necessary conditions to run as a candidate for the Supervisory Board of Sao Vang Rubber Joint Stock Company.

I hereby request Sao Vang Rubber Joint Stock Company to allow me to self-nominate as a candidate for the Board of Supervisors of the Company for the remaining term of 2021 – 2026.

If entrusted by the shareholders and elected as a member of the Board of Supervisors, I pledge to dedicate my full capabilities and commitment to contributing to the development of Sao Vang Rubber Joint Stock Company.

I hereby certify that the information I have provided is true and accurate, and I take full responsibility before the law and the General Meeting of Shareholders for the correctness and honesty of the submitted documents.

Sincerely,

....., month, date, 2025

CANDIDATE

(Signature and full name)

Attached documents:

- Notarized copy of ID Card/Passport;
- Notarized copy of qualifications (If any);
- Candidate's resume.



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

-----000-----

**NOMINATION FORM
MEMBER OF THE BOARD OF SUPERVISORS**

SAO VANG RUBBER JOINT STOCK COMPANY

To: Sao Vang Rubber Joint Stock Company

Shareholder's name:

Citizen ID No./Passport/Business Registration No.:

Date of issue: Place of issue:

Address:

Number of owning shares in Sao Vang Rubber Joint Stock Company as of March 21, 2025:

- Number of shares owned by individual: shares

- Number of shares owned on behalf of (the State/strategic investor/other organization) shares

Total number of shares owning: shares, accounting for:% of the total voting shares.

Legal Representative (for institutional shareholders):

ID Card No./Citizen ID No./Passport of Legal Representative:

Date of issue: Place of issue:

I/ We (representing the group of shareholders of Sao Vang Rubber Joint Stock Company collectively holding shares, accounting for% of the total voting shares of the Company) unanimously nominate:

Mr./Ms.:

ID Card No./Citizen ID No./Passport:

Date of issue: Place of issue:

Permanent residence:

Academic qualification:

Professional qualification:

Number of owning shares in Sao Vang Rubber Joint Stock Company as of March 21, 2025:

- Number of shares owned by individual: shares

- Number of shares owned on behalf of (the State/strategic investor/other organisation) shares

Total number of shares owning: shares, accounting for:% of the total voting shares.

as a candidate for the Board of Supervisors of Sao Vang Rubber Joint Stock Company for the remaining term of 2021-2026.

Attached documents:

- Notarized copy of ID Card/Citizen Card/Passport of the (representative) nominator and the nominee;
- Notarized copy of qualifications (if any) of the nominee;
- Candidate's resume of the nominee;
- Shares certificate (if any).

....., month..... date ..., 2025

Shareholder

(Signature and full name)

DRAFT

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SAO VANG RUBBER JOINT STOCK COMPANY

- Pursuant to Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam dated June 17, 2020, effective from January 1, 2021, as amended and supplemented by Law No. 03/2022/QH15, approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing regulations;
- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Sao Vang Rubber Joint Stock Company on April 21, 2025.

The 2025 Annual General Meeting of Shareholders ("AGM") of Sao Vang Rubber Joint Stock Company held on April 21, 2025, approved this Resolution with the following contents:

RESOLUTION

Article 1. Approval of the audited 2024 Financial Statements (*According to Proposal No. ... dated April 21, 2025. attached*)

Article 2. Approval of the Report of the Board of Directors on assessing the management of production and business activities at the 2025 Annual General Meeting of Shareholders (According to Report No. ... dated April 21, 2025, attached)

Article 3. Approval of the Report of the Board of Executives on the 2024 production and business results and solutions for the 2025 business plan (*According to Report No. ... dated April 21, 2025, attached*)

Article 4. Approval of the Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders *(According to Report No. ... dated April 21, 2025, attached)*

Article 5. Approval of the Proposal regarding the selection of the 2025 Independent Auditing Firm
(According to Proposal No. ... dated April 21, 2025, attached)

The Board of Supervisors proposes selecting one of the following three independent auditing firms to conduct the 2025 Audited Financial Statements and review the Company's Periodic Financial Statements:

- Ernst & Young Vietnam Limited;
- NVA Auditing Company Limited;

- RSM Vietnam Auditing and Consulting Company Limited.

Article 6. Approval of the fund allocations as stated in Section I of the Proposal regarding 2024 Projected Profit Distribution and Dividend (According to Section I of Proposal No. ... dated April 21, 2025, attached)

Approval of the following fund allocations:

| No. | Indicators | Amount |
|-----|---|-----------------|
| 1 | Charter capital of the Company as of 31/12/2024 | 280,657,650,000 |
| 2 | Retained earnings from previous years | 25,946,411,910 |
| 3 | 2024 Profit before tax | 190,664,822,933 |
| 3.1 | Corporate income tax | 39,024,747,415 |
| 3.2 | Remaining profit (3-3.1) | 151,640,075,518 |
| 3.3 | Allocation of Funds: Including: | 60,891,590,207 |
| | - Bonus and welfare fund (10%) | 15,164,007,552 |
| | - Development Investment Fund (30%) | 45,492,022,655 |
| | - Bonus fund for the board of management and executives | 235,560,000 |
| 4 | Remaining profit (4=2+3.2-3.3). | 116,694,897,221 |

Article 7. Approval of the 2024 Dividend Distribution as stated in Section II of the Proposal regarding 2024 Projected Profit Distribution and Dividend (According to Section I of Proposal No. ... dated April 21, 2025, attached)

- Payout ratio (projected): 6% par value of shares.
- 2024 Total dividend (projected): 16,838,020,800 VND.
- Source of payment: Undistributed profit after tax as of December 31, 2024 (based on the 2024 Audited Financial Statements).
- Payment method: Cash.

The General Meeting of Shareholders authorized the Board of Directors to complete the necessary procedures with relevant authorities to distribute dividends to shareholders as soon as possible in accordance with regulations.

Article 8. Approval of the Proposal regarding the 2025 Production and Business, Profit and Dividend Plan (According to Proposal No. ... dated April 21, 2025, attached)

Approval of the 2025 business plan, profit, and dividend distribution as follows:

Unit: Billion VND

| No. | Indicators | Amount |
|-----|---|--------|
| 1 | Industrial production value at constant 1994 prices | 350 |
| 2 | Industrial production value at current prices | 991.9 |
| 3 | Revenue | 2,000 |
| | Including: | |
| | - Revenue from rubber product production business | 970 |
| | - Commercial revenue | 1,030 |

| | | |
|---|-------------------------------------|---------------------------------|
| 4 | Profit before tax | 100 |
| 5 | Profit after tax | 78.2 |
| 6 | 2025 Expected dividend distribution | More than 6% of charter capital |

Approval of the authorization for the Board of Directors of the Company to: Depending on the business performance, business plan, and operational situation of the Company, and based on the latest financial statements of the Company, decide on matters related to the interim dividend payment for 2025 from the Company's retained earnings (undistributed profit after tax). This includes determining the interim dividend amount within the scope approved by the General Meeting of Shareholders, the schedule, payment method, and other relevant matters regarding the interim dividend payment to shareholders, ensuring compliance with legal regulations.

Article 9. Approval of the Proposal regarding the Report on income and remuneration of the Board of Directors (BOD), Board of Supervisors (BOS), Corporate Governance Officer, and Company Secretary in 2024 (According to Proposal No. ... dated April 21, 2025, attached)

Approval of the remuneration for the Chairman of the Board of Directors, members of the Board of Directors, members of the Board of Supervisors, the Corporate Governance Officer, and the Company Secretary in 2024 as follows:

1. Remuneration of the members of the Board of Directors and the Board of Supervisors:

| Position | Number of people | Remuneration (VND/month) | Months of Remuneration | Total (VND/year) |
|---------------------|------------------|--------------------------|------------------------|--------------------|
| Chairman of the BOD | 01 | 5,000,000 | 12 | 60,000,000 |
| Members of the BOD | 04 | 4,000,000 | 12 | 192,000,000 |
| Head of the BOS | 01 | 4,000,000 | 12 | 48,000,000 |
| Members of the BOS | 02 | 2,500,000 | 12 | 60,000,000 |
| Total | | | | 360,000,000 |

2. Remuneration of the Corporate Governance Officer and the Company Secretary:

| Position | Number of people | Remuneration (VND/month) | Months of Remuneration | Total (VND/year) |
|------------------------------|------------------|--------------------------|------------------------|-------------------|
| Corporate Governance Officer | 01 | 3,500,000 | 12 | 42,000,000 |
| Company Secretary | 01 | 3,000,000 | 12 | 36,000,000 |
| Total | | | | 78,000,000 |

Article 10. Approval of the Proposal regarding Income and remuneration of the Board of Directors (BOD), Board of Supervisors (BOS), Corporate Governance Officer, and Company Secretary in 2025 (According to Proposal No. ... dated April 21, 2025, attached)

Approval of the remuneration for the Chairman of the Board of Directors, members of the Board of Directors, members of the Board of Supervisors, the Corporate Governance Officer, and the Company Secretary in 2025 as follows:

1. Remuneration of Chairman of the BOD, member of the BOD and member of the BOS

| Position | Number of people | Remuneration (VND/month) | Months of Remuneration | Total (VND/year) |
|---------------------|------------------|--------------------------|------------------------|------------------|
| Chairman of the BOD | 01 | 5,000,000 | 12 | 60,000,000 |

| | | | | |
|--------------------|----|-----------|----|--------------------|
| Members of the BOD | 04 | 4,000,000 | 12 | 192,000,000 |
| Head of the BOS | 01 | 4,000,000 | 12 | 48,000,000 |
| Members of the BOS | 02 | 2,500,000 | 12 | 60,000,000 |
| Total | | | | 360,000,000 |

2. Remuneration of the Corporate Governance Officer and the Company Secretary:

| Position | Number of people | Remuneration (VND/month) | Months of Remuneration | Total (VND/year) |
|------------------------------|------------------|--------------------------|------------------------|-------------------|
| Corporate Governance Officer | 01 | 3,500,000 | 12 | 42,000,000 |
| Company Secretary | 01 | 3,000,000 | 12 | 36,000,000 |
| Total | | | | 78,000,000 |

Article 11. Approval of the Change in the Number, Titles, and Responsibilities of Legal Representatives; Amendment and Supplementation of the Company Charter Regarding Legal Representatives and Company Logo (According to Proposal No. ... dated April 21, 2025, attached)

Article 12. Approval of the Policy on Transactions Between the Company and Related Parties Arising in 2025 Until the Next Annual General Meeting in 2026 (According to Proposal No. ... dated April 21, 2025, attached)

Article 13. Approval of Dismissal and Additional Election of One (01) Member of the Board of Supervisors for the Remaining Term of 2021-2026 (According to Proposal No. ... dated April 21, 2025, attached).

1. Dismissal of Ms. Vu Thi Mai Nhung from the position of a member of the Board of Supervisors for the 2021-2026 term, effective from April 21, 2025, based on her resignation letter dated March 31, 2025 (Ms. Vu Thi Mai Nhung's resignation letter is attached to Proposal No. ... /TTr-HDQT at the 2025 Annual General Meeting of Shareholders)

2. Approval of the additional election of one (01) member of the Board of Supervisors of Sao Vang Rubber Joint Stock Company from April 21, 2025, to the end of the remaining term of 2021-2026 to ensure the structure and number of members of the Board of Supervisors in accordance with the Company's Charter.

3. Approval of the list of candidates for the Board of Supervisors for the Remaining Term of 2021-2026, includes:

- Mr/ Ms.

Điều 14. The General Meeting has elected one (01) additional member to the Board of Supervisors for the remaining term of 2021-2026:

Mr/ Ms.

This Resolution was approved by the General Meeting of Shareholders of Sao Vang Rubber Joint Stock Company at the 2025 Annual General Meeting of Shareholders and takes effect from April 21, 2025.

Members of the Board of Directors, the Board of Supervisors, and the Board of Management are responsible for implementing this Resolution and organizing its execution in accordance with their functions and authority, in compliance with the laws and the Company's Charter.

Recipient:

- Shareholders of the Company;

ON BEHALF OF THE BOARD OF DIRECTORS

- Board of Directors, Board of Supervisors;
- Website Company.

CHAIRMAN

PHAM HOANH SON





SAO VANG RUBBER JOINT STOCK COMPANY
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS



Print Code

DRAFT

VOTING BALLOT
VOTER ID: SRC.[...]

Full Name:

Number of shares in own possession: shares

Number of shares authorized by other shareholders: shares

Total number of voting shares: shares

(Check the corresponding box for your choice in each content)

| CONTENT | Approve | Disapprove | Abstain |
|--|--------------------------|--------------------------|--------------------------|
| Content 01: Approval for the 2024 Audited Financial Statements | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 02: Approval for the Report of the Board of Directors on assessing the management of production and business activities at the 2025 Annual General Meeting of Shareholders | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 03: Approval for the Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 04: Approval for the Report of the Board of Executive on assessing the 2024 production and business results and solutions for the 2025 business plan | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 05: Approval for the Proposal on the selection of the 2025 Independent Auditing Firm | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 06.1: Approval for Fund Allocations as stipulated in Section I of the Proposal on the 2024 Projected Profit Distribution and Dividend | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 06.2: Approval for the 2024 Dividend Distribution as stipulated in Section I of the Proposal on the 2024 Projected Profit Distribution and Dividend | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 07: Approval for the Proposal on the 2025 Production and Business, Profit and Dividend Plan | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 08: Approval for the Report on income and remuneration of the BOD, BOS, Corporate Governance Officer, and Company Secretary in 2024 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 09: Approval for the Proposal on Income and remuneration of the BOD, BOS, Corporate Governance Officer, and Company Secretary in 2025 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 10: Approval for the Proposal on the Change in the Number, Titles, and Responsibilities of Legal Representatives; Amendment and Supplementation of the Company Charter Regarding Legal Representatives and Company Logo | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 11: Approval for the Proposal on the Policy on transactions between the Company and related parties arising in 2025 until the next Annual General Meeting in 2026 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Content 12: Approval of the Proposal on the Dismissal and Additional Election of One (01) Member of the BOS for the Remaining Term of 2021-2026 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Guide:

Shareholders mark (✓) in one of 3 boxes:

Approve/Disapprove/Abstain each Content.

April 21, 2025

VOTER

(Signature and fullname)



SAO VANG RUBBER JOINT STOCK COMPANY
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS



Print Code

VOTE ON THE BOARD OF SUPERVISORS
VOTER ID: SRC.[...]

Full Name:
Number of shares in own possession: shares
Number of shares authorized by other shareholders: shares
Total number of voting shares: shares
Total number of voting rights for BOS members:votes

I agree to the additional election of one (01) BOS member for the remaining term of 2021-2026 as follows:

| No | Full name | Cumulative voting |
|----|-----------|--------------------------|
| 1 | | <input type="checkbox"/> |
| 2 | | <input type="checkbox"/> |

Guide:

1. Voters shall elect a maximum number of candidates equal to the number of candidates to be elected (01 person).
2. Voters shall mark the "Cumulative Voting" box for the selected candidate.

April 21, 2025
VOTER
(Signature and fullname)



SAO VANG RUBBER JOINT STOCK COMPANY
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VOTING BALLOT

VOTER ID: **SRC.[...]**

Full Name:

Number of shares in own possession: shares

Number of shares authorized by other shareholders: shares

Total number of voting shares: shares