



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

Số: 87/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 21 tháng 04 năm 2026  
Hanoi, April 21, 2026

## CÔNG BỐ THÔNG TIN INFORMATION DISCLOSURE

- 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 of Vietnam  
- Hochiminh Stock Exchange  
- Shareholders

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

1. Name of organization: Sao Vang Rubber Joint Stock Company

- Mã chứng khoán: SRC
- Stock code: SRC
- Địa chỉ: Số 231 đường Nguyễn Trãi, phường Khương Đình, thành phố Hà Nội, Việt Nam
- Address: No. 231 Nguyen Trai Street, Khuong Dinh Ward, Hanoi, Vietnam
- Điện thoại liên hệ: 0912622226 Fax: 024.35580383
- Tel.: 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 2026.

2. Contents of disclosure: Documents for the 2026 Annual General Meeting of Shareholders.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 21/04/2026 tại đường dẫn: <https://src.com.vn/Dai-hoi-dong-co-dong/>



3. This information was published on the company's website on April 21, 2026, as in the link: <https://src.com.vn/Dai-hoi-dong-co-dong/>

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 certify that the information provided is true and correct and we bear the full responsibility to the law.*

**Đại diện tổ chức**

**Organization representative**

Người UQ CBTT

*Person authorized to disclose information*

*(Ký, ghi rõ họ tên, chức vụ, đóng dấu)*

*(Signature, full name, position, and seal)*

**Nguyễn Việt Thắng**

**Nguyen Viet Thang**

Ha Noi, April 20, 2026

**AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Time: 08:00 AM, Monday, April 20, 2026.

Venue: Vplace 9 Hall, 3rd Floor, Building 25T2-N05, Nguyen Thi Thap Street, Yen Hoa Ward, 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 Meeting Agenda, the Regulation on Organization and Voting at the General Meeting, and the Regulation on Nomination, Candidacy, and Election of members of the BOD and the BOS for the 2026–2031 term.	Organizing Committee
08:30-09:45	Presentation of Reports and Proposals:	
	• Approval for the 2025 audited financial statements	Mr. Tran Minh Tuan
	• Report of the Board of Directors on assessing the management of production and business activities at the 2026 Annual General Meeting of Shareholders (AGM) (including the appendix report of the Independent Member of the Board of Directors).	Mr. Pham Hoanh Son
	• Report on the evaluation of the 2025 business performance and the solutions for implementing the 2026 business plan.	Mr. Nguyen Viet Hung
	• Report of the Board of Supervisors at the 2026 AGM	Mr. Nguyen Trung Hoa
	• Approval for the selection of the 2026 Independent Auditing Firm	
	• Approval for the 2025 Profit Distribution and Dividend Plan	Mr. Tran Minh Tuan
	• Approval for the 2026 Production and Business, Profit and Dividend Plan	
	• Approval for the Report on income and remuneration of the BOD, BOS, Corporate Governance Officer, and Company Secretary in 2025	
	• Approval for the Income and remuneration of the BOD, BOS, Corporate Governance Officer, and Company Secretary in 2026	
	• Approval of the election of members of the Board of Directors and the Board of Supervisors for the 2026–2031 term.	Mr. Nguyen Thanh Tung
	• Approval for the policy on transactions between the Company and related parties arising in 2026 until the next Annual General Meeting in 2027	Mr. Nguyen Thanh Tung
• Approval of the plan to increase charter capital through the issuance of shares from shareholders' equity.	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



**REPORT OF THE BOARD OF DIRECTORS**  
Assessing the Management of Production and Business activities  
at the 2026 Annual General Meeting of Shareholders

**To: 2026 Annual General Meeting of Shareholders**

**I. Assessment of the Company's Performance in 2025**

In 2025, the global situation deteriorated, with the conflict in Ukraine, tensions in the Middle East, and the strategic competition between the United States and China continuing to develop in a complicated and adverse manner. International trade and investment declined, disrupting global supply chains and directly affecting the production and business activities of enterprises, thereby impacting economic recovery and development.

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 2025 AGM	2025 Implementation	Compared to Resolution of the 2025 AGM (%)	Compared to 2024 Implementation (%)
1- Industrial production value (at constant 1994 prices)	Billion VND	350	269.6	77.0	94.5
2- Industrial production value (at current prices)	Billion VND	991.9	827.8	83.4	102.0
3- Revenue from sales	Billion VND	2000	1490.2	74.5	140.1
Including: Industrial production revenue		970	803.7	82.8	94.1
Commercial & other revenue		1030	686.5	66.6	326.7
4- Profit before tax	Billion VND	100	32.3	32.3	16.9
5- Dividend	%	6	4	66.7	66.7

**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. The industrial production value reached 827.8 billion VND, achieving 83.4% of the target; the industrial production revenue reached 803.7 billion VND, achieving 82.8% of the target, the profit before tax reached 32.3 billion VND, achieving 32.3% of the target. This was due to revenue from 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 2025

### 1. Human resources:

The Board of Directors of Sao Vang Rubber Joint Stock Company consists of five (05) members, including:

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 2025, 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.

Details of the corporate governance status and information regarding Board of Directors meetings are specified in the **2025 Corporate Governance Report** and have been disclosed in accordance with applicable regulations

## 3. Activities of the Board of Directors in 2025

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 2025, 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 2025 Annual General Meeting of Shareholders (GMS), the remuneration payments for the Board of Directors members in 2025 are as follows:

No.	Full name	Position	Salary, bonus, and remuneration (VND)	Notes
1	Pham Hoanh Son	Chairman of the BOD	60,000,000	Remuneration
2	Nguyen Viet Hung	Member of the BOD, General Director	679,039,400	
3	Nguyen Thanh Tung	Member of the BOD, Deputy General Director	570,585,400	
4	Nguyen Dinh Son	Member of the BOD	48,000,000	Remuneration
5	Luong Xuan Hoang	Member of the BOD	48,000,000	Remuneration
	<b>Total</b>		<b>1,405,624,800</b>	

#### 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 2025, have been detailed in the 2025 Corporate Governance Report.

**7. Conversion of land use purpose at 231 Nguyen Trai, Khuong Dinh Ward, Hanoi.**

In 2025 and the early months of 2026, the Company received a number of official directives from state authorities regarding the project on the conversion of land use purpose at 231 Nguyen Trai, Khuong Dinh Ward, Hanoi.

- *On September 12, 2025, the Hanoi People's Committee issued Decision No. 4719/QĐ-UBND approving the investment policy and at the same time approving the investors, including Sao Vang Rubber Joint Stock Company, Sao Vang – Hoanh Son Co., Ltd., and Hoanh Son Group Joint Stock Company.*
- *On October 1, 2025, the Khuong Dinh Ward People's Committee, Hanoi issued Decision No. 566/QĐ-UBND approving the detailed planning task for the project on construction of a high-rise commercial, service and residential complex at 231 Nguyen Trai, Khuong Dinh Ward, Hanoi, at a scale of 1/500.*
- *On January 6, 2026, the Hanoi People's Committee issued Decision No. 35/QĐ-UBND permitting Sao Vang Rubber Joint Stock Company to convert the land use purpose of 62,389.46 m<sup>2</sup> of land and to use 45.5 m<sup>2</sup> of residential land for the implementation of the project on construction of a high-rise commercial, service and residential complex at 231 Nguyen Trai, Khuong Dinh Ward, Hanoi.*

After receiving the above directives from the state authorities, the Company's Board of Directors promptly implemented the necessary preparations and gradually relocated production to Xuan Hoa, Phu Tho in order to stabilize the Company's operations while handing over the project site for construction.

**III. Activities of Independent Members of the Board of Directors and their evaluation of the performance of the Board of Directors**

Detailed information on the activities of each Independent Member of the Board of Directors and their respective assessments of the Board's performance are presented in Appendix 01 and Appendix 02 attached to this Report.

**IV. Assessment of the Board of Management activities in 2025**

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.

#### **V. 2025 Dividend Rate**

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders and the 2025 business performance results, the Board of Directors convened and agreed to submit to the 2026 Annual General Meeting of Shareholders for consideration and approval the cash dividend payment for 2025 at a rate of 4% per share's par value.

## VI. 2026 Business Plan

Based on forecasts of the global and Vietnamese economic situation and the Company's development plan for 2025, the Board of Directors has agreed to propose the 2026 business plan and corporate governance and management directions, including the following key points:

Indicators	Unit	2026 Plan	Compared to 2025 Implementation %
1- Industrial production value (at constant 1994 prices)	Billion VND	350	129,8
2- Industrial production value (at current prices)	Billion VND	1019	123,1
3- Revenue from sales		2000	134,2
Industrial production revenue	Billion VND	970	120,7
Commercial & other revenue		1030	150,0
4- Profit before tax	Billion VND	100	309,6
5- Dividend rate (not less than)	%	6	150.0

To achieve the 2026 business targets, the Board of Directors must firmly implement the following solutions:

Swiftly and effectively implement the relocation of production facilities from Hanoi to Xuan Hoa, Phu Tho in order to promptly stabilize the Company's production and business operations and ensure the livelihood of employees

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 2025 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 tubeless motorcycle tires, and Butyl motorcycle inner tubes, Butyl bicycle inner tubes to effectively meet market demand.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Pham Hoanh Son**

*Appendix No. 01*

**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS – MR. NGUYEN DINH SON**

I, Nguyen Dinh Son, the undersigned, am an Independent Member of the Board of Directors of Sao Vang Rubber Joint Stock Company. In performing my rights and responsibilities as an Independent Member of the Board of Directors, and in compliance with corporate governance regulations, I hereby present my report on my activities and my assessment of the performance of the Board of Directors for 2025 as follows:

**1. Activities of the Independent Member of the Board of Directors in 2025**

Based on the Company's actual situation, in 2025, the Board of Directors convened seven (07) meetings and issued seven (07) resolutions/decisions. I personally attended all seven (07/07) meetings, representing a 100% attendance rate. At these meetings, I actively contributed opinions in an independent and objective capacity, balancing the interests of the Company and its shareholders, particularly on strategic matters and key projects.

In the Company's operational and corporate governance activities, I have also performed my roles and responsibilities in an independent manner. I have reviewed transactions between the Company and related parties, as well as transactions with credit institutions, ensuring that they are conducted in accordance with proper procedures to protect shareholders' interests, in compliance with legal regulations and corporate financial safety standards.

In addition, I have supported the Board of Directors in proposing effective and timely solutions to assist the Board of Management in the course of the Company's operations, while performing effective supervision and control to ensure compliance with legal regulations.

**2. Assessment by the Independent Member of the Board of Directors of the performance of the Board of Directors and the Board of Management in 2025.**

The activities of the Board of Directors in 2025 have been fully presented in the Report on Corporate Governance (6 months of) 2025 and the Report on Annual Corporate Governance of 2025. All activities of the Board of Directors were conducted in compliance with the current Charter, Internal Regulation on Corporate Governance, and applicable laws and regulations. Specifically:

The Board of Directors has performed its duties with due care, closely adhering to the overall direction and objectives, and complying with the relevant laws governing the Company's business activities..

Meetings of the Board of Directors were convened in a timely manner, in accordance with proper procedures and authority. Meeting materials were thoroughly prepared; minutes and resolutions were duly issued in the prescribed format and systematically archived in compliance with regulations.

Members of the Board of Directors demonstrated strong proactiveness, provided objective and constructive feedback, and assumed a high level of responsibility for their individual decisions. The 100% approval rate reflects a high degree of consensus and alignment on the Company's strategic direction.

### **3. Conclusions and Recommendations.**

In my capacity as an Independent Member of the Board of Directors, I have fulfilled the duties assigned to me. I am committed to maintaining independence and objectivity in the performance of my duties, and to safeguarding the legitimate interests of the Company and its shareholders.

**INDEPENDENT MEMBER OF  
BOARD OF DIRECTORS**



**NGUYEN DINH SON**

*Appendix No. 02*

**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF  
DIRECTORS - MR LUONG XUAN HOANG**

I, Luong Xuan Hoang, the undersigned Independent Member of the Board of Directors of Sao Vang Rubber Joint Stock Company, hereby present my report on my activities and my assessment of the Board's performance in 2025, in accordance with my duties and responsibilities and in compliance with corporate governance regulations, as follows:

**1. Activities of the Independent Member of the Board of Directors in 2025**

Based on the Company's actual operations, in 2025, the Board of Directors convened seven (07) meetings and issued seven (07) resolutions/decisions. I attended all seven (07/07) meetings, achieving a 100% attendance rate. At these meetings, I consistently maintained an independent and objective perspective, focusing on providing critical input on strategic matters and key projects to ensure a balance of interests between the Corporation and its shareholders.

With respect to operational matters, I conducted independent reviews of transactions with related parties and credit institutions. These transactions were ensured to be legally compliant, conducted in accordance with governance procedures and financial safety standards. In addition, I proactively supported the Board of Directors by proposing effective and timely solutions to assist the Board of Management in the Company's operations, while strengthening supervision and control to ensure compliance with applicable laws and regulations.

**2. Assessment by the Independent Member of the Board of Directors of the performance of the Board of Directors and the Board of Management in 2025**

Based on my independent oversight, I note the following key matters:

The Board of Directors has performed its duties with due care, closely aligned with the strategic direction and overall objectives. All operational activities have been conducted in compliance with the Company's Charter, the Internal Regulation on Corporate Governance, and applicable industry-specific laws and regulations.

Meetings of the Board of Directors were convened in a timely manner, in accordance with proper procedures and authority. Meeting materials were thoroughly

prepared; minutes and resolutions were duly issued in the prescribed format and systematically archived in compliance with regulations.

Members of the Board of Directors demonstrated proactiveness, provided objective and constructive feedback, and assumed a high level of responsibility for their individual decisions. The 100% approval rate reflects a high degree of consensus and alignment on the Company's development orientations.

### **3. Conclusions and Recommendations.**

In my capacity as an Independent Member of the Board of Directors, I have fulfilled the duties assigned to me. I am committed to maintaining independence and objectivity in the performance of my duties, and to safeguarding the legitimate interests of the Company and its shareholders.

**INDEPENDENT MEMBER OF  
BOARD OF DIRECTORS**



**LUONG XUAN HOANG**

**REPORT OF THE BOARD OF SUPERVISORS  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

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

*- Pursuant to the Charter of Sao Vang Rubber Joint Stock Company;*

*- Pursuant to the 2025 audited financial statements provided by NVA Auditing Company Limited;*

The Board of Supervisors hereby reports to the 2026 Annual General Meeting of Shareholders on the performance of its assigned duties and powers in 2025, as follows:

**PART I**

**ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025**

**I. Remuneration and Operating Expenses of the Board of Supervisors**

The remuneration of the Board of Supervisors was approved at the 2025 Annual General Meeting of Shareholders:

Subject	Số người	Remuneration (VND/month)	Number of months of remuneration	Total amount (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				<b>108,000,000</b>

**II. Activities of the Board of Supervisors in 2025:**

In 2025, the Board of Supervisors held a total of five meetings to carry out its tasks, regularly inspecting and supervising the Company's production and business activities in implementing the 2025 plan approved by the General Meeting of Shareholders. The Board also attended meetings of the Board of Directors and the Board of Management, providing its opinions on policies, plans, the implementation of production and business as well as financial plans, and information disclosure in accordance with regulations, specifically as follows:

- Supervising the implementation of the 2025 General Meeting of Shareholders' Resolution by the Board of Directors and the Board of Management.
- Monitoring the issuance and implementation of internal regulations and policies;
- Supervising the implementation of the 2025 production and business plan and capital construction investment plan;
- Supervising the Company's divestment from Philip Carbon Black Joint Stock Company in compliance with applicable laws and regulations;
- Supervising and monitoring capital contributions to Sao Vang Hoanh Son Joint Stock Company and Sao Vang Hoanh Son Company Limited in accordance with applicable laws and regulations;
- Supervising accounting and financial activities, and reviewing quarterly and annual financial statements;
- Supervising the distribution of 2024 profits and the development of the 2025 profit distribution plan;
- Supervising information disclosure to ensure compliance with legal regulations, transparency, and the protection of shareholders' interests.

Based on the operational plan and the assignment of duties to each member of the Board of Supervisors, the members have made their best efforts to fulfill their assigned responsibilities.

### **III. Status of inspection and supervision of the Company's operations in 2025:**

#### **I. Supervision of accounting and financial activities, and the annual financial statements:**

##### ***a. Organization of accounting work:***

- The Company prepares and submits periodic financial statements in accordance with State regulations;
- The accounting policies applied by the Company are in compliance with the enterprise accounting regime, Vietnamese Accounting Standards, and current State regulations;
- Accounting and statistical records are maintained fully, clearly, and in accordance with applicable regulations. Periodically, the Company conducts inventories of cash, goods, materials, and finished goods, reconciles receivables and payables in full compliance with regulations, and fulfills all obligations to the State Budget.

##### ***b. 2025 Financial Statements:***

- The Company's 2025 financial statements were audited by NVA Auditing Company Limited.
- Based on the review of the reports, direct discussions with the auditors, and examination of relevant documents, the Board of Supervisors considers that the audited financial statements of the Company present a true and fair view of its financial position as at December 31, 2025, as well as its business performance and cash flows for 2025, in accordance with the current Vietnamese Accounting Standards, accounting regime, and relevant legal regulations.

- The Board of Supervisors agrees with the figures and the auditor's report as presented in the 2025 financial statements; detailed figures were reported by representatives of the Board of Management at the General Meeting.

## **2. Financial investments and capital contributions to other enterprises:**

2.1. The Company has made capital contributions to establish a joint venture/associate, Sao Vang – Hoanh Son Joint Stock Company, to invest in the construction of a Sao Vang Rubber tire manufacturing plant in Ha Tinh, which was granted Investment License No. 3002153776 by the Department of Planning and Investment of Ha Tinh Province on March 5, 2020. As at December 31, 2025, Sao Vang Rubber Joint Stock Company has contributed 30.6% of the charter capital, equivalent to 375,000,000,000 VND. According to the Minutes of the Board of Directors Meeting No. 11A/BB-HDQT dated February 12, 2025, and the Resolution of the Board of Directors No. 11B/NQ-HDQT dated February 12, 2025 of Sao Vang Rubber Joint Stock Company, the Company continues to maintain/hold its investment in Sao Vang – Hoanh Son Joint Stock Company. According to the Minutes of the 2025 Annual General Meeting of Shareholders No. 04-2025/BB-HDQT dated April 21, 2025, and the Resolution of the 2025 Annual General Meeting of Shareholders No. 01-2025/NQ-ĐHĐCĐ dated April 21, 2025 of Sao Vang – Hoanh Son Joint Stock Company, Sao Vang – Hoanh Son Joint Stock Company will implement the necessary steps/procedures to carry out the projects within a period of five years from 2025 to 2029, specifically as follows:

- Sao Vang – Hoanh Son Joint Stock Company continues to complete the dossier for the pre-feasibility study report for project implementation in order to obtain approval from the State authorities;

- Cooperating with Hoanh Son Group Joint Stock Company to implement the project on a land plot of 2,698.8 m<sup>2</sup> located at No. 261 Vu Tong Phan Street, Khuong Dinh Ward, Thanh Xuan District, Hanoi, owned by Sao Vang Rubber Joint Stock Company;

- Cooperating with Electrical Engineering Consultancy and Services Joint Stock Company to acquire/legally use a land plot with a total area of 8,128.6 m<sup>2</sup>, including 7,353.5 m<sup>2</sup> outside the road boundary and 775.1 m<sup>2</sup> within the planned road expansion boundary, located at No. 64 Trung Van Street, Nam Tu Liem District, Hanoi;

- Acquiring land use rights for an area of approximately 30 hectares from Phonesack Vietnam Company Limited at the Supporting Industrial Zone, Ky Anh District, Ha Tinh Province, with a plan to invest in the production of radial automobile tires under the SRC brand.

2.2. Regarding capital contributions for the implementation of the project "Commercial, Service and High-Rise Residential Complex at No. 231 Nguyen Trai Street, Khuong Dinh Ward, Hanoi City", specifically:

- On September 12, 2025, the Hanoi People's Committee issued Decision No. 4719/QĐ-UBND approving the investment policy and concurrently approving the investors, namely Sao Vang Rubber Joint Stock Company, Sao Vang – Hoanh Son Company Limited, and Hoanh Son Group Joint Stock Company, to implement the project "Commercial, Service and High-Rise Residential Complex at No. 231 Nguyen Trai Street, Khuong Dinh Ward, Hanoi City".

- On October 1, 2025, the People's Committee of Khuong Dinh Ward issued Decision No. 566/QĐ-UBND approving the detailed planning task (scale 1/500) for the construction project of the Commercial, Service and High-Rise Residential Complex at No. 231 Nguyen Trai Street, Khuong Dinh Ward, Hanoi City.

- On January 6, 2026, the Hanoi People's Committee issued Decision No. 35/QĐ-UBND permitting Sao Vang Rubber Joint Stock Company to change the land use purpose to implement the construction project of the Commercial, Service and High-Rise Residential Complex at No. 231 Nguyen Trai Street, Khuong Dinh Ward, Hanoi City.

-Pursuant to Investment Cooperation Agreement No. 18/2016/HĐHTĐT/SRC-HS dated June 15, 2016 between the Company and Hoanh Son Group Joint Stock Company, the parties agreed to establish Sao Vang – Hoanh Son Company Limited to implement the project “Sao Vang – Hoanh Son Commercial and Residential Complex” at No. 231 Nguyen Trai Street, Khuong Dinh Ward, Hanoi City. The charter capital of Sao Vang – Hoanh Son Company Limited, according to the Enterprise Registration Certificate (2nd amendment dated May 27, 2022), is 500,000,000,000 VND, of which Sao Vang Rubber Joint Stock Company contributed 130,000,000,000 VND, equivalent to a 26% ownership interest. Currently, Sao Vang – Hoanh Son Company Limited is implementing the project. Also under this agreement, Sao Vang – Hoanh Son Company Limited will pay and support the Company with expenses related to the relocation of the factory at No. 231 Nguyen Trai Street, Khuong Dinh Ward, Hanoi City and investment in a new plant, with a total amount of 435 billion VND. As at December 31, 2025, the Company has received the first and second disbursements from Sao Vang – Hoanh Son Company Limited, totaling 143.5 billion VND. According to Board of Directors' Decision No. DD-01/QĐ-HĐQT dated June 12, 2025 approving the “Relocation of Sao Vang Rubber Factory” at No. 231 Nguyen Trai Street, Khuong Dinh Ward, Hanoi City, the Company will relocate its production facilities from 231 Nguyen Trai to Xuan Hoa Ward, Phu Tho Province, with an expected timeline from 2025 to 2027. As at December 31, 2025, the Company has recognized a provision for impairment of this investment amounting to 1,336,001,115 VND.

2.3. The Company's capital contribution to Philip Carbon Black Vietnam Joint Stock Company amounts to 8,444,062,358 VND; in addition, the Company has advanced capital contribution of 2,966,978,675 VND. As at December 31, 2025, the Company has recognized a provision for impairment for this investment and is coordinating with PLCB, DRC, and CSM to carry out procedures for full divestment of this investment. As at December 31, 2025, the Company has recorded a provision for impairment of this investment amounting to 836,443,849 VND.

### **3. Capital construction investment activities**

- Capital construction investment activities in 2025 included the implementation of certain equipment procurement items in accordance with Decision No. 17A/QĐ-HĐQT dated February 14, 2025 of the Board of Directors, including the purchase of 05 motorcycle inner tube splicing machines and 01 two-component pressing machine 250(H) x 200(C)

The Company organized contractor selection and signed contracts for packages under the project “Investment in expansion of tubeless motorcycle tire production at Xuan Hoa Mixing Plant”

- The Company implemented the project “Relocation of Sao Vang Rubber Factory at No. 231 Nguyen Trai Street, Khuong Dinh Ward, Hanoi City”

The implementation of capital construction investment activities in 2025 at Sao Vang Rubber Joint Stock Company complied with regulations on investment, bidding, and internal regulations on contractor selection. However, the implementation progress remains slow.

#### **IV. Supervision of transactions between the Company and its related parties.**

- The Board of Directors issued Resolution No. 05/NQ-HĐQT dated January 13, 2025 approving the execution of transaction contracts between the Company and its related parties, namely Hoanh Son Group Joint Stock Company, Sao Vang – Hoanh Son Company Limited, and Viet Anh Investment and Construction Consultancy Joint Stock Company, for the purchase and sale of goods.

- Commercial contracts were executed in compliance with the regulations of the Board of Directors, the Company’s Charter, and applicable State regulations.

- The execution of transactions between the Company, its subsidiaries in which the Company holds more than 50% of charter capital, and members of the Board of Directors, the General Director, other executives, and their related parties; as well as transactions between the Company and other companies in which members of the Board of Directors, the General Director, or other executives are founding shareholders or have served as managers within the three years prior to the transaction date: have been mentioned in the Company’s 2025 corporate governance report and fully disclosed in accordance with applicable legal regulations. Including:

+ The Board of Directors issued Resolution No. 05/NQ-HĐQT dated January 13, 2025 approving the signing of a sales contract with Hoanh Son Group Joint Stock Company with a value of 198.1 billion VND and a purchase contract with Sao Vang – Hoanh Son Company Limited with a value of 1.43 billion VND.

#### **V. Results of supervision of the Board of Directors and the Board of Management in 2025**

##### **1. Supervision of the Resolutions and Decisions of the Board of Directors:**

- Meeting procedures, contents, and minutes: The resolutions, decisions, and documents of the Board of Directors are 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 2025 General Meeting of Shareholders and provide direction for business operations to achieve the set targets.

- The Board of Directors issued Resolution No. 88/NQ-HĐQT approving the payment of 2024 dividends from 2024 profits to shareholders in accordance with the Resolution of the 2024 General Meeting of Shareholders.

- Information disclosure has been carried out in compliance with legal regulations, ensuring transparency and protecting shareholders’ interests.

The Board of Supervisors agrees with the assessment of the 2025 performance results as reported by the Board of Directors.

##### **2. Supervision of the activities of the Board of Management:**

The Board of Supervisors did not receive any petitions or proposals from shareholders requesting inspection or verification of issues related to the management and administration activities of the Board of Management.

The Board of Management has organized and conducted the Company's operations in a unified and centralized manner, in accordance with its functions, duties, and powers as stipulated in the Company's Charter.

With respect to the implementation of production and business activities in 2025, specific targets, assessments, and underlying causes have been presented in the report of the Board of Management; the Board of Supervisors agrees with the contents of this report.

Indicators	Unit	2025 Plan	2025 Implementation	Implementation 2025 / Plan (%)
1. Industrial production value	Billion VND			
+ At constant prices:		350	269.6	77.0 %
+ At current prices	Billion VND	991.9	827.8	83.4 %
2. Revenue				
Including: - Industrial production	Billion VND	2,000	1,490.2	74.5 %
- Commercial, other	Billion VND	970	803.7	82.8 %
		1,030	686.5	66.6 %
3. Profit before tax	Billion VND	100	32.3	32.3 %

For other matters such as input costs, contracts for the purchase of materials and goods, and product sales contracts, the Board of Supervisors conducted inspections on a random sampling basis. Based on the review, the Board of Supervisors found that the Company has complied with State regulations and the Company's internal regulations.

The Company's regulations and policies are appropriate to the operating model of a joint stock company and have been duly implemented and put into operation.

#### **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 2025.

#### **VIII. Assessments and Recommendations of the Board of Supervisors:**

In 2025, the Board of Supervisors was provided with sufficient information and documents regarding the Company's production and business activities as well as its financial situation. During the course of its work, the Board of Supervisors did not identify any violations by the Board of Directors or the Board of Management that would adversely affect the interests of the Company and its shareholders.

The Board of Supervisors recommends that the Board of Directors and the Board of Management:

1. Continue to review, amend, and improve existing regulations and policies to ensure alignment with the Company's operations and current legal requirements.

2. Implement effective solutions to recover doubtful receivables to ensure efficient use of capital, and strengthen the management and monitoring of customer receivables.

3. Accelerate progress and effectively implement the project "Investment in expansion of tubeless motorcycle tire production at Xuan Hoa Rubber Plant" to ensure sufficient supply to the market during the relocation of the factory at 231 Nguyen Trai.

4. Ensure a balance of shareholders' interests in project investments and the social welfare of employees during the implementation of the project at No. 231 Nguyen Trai Street, Khuong Dinh Ward, Hanoi City.

5. Continue to carry out procedures related to the divestment from Phillip Carbon Black Joint Stock Company.

#### **IX. Activities of the Board of Supervisors in 2026**

1. Supervising compliance with laws and the Company's Charter in corporate governance and management.

2. Periodically reviewing accounting books, supporting documents, and other Company records; conducting thematic inspections and supervision.

3. Reviewing financial statements and reporting to the General Meeting of Shareholders on the results of such reviews.

4. Monitoring information disclosure to ensure compliance with legal regulations, transparency, and the protection of shareholders' interests.

5. Performing other duties in accordance with the functions and responsibilities of the Board of Supervisors as stipulated in the Company's Charter and as requested by the Board of Directors and the Board of Management.

### **PART II**

#### **SUMMARY OF THE ACTIVITIES OF THE BOARD OF SUPERVISORS FOR THE 2021–2026 TERM**

##### **I. Personnel:**

The Board of Supervisors of Sao Vang Rubber Joint Stock Company was elected by the General Meeting of Shareholders in 2021 on April 26, 2021, comprising three members. During the term, there were several changes in personnel as follow:

1. Mr. Nguyen Trung Hoa – Head (appointed on April 25, 2022)

2. Mr. Tran Minh Tuan – Head (resigned at the General Meeting of Shareholders on April 25, 2022)

3. Ms. Vu Thi Mai Nhung – Member (resigned at the General Meeting of Shareholders on April 21, 2025)

4. Mr. Hoang Van Hoa – Member

5. Mr. Nguyen Quang Huy – Member (appointed on April 21, 2025)

## **II. The Board of Supervisors reports to the Annual General Meeting of Shareholders on the key activities during the 2021–2026 term as follows:**

Throughout the term, the Board of Supervisors has fully performed the duties and responsibilities assigned by the General Meeting of Shareholders, including monitoring, inspecting, and supervising corporate governance, management, and all business operations of the Company. The Board of Supervisors has conducted inspections and supervision in accordance with its functions, duties, and powers as stipulated in the Law on Enterprises, the Company's Charter, and the Regulations on the organization and operation of the Board of Supervisors, specifically as follows:

- Attending all meetings of the Board of Directors, providing opinions on amendments to the Company's regulations to ensure compliance with changes in State laws, contributing to the issuance of internal policies and regulations, and giving opinions on business and production activities of the Company;

- Reviewing the implementation of the Company's Charter and internal regulations and policies;

- Proposing the selection of an independent auditing firm to audit the Company's annual and semi-annual financial statements in accordance with regulations; reviewing the Company's financial statements before and after audit;

- Inspecting and supervising the Company's monthly, quarterly, and annual financial statements; conducting thematic inspections in business operations, including compliance with regulations on the purchase and sale of goods and services, receivables management, sales and product consumption, cost control, payroll management, etc.;

- Monitoring information disclosure to ensure compliance with legal regulations, transparency, and the protection of shareholders' interests;

- Supervising the Company's compliance with its obligations in accordance with applicable laws and regulations.

## **III. Results of supervision of the Board of Directors and the Board of Management**

- The Company's corporate governance has been carried out in compliance with applicable laws, regulations governing listed companies, the Company's Charter, and resolutions of the General Meeting of Shareholders, ensuring transparency and effective use of capital, preservation and development of capital, improvement of employees' income, and full fulfillment of obligations to the State budget.

- During the term, the Board of Directors submitted to the General Meeting of Shareholders for approval amendments to certain provisions of the Company's Charter and corporate governance regulations, and directed the development and revision of a comprehensive system of internal policies and regulations to align with changes in legal frameworks, including: Regulations on the operation of the Board of Directors and the

Board of Supervisors; Internal spending regulations; Procurement regulations for goods and services; Product sales regulations; Public procurement and investment regulations; Inventory management regulations; Regulations on appointment, re-appointment, resignation, and dismissal of management personnel; Salary regulations; Training regulations, etc.

- The Board of Directors and the Board of Management have organized and conducted the Company's operations in a unified manner in accordance with their functions, duties, and powers as stipulated in the Charter. Resolutions and decisions have reflected the objectives of the Annual General Meeting of Shareholders and provided direction for business operations to achieve the set plans. The Board of Management has proactively managed production and business activities, contributing to the achievement of several assigned targets, and has organized annual review conferences to comprehensively assess business operations, identify shortcomings and limitations, and implement appropriate corrective measures.

#### **IV. Assessment of coordination between the Board of Supervisors, the Board of Directors, and the Board of Management:**

- The Board of Supervisors has performed its functions and duties in accordance with the Law on Enterprises and the Company's Charter. With a constructive and responsible approach, the Board has actively coordinated, exchanged views, and provided candid opinions to the Board of Directors and the Board of Management during meetings.


- During the 2021–2026 term, the Board of Supervisors has been fully provided with resolutions and decisions of the Board of Directors and the Board of Management, and has received full cooperation and necessary information and documents from the Company's departments, enabling it to fulfill its duties.

The above is the 2025 activity report of the Board of Supervisors, submitted to the General Meeting of Shareholders for consideration and approval./.

**Recipients:**

- As above;
- Board of Directors; Board of Management;
- Filed at: Board of Supervisors, Company Secretary.

**ON BEHALF OF THE BOARD OF  
SUPERVISORS  
HEAD OF THE BOARD OF  
SUPERVISORS**

  
**Nguyen Trung Hoa**

No: 70/BC-BĐH

*Ha Noi, Month 4 date 21 , 2026*

**REPORT**

**EVALUATION OF THE 2025 BUSINESS PERFORMANCE AND THE SOLUTIONS  
FOR IMPLEMENTING THE 2026 BUSINESS PLAN**

**Part I**

**IMPLEMENTATION OF THE PRODUCTION AND BUSINESS PLAN IN 2025**

In 2025, the global landscape experienced rapid, complex, and unpredictable developments, with the emergence of new factors beyond initial forecasts. Strategic competition among major powers intensified; the conflict in Ukraine, tensions in the Middle East, and the U.S.–China strategic rivalry continued to evolve in a complex manner. In addition, inflation remained elevated across many economies, while global economic growth showed signs of slowing. International trade and investment declined, disrupting global supply chains and directly impacting the production and business activities of enterprises.

Domestically, in 2025, the socio-economic situation remained stable and achieved a number of positive results across various sectors, including industrial production, investment attraction, import and export, and tourism. Total retail sales of goods and consumer service revenues continued to increase compared to the same period; however, growth was uneven across sectors, and market demand still contained potential risks.

Against this backdrop, the rubber products manufacturing industry in general, and the production and business activities of Sao Vang Rubber Joint Stock Company in particular, faced numerous difficulties and challenges. The domestic tire and tube market has become increasingly competitive with the participation of many domestic and foreign enterprises. The shift from bias tires to radial tires has accelerated, while the Company has not yet produced radial tire products, thereby affecting its competitiveness and ability to expand market share. In addition, technical barriers and quality standards in export markets have become increasingly stringent, while declining demand in certain traditional markets has adversely affected the Company's export volume and efficiency. In addition to these challenges, in 2025, the Company also implemented the relocation of its manufacturing facilities in accordance with the City's policy to serve urban planning and land-use conversion for high-rise residential development. The preparation, organization, and implementation of this relocation had certain impacts on the Company's production and business activities, including the rearrangement of production facilities, adjustments to investment plans, workforce reallocation, and the incurrence of additional related costs.

These challenges have materially impacted the Company's competitiveness, revenue, and sales volume. Nevertheless, under the close guidance of the Board of Directors, the proactive and decisive management of the executive leadership, and the collective efforts of all employees, Sao Vang Rubber Joint Stock Company implemented a range of coordinated solutions in production organization, cost control, product quality improvement, and market expansion. Accordingly, the Company's operations in 2025 remained broadly stable and delivered positive outcomes across multiple areas, providing a solid foundation for the achievement of its business objectives in the periods ahead.

**I. Key Performance Results:**

**KEY PERFORMANCE RESULTS - 2025**

Indicators	Unit	2025 Plan	2025 Implementation	% Compared to 2025 Plan	% Compared to 2024 Impletion
<b>I- Industrial production value</b> (at constant 1994 prices)	Billion VND	350	269.6	77.0	94.5
<b>II- Industrial production value</b> (at current prices)	Billion VND	991.9	827.8	83.4	102.0
<b>III- Revenue from sales</b>		2000	1490.2	74.5	140.1
Including: Industrial production revenue	Billion VND	970	803.7	82.8	94.1
Commercial & other revenue		1030	686.5	66.6	326.7
<b>IV- Profit before tax</b>	Billion VND	100	32.3	32.3	16.9
<b>V- Key products</b>					
1- Bicycle tires	Piece	4,400,000	3,758,219	85.4	91.9
2- Bicycle tubes	Piece	4,800,000	3,845,525	80.1	92.2
3- Motorcycle tires	Piece	1,600,000	1,243,166	77.7	104.0
4- Motorcycle tubes	Piece	5,600,000	3,997,961	71.3	83.9

5- Car tires	Piece	200,800	165,575	82.7	93.8
6- Car tubes	Piece	220,000	168,985	76.8	107.0
7- Car flaps	Piece	120,000	78,150	65.1	79.6
<b>VI- Key Manufactured Products</b>					
1- Bicycle tires	Piece	4,452,309	3,287,251	73.8	79.4
2- Bicycle tubes	Piece	4,910,229	3,722,191	75.8	87.6
3- Motorcycle tires	Piece	1,414,354	1,190,584	84.1	96.4
4- Motorcycle tubes	Piece	5,468,904	3,878,539	70.9	80.4
5- Car tires	Piece	210,809	170,305	80.7	95.3
6- Car tubes	Piece	213,101	157,551	73.9	96.9
7- Car flaps	Piece	117,975	88,973	75.4	103.5

## **II. Assessment of Task Implementation in 2025**

### **1. Production Management and Operations**

#### **a. Achievements:**

- The company's leadership team, Board of Management, and managers have enhanced their awareness, proactively reviewed and assessed operations, and gradually implemented solutions to address existing shortcomings and limitations in corporate governance. These efforts focused on improving competitiveness, enhancing product quality, controlling costs, diversifying products, and strengthening both domestic and export market development.

- The Company continued to strengthen cost management and promote cost-saving practices in its production and business activities in order to adjust product costs in line with market developments and rationalize production. At the same time, the Company reviewed, supplemented, and improved existing policies and regulations to enhance control over the procurement of raw materials, supplies, and spare parts, ensuring that approval and procurement processes are conducted in compliance with applicable regulations. Relevant departments were also directed to actively seek and expand the supplier network to ensure the quality of inputs and maintain competitive pricing..

- In response to challenges in product sales, the Board of Management has focused on directing the development of specific monthly and quarterly plans and targets to facilitate implementation. The Company continued to review, consolidate, and restructure its distribution network of agents both domestically and internationally, while implementing initiatives to approach and expand its customer base in order to strive to achieve the planned targets.

- The establishment and implementation of material consumption norms received due attention and focus. The Company regularly reviewed, updated, and refined its system of norms, and conducted monthly evaluations of their implementation, promptly adopting corrective measures to address any deviations and shortcomings in the development and management of material consumption norms across its units.

#### **b. Existing Issues in Operations Management:**

- Certain underlying factors affecting tire product quality have not been fully resolved, resulting in some technical specifications, abrasion resistance, and product appearance not fully meeting market requirements.

- Research and development activities, as well as the commercialization of new products, have progressed slowly and have yet to keep pace with market trends and the increasingly diverse needs of customers.

#### **2. Human Resource Organization and Salary Activities**

- The Company has consistently paid close attention to the development and management of salary policies and wage rates, thereby contributing to stabilizing and gradually improving employees' income, creating favorable conditions for employees to remain committed to their work, enhancing labor productivity, and ensuring product quality.

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

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

- As of December 31, 2025, the total workforce of the company was 745 employees.

- The average monthly income of employees in 2025 was 11.036 million VND/month, representing 95.05% of the level recorded in 2024. Employees' income declined due to market impacts, as fluctuations in production output and revenue led to a decrease in the salary fund allocated to employees compared to the previous year.

#### **3. Market Activities**

- Based on a comparison of 2024 and 2025 sales results, domestic revenue decreased by 1.92%. In particular, the segment of bicycle and motorcycle tires and tubes showed a declining trend compared to the same period, while the segment of automobile tires, tubes, and flaps recorded growth, partially offsetting the overall decline. Details are as follows:

+ Bicycles and Motorcycles:

In 2024, the bicycle and motorcycle market maintained relatively strong growth. Entering 2025, the market showed signs of decline due to the combined impact of various external factors, including an overall decrease in market demand, changes in tax policies, and stricter enforcement of invoice and documentation requirements for household businesses. These factors have had certain impacts on the distribution system, particularly second-tier agents and retail outlets, leading to a more cautious business sentiment.

However, this period represents a necessary adjustment, reflecting a restructuring process toward a more transparent and sustainable market in the medium to long term.

Amid ongoing challenges, the motorcycle market still recorded positive developments in the tubeless tire segment. Consumption of tubeless motorcycle tires increased by approximately 60%, while tubeless electric vehicle tires rose by around 20% year-on-year, indicating that the Company's strategic focus on developing tubeless tire products is aligned with market trends and has begun to yield positive results.

With respect to the motorcycle tube market, although overall demand has declined, price competition has intensified. This has directly impacted the Company's sales performance and underscores the need to continuously review product strategy, pricing, and market policies to enhance competitiveness.

The domestic bicycle market declined mainly due to reduced overall demand rather than loss of market share to competitors. The Company has largely maintained its existing customer base, while the Central and Southern regions continue to offer opportunities for further market expansion.

**+ Automobiles:**

In 2025, the automobile tire market faced significant challenges due to the slowdown in domestic assembly activities and weakened demand from the private sector amid the broader economic context. However, through the implementation of comprehensive market-oriented solutions and improvements in automobile tire quality, tire sales volume still recorded growth compared to 2024.

For automobile tubes and flaps, most product categories recorded increases, delivering acceptable results despite the challenging environment. Nevertheless, due to inconsistent product quality and a relatively high defect rate, sales volume has not yet fully matched market potential and demand. This remains a key focus area requiring further review, quality improvement, and the implementation of coordinated solutions in 2026 to enhance product competitiveness.

**- Export Market:**

+ In 2025, export revenue decreased by 24% compared to 2024, due to overall market conditions and the Company's transition toward standardized production. Most product segments recorded year-on-year declines, while bicycle tubes maintained growth, indicating the potential and development opportunities of this product segment in the coming period.

+ 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 2025, 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 2025, 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**  
**2026 BUSINESS PRODUCTION PLAN**

**I. Main indicators**

Indicators	Unit	2025 Plan	% Compared to 2024 Implementation	
			Production	Consumption
<b>I- Industrial production value</b> (at constant 1994 prices)	Billion VND	<b>350</b>	<b>129.8</b>	
<b>II- Industrial production value</b> (at current prices)	Billion VND	<b>1019</b>	<b>123.1</b>	
<b>III- Revenue from sales</b>		<b>2000</b>	<b>134.2</b>	
Industrial production revenue	Billion VND	<b>970</b>	<b>120.7</b>	
Commercial & other revenue		<b>1030</b>	<b>150.0</b>	
<b>IV- Profit before tax</b>	Billion VND	<b>100</b>	<b>309.6</b>	
Indicators	Unit	2026 Plan	% Compared to 2025 Implementation	
			Production	Consumption
<b>VI- Key Manufactured Products</b>				
1- Bicycle tires	Piece	4,300,000	114.4	130.8
2- Bicycle tubes	Piece	5,000,000	130.0	134.3
3- Motorcycle tires	Piece	1,600,000	128.7	134.3
4- Motorcycle tubes	Piece	5,600,000	140.1	144.3
5- Car tires	Piece	200,000	120.8	117.4
6- Car tubes	Piece	220,000	130.2	139.6
7- Car flaps	Piece	120,000	153.6	134.9

**II. Current Business Situation and upcoming Challenges**

In 2026, the economic and political landscape is expected to remain complex and unpredictable. Domestically, inflationary pressures, exchange rate volatility, and high interest rates persist, while the monetary and corporate bond markets continue to present potential risks. The Company's production and business activities are expected to face ongoing challenges, including rising input material costs affecting selling prices, intense competition from both domestic and international manufacturers, and notably, the absence of radial tire products, limiting the Company's ability to meet evolving market demand.

In January 2026, the Hanoi People's Committee issued Decision No. 35/QĐ-UBND regarding the land recovery and conversion of land use purpose at the production facility located at 231 Nguyen Trai, Hanoi. This has led to significant disruptions and challenges for the Company's production and business plans, particularly for automobile tires, motorcycle tires, and technical rubber products, both in the present and in the near future.

Since the third and fourth quarters of 2025, the Company has proactively prepared investment policy proposals, adjusted planning at Xuan Hoa, and developed feasibility studies for the relocation of the factory from 231 Nguyen Trai, Hanoi to Xuan Hoa, Phu Tho. In parallel, the Company has restructured and re-planned the production scale of bicycle and motorcycle tires and tubes, automobile tires, and technical rubber products across its facilities in Hanoi, Hung Yen Branch, and Xuan Hoa, Phu Tho.

Based on these preparations, from the beginning of 2026, the Company has been urgently implementing the restructuring and consolidation of production lines, reallocating human resources, and balancing financial resources across the Company in line with each phase of the relocation process. The objectives are to minimize disruptions to the supply of key product lines in order to maintain the SRC brand, and to ensure that policies, benefits, and the welfare of employees are safeguarded before, during, and after the relocation, thereby maintaining social stability.

However, during the implementation process, the Company continues to face significant challenges, particularly in terms of securing sufficient financial resources and workforce availability following the relocation.

### **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 2026. 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**

Regarding the procurement of standalone equipment: In 2025, the Company completed the preparation of techno-economic reports, contractor selection plans, and the organization of contractor selection for the procurement of necessary standalone equipment for production lines in a timely manner, effectively supporting operations in Hanoi, Hung Yen, and Xuan Hoa. The investment plan for 2026 has been developed based on a detailed review of equipment needs, aligned with the current conditions of the relocation process, ensuring the maintenance of product quality and access to advanced technologies, with the objective of enhancing product quality after relocation. To date, the techno-economic reports, contractor selection plans, and procurement processes for standalone equipment in 2026 have been fully implemented.

Regarding major investment projects, the Company is currently implementing two key projects: (i) expansion of tubeless motorcycle tire production with a capacity of 600,000 units per year at Xuan Hoa – Phu Tho; and (ii) relocation of the factory from 231 Nguyen Trai – Hanoi to Xuan Hoa – Phu Tho.

- For the tubeless motorcycle tire expansion project, the Company has completed all legal procedures, including planning, contractor selection, and other related processes. In August 2025, the Company signed a contract with the EPC contractor to carry out construction and equipment supply. To date, the contractor is undertaking factory construction and equipment procurement.
- For the factory relocation project from 231 Nguyen Trai – Hanoi to Xuan Hoa – Phu Tho, the Company has carried out procedures for the investment

policy report, feasibility study, and planning adjustment for the land plot in Xuan Hoa – Phu Tho. To ensure timely handover of the site for the pilot project at 231 Nguyen Trai – Hanoi, the Company has reorganized and streamlined production lines, technology, and equipment in order to maintain production continuity and avoid supply disruptions during the pre- and post-relocation phases.

#### **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 2026 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 2026 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 2025 production and business results, along with the directions and key solutions for the 2026 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**



**PROPOSAL**

**Regarding: Approval for the 2025 Audited Financial Statements**

**To: 2026 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, and its amendments, supplements, and implementing regulations;
- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company;
- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company;

**The Board of Directors of Sao Vang Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the 2025 Audited Financial Statements as follows:**

The 2025 Financial Statements of Sao Vang Rubber Joint Stock Company were audited by NVA Auditing Company Limited, which signed on March 06, 2026. The financial statements provide a true and fair view, in all material respects, of Sao Vang Rubber Joint Stock Company's financial position as of December 31, 2025, 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, 2025, and the Income Statement for 2025 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
<b>100</b>	<b>A. CURRENT ASSETS</b>		<b>549,126,282,887</b>	<b>631,102,917,710</b>
<b>110</b>	<b>I. Cash and cash equivalents</b>	<b>4</b>	<b>29,711,953,512</b>	<b>33,058,394,306</b>
111	1. Cash		14,711,953,512	17,058,394,306
112	2. Cash equivalents		15,000,000,000	16,000,000,000
<b>130</b>	<b>II. Current accounts receivable</b>		<b>235,235,110,511</b>	<b>366,121,650,273</b>
131	1. Short-term trade receivables	5	238,217,156,220	367,869,103,286
132	2. Short-term advances to suppliers		720,135,153	5,270,304,058
136	3. Other short-term receivables	6	5,821,919,771	4,022,930,770
137	4. Provision for short-term doubtful receivables	5,6	(9,624,100,633)	(11,040,687,841)
<b>140</b>	<b>III. Inventories</b>	<b>8</b>	<b>250,315,400,799</b>	<b>228,529,873,594</b>
141	1. Inventories		251,291,699,609	230,978,322,874
149	2. Provision for obsolete inventories		(976,298,810)	(2,448,449,280)
<b>150</b>	<b>IV. Other current assets</b>		<b>33,863,818,065</b>	<b>3,392,999,537</b>
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
<b>200</b>	<b>B. NON-CURRENT ASSETS</b>		<b>659,813,031,320</b>	<b>715,736,741,314</b>
<b>210</b>	<b>I. Long-term receivables</b>		<b>97,823,430,950</b>	<b>6,514,752,134</b>
216	1. Other long-term receivables	6	97,823,430,950	6,514,752,134
<b>220</b>	<b>II. Fixed assets</b>		<b>48,295,006,758</b>	<b>52,200,604,080</b>
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)
<b>240</b>	<b>III. Long-term assets in progress</b>		<b>2,065,608,864</b>	<b>2,059,374,605</b>
242	1. Construction in progress	13	2,065,608,864	2,059,374,605
<b>250</b>	<b>IV. Long-term investments</b>	<b>14</b>	<b>508,505,488,913</b>	<b>510,534,576,085</b>
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)
<b>260</b>	<b>V. Other long-term assets</b>		<b>3,123,495,835</b>	<b>144,427,434,410</b>
261	1. Long-term prepaid expenses	9	3,123,495,835	144,427,434,410
<b>270</b>	<b>TOTAL ASSETS</b>		<b>1,208,939,314,207</b>	<b>1,346,839,659,024</b>

Code	RESOURCES	Notes	Ending balance	Beginning balance
<b>300</b>	<b>C. LIABILITIES</b>		<b>633,884,449,885</b>	<b>903,490,135,850</b>
<b>310</b>	<b>I. Current liabilities</b>		<b>482,034,437,507</b>	<b>621,088,346,362</b>
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
<b>330</b>	<b>II. Non-current liabilities</b>		<b>151,850,012,378</b>	<b>282,401,789,488</b>
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
<b>400</b>	<b>D. OWNERS' EQUITY</b>		<b>575,054,864,322</b>	<b>443,349,523,174</b>
<b>410</b>	<b>I. Owners' equity</b>	<b>22</b>	<b>575,054,864,322</b>	<b>443,349,523,174</b>
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
<b>440</b>	<b>TOTAL LIABILITIES AND OWNERS' EQUITY</b>		<b>1,208,939,314,207</b>	<b>1,346,839,659,024</b>

## BALANCE SHEET

As of December 31, 2024

Unit: VND

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<b>110</b>	<b>I. Cash and cash equivalents</b>	<b>4</b>	<b>29,711,953,512</b>	<b>33,058,394,306</b>
111	1. Cash		14,711,953,512	17,058,394,306
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<b>140</b>	<b>III. Inventories</b>	<b>8</b>	<b>250,315,400,799</b>	<b>228,529,873,594</b>
141	1. Inventories		251,291,699,609	230,978,322,874
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<b>150</b>	<b>IV. Other current assets</b>		<b>33,863,818,065</b>	<b>3,392,999,537</b>
151	1. Short-term prepaid expenses	9	949,024,039	2,935,346,968
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153	3. Tax and other receivables from the State	16	30,961,831,609	14,218,702
<b>200</b>	<b>B. NON-CURRENT ASSETS</b>		<b>659,813,031,320</b>	<b>715,736,741,314</b>
<b>210</b>	<b>I. Long-term receivables</b>		<b>97,823,430,950</b>	<b>6,514,752,134</b>
216	1. Other long-term receivables	6	97,823,430,950	6,514,752,134
<b>220</b>	<b>II. Fixed assets</b>		<b>48,295,006,758</b>	<b>52,200,604,080</b>
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222	Cost		682,679,204,189	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)	(4,395,385,281)
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228	Cost		3,615,723,022	3,615,723,022
229	Accumulated amortisation		(217,871,100)	(206,404,200)
<b>240</b>	<b>III. Long-term assets in progress</b>		<b>2,065,608,864</b>	<b>2,059,374,605</b>
242	1. Construction in progress	13	2,065,608,864	2,059,374,605
<b>250</b>	<b>IV. Long-term investments</b>	<b>14</b>	<b>508,505,488,913</b>	<b>510,534,576,085</b>
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)
<b>260</b>	<b>V. Other long-term assets</b>		<b>3,123,495,835</b>	<b>144,427,434,410</b>
261	1. Long-term prepaid expenses	9	3,123,495,835	144,427,434,410
<b>270</b>	<b>TOTAL ASSETS</b>		<b>1,208,939,314,207</b>	<b>1,346,639,659,024</b>

UNIT: VND

Code	RESOURCES	Notes	Ending balance	Beginning balance
<b>300</b>	<b>C. LIABILITIES</b>		<b>633,884,449,885</b>	<b>903,490,135,850</b>
<b>310</b>	<b>i. Current liabilities</b>		<b>482,034,437,507</b>	<b>621,088,346,362</b>
311	1. Short-term trade payables	15.1	148,253,168,523	93,545,658,963
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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
<b>330</b>	<b>ii. Non-current liabilities</b>		<b>151,850,012,378</b>	<b>282,401,789,488</b>
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
<b>400</b>	<b>D. OWNERS' EQUITY</b>		<b>575,054,864,322</b>	<b>443,349,523,174</b>
<b>410</b>	<b>i. Owners' equity</b>	<b>22</b>	<b>575,054,864,322</b>	<b>443,349,523,174</b>
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
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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
<b>440</b>	<b>TOTAL LIABILITIES AND OWNERS' EQUITY</b>		<b>1,298,939,314,207</b>	<b>1,346,839,659,024</b>

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	(881,653,342,717)	(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	<i>In which: Interest expenses</i>		(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

## **PROPOSAL**

**Regarding: Approval for the selection of the 2026 Independent Auditing Firm**

**To: The 2026 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, and its amendments, supplements, and implementing regulations;
- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company;
- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company;

**The Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval the selection of an independent audit firm to conduct the 2026 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 audited the 2026 Financial Statements and review the Company's Interim Financial Statements:

- NVA Auditing Company Limited;
- Nhan Tam Viet Auditing Co., Ltd
- Branch of A&C Auditing and Consulting Company Limited in Hanoi;

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**



**NGUYEN TRUNG HOA**

**PROPOSAL**

**Regarding: Approval for the 2025 Profit Distribution and Dividend Plan**

**To: 2026 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, and its amendments, supplements, and implementing regulations;

- Pursuant to the Charter on organisation and operation of Sao Vang Rubber Joint Stock Company;

- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company;

The Board of Directors of Sao Vang Rubber Joint Stock Company submits to the General Meeting of Shareholders for consideration and approval the 2025 projected profit distribution and dividend as follows:

**I. Approval of Fund Allocations:**

Unit: VND

No.	Indicators	Amount
1	Charter capital of the Company as of 31/12/2025	280,657,650,000
2	Retained earnings from previous years	99,791,186,421
3	2025 Profit before tax	32,326,058,469
3.1	Corporate income tax	7,706,720,281
3.2	Profit after corporate income tax (3-3.1)	24,619,338,188
3.3	Allocation of Funds: <i>Including:</i>	9,847,735,275
	- Bonus and welfare fund (10%)	2,461,933,819
	- Development Investment Fund (30%)	7,385,801,456
4	Profit remaining for dividend distribution to shareholders ( 4=2+3.2-3.3).	114,562,789,334

**II. Approval of 2024 Dividend Distribution:**

- Payout ratio (projected): 4% per share's par value.
- 2025 Total dividend (projected): 11,225,347,200 VND.
- Source of payment: Undistributed profit after tax as of December 31, 2025 (based on the 2025 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



**BHAM HOANH SON**

## PROPOSAL

Regarding: Approval for the 2026 Production and Business, Profit and Dividend Plan

**To: The 2026 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, and its amendments, supplements, and implementing regulations;
- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company;
- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company;

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 2026, 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 2026 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	1019
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	79
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 2026 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



## **PROPOSAL**

**Regarding: Approval of the election of members of the Board of Directors and the Board of Supervisors for the 2026–2031 term**

**To: The 2026 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, and its amendments, supplements, and 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, and its amendments, supplements, and implementing regulations;

- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company;

- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company;

**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. Election of members of the Board of Directors for the new term.**

The term of office of the Company's Board of Directors under Resolution No. 76/NQ-ĐHĐCĐ adopted by the General Meeting of Shareholders on 26 April 2021 is nearing its expiration. Therefore, in accordance with the Company's Charter, the General Meeting of Shareholders is required to elect members of the Board of Directors for the new term:

**1.1. Number of members of the Board of Directors:**

The Board of Directors comprises 05 members, including at least 01 independent member.

**1.2. Approval of the list of candidates for the Board of Directors**

Based on the nomination and self-nomination results of shareholders and groups of shareholders in accordance with the Company's Charter and the Regulation on Nomination, Self-nomination and Election of members of the Board of Directors and the Board of Supervisors for the 2026–2031 term; based on the qualifications, integrity, reputation and ability of the candidates to fulfill the duties and responsibilities of a member of the Board of Directors if elected; and in compliance with the eligibility criteria for members of the Board of Directors as prescribed by the Company's Charter and applicable laws, the Board of Directors submits to the General Meeting of Shareholders the list of candidates for election to the Board of Directors for the 2026–2031 term, as follows:

- Mr. Vi Xuan Hai
- Mr. Luong Xuan Hoang
- Mr. Nguyen Viet Hung
- Mr. Nguyen Dinh Son
- Mr. Pham Hoanh Son

(The curriculum vitae of the candidates are attached to this proposal.)



## 2. Election of members of the Board of Supervisors for the new term:

The term of office of the Company's Board of Supervisors under Resolution No. 76/NQ-ĐHĐCĐ adopted by the General Meeting of Shareholders on 26 April 2021 is nearing its expiration. Therefore, in accordance with the Company's Charter, the General Meeting of Shareholders is required to elect members of the Board of Supervisors for the new term (2026–2031), as follows:

### 1.1. Number of members of the Board of Supervisors:

The Board of Supervisors comprises 03 members.

### 1.2. Approval of the list of candidates for the Board of Supervisors

Based on the nomination and self-nomination results of shareholders and groups of shareholders in accordance with the Company's Charter and the Regulation on Nomination, Self-nomination and Election of members of the Board of Directors and the Board of Supervisors for the 2026–2031 term; based on the qualifications, integrity, reputation and ability of the candidates to fulfill the duties and responsibilities of a member of the Board of Supervisors if elected; and in compliance with the eligibility criteria for members of the Board of Supervisors as prescribed by the Company's Charter and applicable laws, the Board of Directors submits to the General Meeting of Shareholders the list of candidates for the Board of Supervisors for the 2026–2031 term, as follows:

- Ms. Tran Thi Thanh Huyen
- Ms. Nguyen Quang Huy
- Ms. Nguyen Viet Thang

(The curriculum vitae of the candidates are attached to this proposal.)

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

Sincerely thank you!

#### *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: Approval for the Report on income and remuneration of the Board of Directors (BOD), Board of Supervisors (BOS), Corporate Governance Officer, and Company Secretary in 2025

To: The 2026 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, and its amendments, supplements, and implementing regulations;

- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company;

- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company;

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 the members of the BOD and the members 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

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 2025 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  
CÔNG TY CỔ PHẦN  
CAO SU  
SAO VANG  
THÀNH PHỐ HÀ NỘI

PHAM HOANH SON

**PROPOSAL**

**Regarding: Approval for the Income and remuneration of the Board of Directors (BOD), Board of Supervisors (BOS), Corporate Governance Officer, and Company Secretary in 2026**

**To: The 2026 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 and its amendments, supplements, and implementing regulations;
- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company;
- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company;

Pursuant to the 2026 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 2026 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

## **PROPOSAL**

**Regarding: Approval for the policy on transactions between the Company and related parties arising in 2026 until the next Annual General Meeting in 2027**

**To: The 2026 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, and its amendments, supplements, and 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, and its amendments, supplements, and 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, and its amendments, supplements, and implementing regulations;
- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company;
- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company;

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	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
7	Sao Vang - Hoanh Son Joint Stock Company	Organization related to the Chairman of the BOD	Legal Document Number: 3002153776, registered for the 8th amendment on 20/06/2023 by the Department of Planning and Investment of Ha Tinh



b. Types of contracts and transactions with related parties having an estimated transaction value that is equal to or above 35% of the Company's total assets as stated in the 2025 audited financial statements at December 31, 2025

- Transactions serving SRC's operations, including: advances, selling expenses, outsourced processing costs, salaries and bonuses, remuneration, dividends, etc;

- Recurring transactions for the provision of services; the purchase, sale, lease and sublease of factories, offices, real estate, warehouses, raw materials, labor value, finished products, goods, inventories, tools and equipment, etc., for the Company's production and business operations;

- Transactions related to SRC's revenue and primary income, including: sale and purchase contracts, investment cooperation and business cooperation agreements, brokerage contracts, and contracts for leasing real estate and factories;

- Transactions relating to investments in securities and bonds; entrusted investment; deposits; pledges; use of assets as collateral, etc.

- Transactions for the settlement of receivables, payables, and debts among related parties (relating to production and business activities, administrative expenses, selling expenses, brokerage, etc.);

- Transactions and contracts serving the Company's business operations with major shareholders, except for those transactions prohibited by law.

- Transactions and contracts serving the Company's business operations between the Company and organizations related to insiders that also have connections with SRC through share ownership or capital contributions, or through common key management personnel.

- Insiders and their related persons are responsible for truthfully reporting to the Board of Directors of SRC any transactions that do not fall under the categories of transactions serving the Company's operations and that show signs of providing personal benefits; such transactions must be reviewed and approved by the Board of Directors of SRC.

c. 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 2027 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



PHAM HOANH SON

## **PROPOSAL**

**Regarding: Approval of the plan to increase charter capital through the issuance of shares from shareholders' equity**

### **To: The 2026 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 and its amendments, supplements, and 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, and its amendments, supplements, and 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, and its amendments, supplements, and implementing regulations

- Circular No. 118/2020/TT-BTC dated December 31, 2020, guiding a number of provisions on offering and issuance of securities, public bid, redemption of stocks, public company registration and cancellation of status of public companies

- Pursuant to the Charter on organization and operation of Sao Vang Rubber Joint Stock Company;

- Pursuant to the Internal Regulation on corporate governance of Sao Vang Rubber Joint Stock Company;

- Pursuant to the audited Financial Statements for 2025 of Sao Vang Rubber Joint Stock Company;

**The Board of Directors of Sao Vang Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the plan to increase the charter capital through the issuance of shares to increase share capital from equity, as follows:**

#### **1. Share Issuance Plan to Increase Share Capital from Equity**

- Name of shares: Shares of Sao Vang Rubber Joint Stock Company
- Stock code: SRC
- Type of shares: Common shares
- Par value: VND 10,000/share
- Current charter capital: 280,657,650,000 VND (In words: Two hundred and eighty billion six hundred and fifty-seven million six hundred and fifty thousand dong)
- Total number of issued shares: 28,065,765 shares
- Total number of outstanding shares: 28,063,368 shares
- Total number of treasury shares: 2,397 shares
- Maximum number of shares to be issued: 8,419,010 shares
- Total par value of the shares to be issued (maximum): 84,190,100,000 VND (In words: Eighty-four billion one hundred and ninety million one hundred thousand dong)
- Purpose of the issuance: To issue shares for capital increase from owners' equity



- Offerees: Existing shareholders of Sao Vang Rubber Joint Stock Company whose names appear on the list of shareholders as of the record date for the exercise of rights to receive shares issued for capital increase from owners' equity, as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC). The record date shall be decided by the Board of Directors under authorization of the General Meeting of Shareholders.

- Issuance ratio (the number of shares proposed to be issued / the number of outstanding shares): 30%

- Exercise ratio: 100:30 (As of the record date for determining shareholders entitled to receive shares issued for the capital increase from owners' equity, each shareholder holding 01 share shall be entitled to 01 right to receive additional shares; for every 100 rights, the shareholder shall be entitled to receive 30 new shares).

- Plan for handling fractional shares: The number of additional shares distributable to each shareholder in the share issuance for capital increase from owners' equity shall be rounded down to the nearest whole share. Fractional shares (if any) shall be cancelled and shall not be issued.

For example: Shareholder A holds 206 shares as of the record date. With the exercise ratio of 100:30, the number of additional shares to be received by Shareholder A shall be calculated as follows:  $206 / 100 \times 30 = 61.8$  shares. In accordance with the rounding-down principle, Shareholder A shall receive 61 new shares. The fractional share of 0.8 share shall be cancelled and shall not be issued.

- Source of issuance: The Development Investment Fund as at December 31, 2025, as determined in the audited Financial Statements for 2025 of Sao Vang Rubber Joint Stock Company: up to 84,190,100,000 VND (In words: Eighty-four billion one hundred and ninety million one hundred thousand dong).

- Transfer restriction: The additional shares to be issued shall not be subject to any transfer restriction.

- Implementation timeline: Expected in 2026, following approval by the General Meeting of Shareholders and after the State Securities Commission of Vietnam has confirmed receipt of the complete dossier for the issuance report.

- Adjustment to registered securities volume and change in listing registration: Upon completion of the issuance and in accordance with applicable laws, the Company shall carry out procedures for increasing the number of registered securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and for amending the listing registration at the Ho Chi Minh City Stock Exchange in respect of the shares issued for the capital increase from owners' equity.

**2. To amend the provisions relating to charter capital, shares and share certificates under Article 6 of the Company's Charter to reflect the charter capital after completion of the share issuance.**

**3. Authorization to the Board of Directors:**

- To implement the issuance plan, determine the timing of the issuance, and carry out all necessary procedures with the competent authorities for registration of the issuance and/or filing of the share issuance report; to proactively prepare and provide explanations for the dossier of the securities issuance report to be submitted to the State Securities Commission of Vietnam and other competent authorities, ensuring compliance with applicable laws. At the same time, to proactively adjust the issuance plan and other relevant documents in accordance with the actual circumstances of the Company or as required by the State Securities Commission of Vietnam and other competent authorities.



- To proactively formulate a plan to ensure that the share issuance complies with regulations on foreign ownership limits.
- To determine the record date for finalizing the list of shareholders for implementation of the share issuance plan for capital increase from owners' equity.
- To carry out the procedures and related tasks, and determine the appropriate timing, for increasing the number of registered securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and for amending the listing registration at the Ho Chi Minh City Stock Exchange (HOSE) in respect of the additional shares to be issued under the share issuance plan for capital increase from owners' equity approved by the General Meeting of Shareholders, after the State Securities Commission of Vietnam has confirmed receipt of the report on the results of the issuance.
- To carry out procedures for increasing the charter capital and amending the provisions relating to charter capital, shares and share certificates in the Company's Charter to reflect the charter capital after completion of the issuance in accordance with applicable laws.
- To carry out procedures for amendment of the Company's Enterprise Registration Certificate, including preparation and submission of the dossier for registration of changes to enterprise registration contents to the business registration authority after completion of the issuance in accordance with applicable laws.
- To perform other related tasks necessary to ensure the successful completion of the share issuance for capital increase from owners' equity.

**The above is the Plan for Share Issuance for Capital Increase from Owners' Equity.**

**The Board of Directors respectfully submits this Plan to the General Meeting of Shareholders for consideration and 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**



Please  
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**RESUME**

*(for the Board of Directors Candidates)*

1. Full name: Pham Hoanh Son
2. Gender: Male
3. Citizen ID Card No./ Passport No.: \_\_\_\_\_, Date of issue: \_\_\_\_\_, Place of issue: \_\_\_\_\_  
Police Department for Administrative Management of Social Order
4. Date of birth: \_\_\_\_\_ Place of birth: Ha Tinh
5. Nationality: Vietnamese Ethnic: Kinh
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
2001 – Now	Chairman of the Board of Directors and General Director of Hoanh Son Group Joint Stock Company	

11. Current position in Sao Vang Joint Stock Company: Chairman of the Board of Directors

12. Positions in other companies, organizations:

Company name	Address	Business Registration Certificate	Date/Place of issue	Position	Capital Contribution Ratio
Hoanh Son Group Joint Stock Company				Chairman of the Board of Directors and General Director	
Vung Ang Investment and Development Joint Stock Company				Chairman of the Board of Directors	

Sao Vang – Hoanh Son Company Limited				Chairman of the Members' Council and General Director	
Sao Vang – Hoanh Son Joint Stock Company				Chairman of the Board of Directors and General Director	

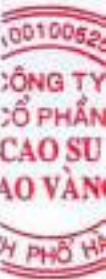
13. Number of owning shares in Sao Vang Rubber Joint Stock Company as of March 24, 2026: 0 shares, accounting for 0% charter capital. Including:

- Number of shares owned by individual: 0 shares, accounting for 0% charter capital
- Number of shares represented: 0 shares, accounting for 0% charter capital

14. Other owning commitments (if any): None

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
1.	Hoanh Son Group Joint Stock Company			Chairman of the Board of Directors and General Director
2.	Pham Van Hai			Father
3.	Tran Thi Luc			Mother
4.	Nguyen Tien Dung			Father-in-law
5.	Nguyen Thi Hong			Mother-in-law
6.	Nguyen Thi Hang Nga			Spouse
7.	Pham Thao Linh			Daughter
8.	Pham Viet Anh			Son



9.	Pham Anh Binh		Son
10.	Pham Thi Thanh Hong		Younger Sister
11.	Pham Ngoc Ha		Younger Brother
12.	Nguyen Thi Tu Oanh		Sister-in-law
13.	Pham Thi Hong Phuong		Younger Sister
14.	Dang Minh Tien		Brother-in-law
15.	Vung Ang Investment and Development Joint Stock Company		Chairman of the Board of Directors and General Director
16.	Sao Vang – Hoanh Son Company Limited		Chairman of the Members' Council and General Director
17.	Sao Vang – Hoanh Son Joint Stock Company		Chairman of the Board of Directors and General Director

16. Related interest with the Company (if any): None

17. Interest in conflict with the Company (if any): None

18. Full Name of the Shareholder or shareholder group nominating the candidate: Hoanh Son Group Joint Stock Company

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 Directors for the term 2026-2031 of Sao Vang Rubber Joint Stock Company.

....., month .... date....., 2026

**CONFIRMATION BY LOCAL  
AUTHORITIES OR WORKPLACE**

**DECLARANT**  
*(Signed and sealed)*



Please  
attach  
photo  
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**RESUME**

*(for the Board of Directors Candidates)*

1. Full name: Luong Xuan Hoang
2. Gender: Male
3. Citizen ID Card No./ Passport No.: \_\_\_\_\_, Date of issue: \_\_\_\_\_, Place of issue: \_\_\_\_\_
4. Date of birth: \_\_\_\_\_ Place of birth: Ha Tinh
5. Nationality: Vietnamese Ethnic: Kinh
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
2023 – Present	Market Director, Thanh Vinh Manufacturing and Trading Company Limited	

11. Current position in Sao Vang Joint Stock Company: Independent Member of the Board of Directors
12. Positions in other companies, organizations:

Company name	Address	Business Registration Certificate	Date/Place of issue	Position	Capital Contribution Ratio
Thanh Vinh Manufacturing and Trading Company Limited					

13. Number of owning shares in Sao Vang Rubber Joint Stock Company as of March 24, 2026: 0 shares, accounting for 0% charter capital. Including:

- Number of shares owned by individual: 0 shares, accounting for 0% charter capital
- Number of shares represented: 0 shares, accounting for 0% charter capital

14. Other owning commitments (if any): None
15. List of affiliated persons of declarant:

No.	Name of Individual/Organization	Citizen ID No./Passport No. (for individuals) or Business	Number of Shares held and	Relationship
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		<b>Registration Certificate/Operating License or equivalent legal documents (for organizations), date of issue, place of issue</b>	<b>Ownership Percentage in the Company's Charter Capital (if any)</b>	
1	Ngo Thi Hong Nga			Spouse
2	Luong Hoang Nam			Son
3	Luong Hoang Anh			Son
4	Luong Xuan Cung			Father
5	Vo Thi Tich Phuong			Mother
6	Ngo Xuan Minh			Father-in-law
7	Le Thi Xoa			Mother-in-law
8	Luong Thi Hong Hanh			Older Sister
9	Nguyen Huu Thu			Brother-in-law
10	Luong Xuan Huy			Younger Brother
11	Le Ngan Giang			Sister-in-law
12	Thanh Vinh Manufacturing and Trading Company Limited			Market Director

16. Related interest with the Company (if any): None

17. Interest in conflict with the Company (if any): None

18. Full Name of the Shareholder or shareholder group nominating the candidate: Hoanh Son Group Joint Stock Company

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 Directors for the term 2026-2031 of Sao Vang Rubber Joint Stock Company.

Hanoi, month .... date...., 2026

**CONFIRMATION BY LOCAL  
AUTHORITIES OR WORKPLACE**

**DECLARANT**  
(Signed)

**Luong Xuan Hoang**

Please  
attach  
photo  
here

**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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**RESUME**

*(for the Board of Directors Candidates)*

1. Full name: Nguyen Dinh Son
2. Gender: Male
3. Citizen ID Card No./ Passport No.: \_\_\_\_\_, Date of issue: \_\_\_\_\_, Place of issue: \_\_\_\_\_
4. Date of birth: \_\_\_\_\_ Place of birth: Nghe An
5. Nationality: Vietnamese Ethnic: Kinh
6. Permanent residence: \_\_\_\_\_
7. Telephone number: \_\_\_\_\_
8. Academic qualification: University
9. Professional qualification: Civil Engineer
10. Work Experience: .....

Time	Work Experience, Occupation, and Positions Held (Roles and locations)	Notes
1999 – 2015	Deputy Director, Military Institute of Construction Survey, Design and Consultancy, Ministry of National Defense, 21 Le Van Luong, Hanoi	
2016 – 2017	Deputy Head of Bidding and Project Department, Company 36, Ministry of National Defense, 141 Ho Duc Di, Hanoi	
2017 – 2021	Deputy Director, Phu Xuan Construction Survey, Design and Consultancy Company, 83 Ly Thuong Kiet, Hanoi	
2021 – 2023	Deputy General Director, IFT Financial Investment and Technology Security Company, Sai Dong, Hanoi	
2023 – Present	Deputy General Director, Thang Long Construction Equipment & Trading Joint Stock Company, Phu Thuong, Hanoi	

11. Current position in Sao Vang Joint Stock Company: Member of the Board of Directors
12. Positions in other companies, organizations:

Company name	Address	Business Registration	Date/Place of	Position	Capital
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		Certificate	issue		Contribution Ratio
Thang Long Construction Equipment and Trading Joint Stock Company				Deputy General Director	

13. Number of owning shares in Sao Vang Rubber Joint Stock Company as of March 24, 2026: 0 shares, accounting for 0% charter capital. Including:

- Number of shares owned by individual: 0 shares, accounting for 0% charter capital
- Number of shares represented: 0 shares, accounting for 0% charter capital

14. Other owning commitments (if any): None

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
1.	Nguyen Vu Dieu Nga			Spouse
2.	Nguyen Hoang Nhi			Daughter
3.	Nguyen Dinh Duy			Son
4.	Nguyen Dinh Thao			Father
5.	Vo Thi Hanh Thu			Mother
6.	Nguyen Van Tan			Father-in-law
7.	Vo Kim Ngan			Mother-in-law
8.	Nguyen Dinh Vinh			Younger Brother
9.	Mai Thanh Loan			Sister-in-law
10.	Thang Long Construction Equipment and Trading Joint Stock Company			Deputy General Director

16. Related interest with the Company (if any): None

17. Interest in conflict with the Company (if any): None

18. Full Name of the Shareholder or shareholder group nominating the candidate: Hoanh Son Group Joint Stock Company

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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 Directors for the term 2026-2031 of Sao Vang Rubber Joint Stock Company.

**CONFIRMATION BY LOCAL  
AUTHORITIES OR WORKPLACE**

....., month .... date....., 2026

**DECLARANT**

*(Signature and full name)*



Please  
attach  
photo  
here

**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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**RESUME**

*(for the Board of Supervisors Candidates)*

1. Full name: **TRAN THI THANH HUYEN**
2. Gender: Female
3. Citizen ID Card No./ Passport No.: \_\_\_\_\_, Date of issue: \_\_\_\_\_, Place of issue: \_\_\_\_\_  
Ministry of Public Security
4. Date of birth: \_\_\_\_\_ Place of birth: Nghe An
5. Nationality: Vietnamese Ethnic: Kinh
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
June 2006 – April 2008	<b>Danh Tin Law Office</b> - Address: No. 4 Ly Thuong Kiet Street, Hoan Kiem District, Hanoi - Positions held: Legal Consultant	
May 2008 – April 2018	<b>Construction and Telecommunication Installation Joint Stock Company (COMAS)</b> - Address: 13th Floor, Vinaconex 9 Building, Pham Hung Street, Nam Tu Liem District, Hanoi - Positions held: + Legal Specialist + Executive Assistant to the General Director + Head of Human Resources Department	
May 2018 – October 2025	<b>Bao Son Paradise Entertainment Tourism Company Limited</b> - Address: Le Trong Tan Street, An Khanh, Hoai Duc District, Hanoi - Positions held: + Executive Assistant to the General	

	Director + Head of Human Resources Department	
January 2026 – Present	<b>Hoanh Son Group Joint Stock Company</b> - Address: Thuan Minh Residential Group, Bac Hong Linh Ward, Ha Tinh Province - Position: Project Management Unit (Hanoi Office)	

11. Current position in Sao Vang Joint Stock Company: None

12. Positions in other companies, organizations:

Company name	Address	Business Registration Certificate	Date/Place of issue	Position	Capital Contribution Ratio
Hoanh Son Group Joint Stock Company				Project Management Staff	None



13. Number of owning shares in Sao Vang Rubber Joint Stock Company as of March 24, 2026: 0 shares, accounting for 0% charter capital. Including:

- Number of shares owned by individual: 0 shares, accounting for 0% charter capital
- Number of shares represented: 0 shares, accounting for 0% charter capital

14. Other owning commitments (if any): None

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
1	Tran Dang Long			Father
2	Trần Thị Chân			Mother
3	Trần Đăng Vinh			Older Brother
4	Nguyễn Thị Thu			Sister-in-law
5	Trần Thị Vân			Older Sister
6	Đình Đức Việt			Brother-in-law
7	Nguyễn Thảo Minh			Child
8	Giang Thành Thông			Child
9	Giang Thanh Tùng			Spouse
10	Giang Văn Lập			Father-in-law

11	Nguyễn Thị Tiên			Mother-in-law
12	Công ty Cổ phần Tập đoàn Hoành Sơn			Project Management Staff

16. Related interest with the Company (if any): None

17. Interest in conflict with the Company (if any): None

18. Full Name of the Shareholder or shareholder group nominating the candidate: Hoanh Son Group Joint Stock Company

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 term 2026-2031 of Sao Vang Rubber Joint Stock Company.

**CONFIRMATION BY LOCAL  
AUTHORITIES OR WORKPLACE**

Hanoi, month .... date....., 2026

**DECLARANT**

*(Signed)*



**Tran Thi Thanh Huyen**



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**RESUME**

*(for the Board of Supervisors Candidates)*

- 1. Full name: Nguyen Viet Thang
- 2. Gender: Male
- 3. Citizen ID Card No./ Passport No.: \_\_\_\_\_, Date of issue: \_\_\_\_\_, Place of issue: Ministry of Public Security
- 4. Date of birth: \_\_\_\_\_ Place of birth: Hanoi
- 5. Nationality: Vietnamese Ethnic: Kinh
- 6. Permanent residence: \_\_\_\_\_
- 7. Telephone number: \_\_\_\_\_
- 8. Academic qualification: \_\_\_\_\_
- 9. Professional qualification: Finance and Accounting
- 10. Work Experience:



Time	Work Experience, Occupation, and Positions Held (Roles and locations)	Notes
May 2009 – December 2012	Import-Export Specialist, Sao Vang Rubber Joint Stock Company	
January 2013 – March 2016	Sales Specialist, Chemical Materials and Import-Export One Member Company Limited	
April 2016 – July 2022	Finance and Accounting Specialist, Sao Vang Rubber Joint Stock Company	
July 2022 – November 2024	Deputy Head of Export Department, Sao Vang Rubber Joint Stock Company, Authorized Person for Information Disclosure	
November 2024 – Present	Deputy Head of Sales and Marketing Department, Sao Vang Rubber Joint Stock Company, Authorized Person for Information Disclosure	

11. Current position in Sao Vang Joint Stock Company: Deputy Head of Sales and Marketing Department, Authorized Person for Information Disclosure

12. Positions in other companies, organizations:

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

13. Number of owning shares in Sao Vang Rubber Joint Stock Company as of March 24, 2026: 0 shares, accounting for 0% charter capital. Including:

- Number of shares owned by individual: 0 shares, accounting for 0% charter capital
- Number of shares represented: 0 shares, accounting for 0% charter capital

14. Other owning commitments (if any): None

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
1	Nguyen Viet Thang			
1.01	Nguyen Thuy Trang			Spouse
1.02	Nguyen Hong Diep			Daughter
1.03	Nguyen Minh Duc			Son
1.04	Nguyen Van Chien			Father
1.05	Nguyen Thi Hop			Mother
1.06	Nguyen Van Dung			Father-in-law
1.07	Nguyen Thi Huyen			Mother-in-law
1.08	Nguyen Hoai Nam			Younger Brother
1.09	Nguyen Trung Hieu			Brother-in-law

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1.10	Nguyen Thi Ngoc Trang			Sister-in-law

16. Related interest with the Company (if any): None

17. Interest in conflict with the Company (if any): None

18. Full Name of the Shareholder or shareholder group nominating the candidate: Hoanh Son Group Joint Stock Company

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 term 2026-2031 of Sao Vang Rubber Joint Stock Company.

**CONFIRMATION BY LOCAL  
AUTHORITIES OR WORKPLACE**

Hanoi, month .... date....., 2026

**DECLARANT**  
*(Signed and sealed)*



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**THE SOCIALIST REPUBLIC OF VIETNAM**

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**RESUME**

*(for the Board of Directors Candidates)*

1. Full name: NGUYEN VIET HUNG
2. Gender: Male
3. Citizen ID Card No.: \_\_\_\_\_, Date of issue: \_\_\_\_\_, Place of issue: \_\_\_\_\_
4. Date of birth: \_\_\_\_\_ Place of birth: \_\_\_\_\_
5. Nationality: Viet Nam Ethnic: Kinh
6. Permanent residence: \_\_\_\_\_
7. Telephone number: \_\_\_\_\_
8. Academic qualification: 12/12
9. Professional qualification: Master of Business Administration
10. Work Experience: .....

Time	Work Experience, Occupation, and Positions Held (Roles and locations)	Notes
1997 - 1999	Technician at Energy Enterprise, Sao Vang Rubber Joint Stock Company	
1999 - 2000	Staff at Mechanical & Energy Engineering Department, Sao Vang Rubber Joint Stock Company	
2000 - 2002	Office staff, Sao Vang Rubber Joint Stock Company	
2002 - 2003	Deputy Head of Mechanical & Energy Engineering Department, Sao Vang Rubber Joint Stock Company	
2003 - 2006	Deputy Director of Rubber Enterprise No. 3; Member of the Trade Union Executive Committee, Sao Vang Rubber Joint Stock Company	
2006 - 2007	Deputy Director of Energy Enterprise; Member of the Trade Union Executive Committee, Sao Vang Rubber Joint Stock Company	
2007 - 2010	Director of Rubber Enterprise No. 3; Member of the Party Executive Committee, Sao Vang Rubber Joint Stock Company	
2010 - 2012	Director of Rubber Enterprise No. 1; Member of the Party Executive Committee, Sao Vang Rubber Joint Stock Company	
2012 - 2015	Deputy Secretary of the Party Committee; Chairman of the Party Committee Inspection Commission; Member of the Trade Union Executive Committee; Deputy General Director, Sao Vang Rubber Joint Stock Company	



2015 - 02/2019	Deputy Secretary of the Party Committee; Chairman of the Party Committee Inspection Commission; Member of the Trade Union Executive Committee; Deputy General Director, Sao Vang Rubber Joint Stock Company	
03/2019 - Nay	Member of the Group Party Executive Committee; Secretary of the Party Committee; Member of the Board of Directors; General Director of the Company	

11. Current position in Sao Vang Joint Stock Company: Member of the Group Party Executive Committee; Secretary of the Party Committee; Member of the Board of Directors; General Director of the Company.

12. Positions in other companies, organizations: None

13. Number of owning shares in Sao Vang Rubber Joint Stock Company as of March 24, 2026: 5,894,152 shares, accounting for 21% charter capital. Including:

- Number of shares owned by individual: 12 shares, accounting for 0.00003% % charter capital
- Number of shares represented: 5,894,140 shares, accounting for 21% charter capital

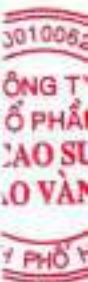
14. Other owning commitments (if any): None

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
1	Nguyen The Hong			Biological father
2	Nguyen Thi Cam			Biological mother
3	Nghiem Xuan Canh			Father-in-law
4	Hoang Thi Xuyen			Mother-in-law
5	Nghiem Thi Thanh Huong			Wife
6	Nguyen Viet Ha			Daughter
7	Dinh Van Hao			Son-in-law
8	Nguyen The Hoang			Con trai
9	Nguyen Hong Tuan			Elder brother
10	Dao Thi Chung			Sister-in-law
11	Nguyen Hong Anh			Younger sister
12	Hoang Thanh Liem			Brother-in-law

16. Related interest with the Company (if any): None

17. Interest in conflict with the Company (if any): None



18. Full Name of the Shareholder or shareholder group nominating the candidate: Vietnam National Chemical Group

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 Directors for the term 2026-2031 of Sao Vang Rubber Joint Stock Company.

Hanoi, month .... date....., 2026

**CONFIRMATION BY LOCAL  
AUTHORITIES OR WORKPLACE**

**DECLARANT**

*(Signed)*

**NGUYEN VIET HUNG**





**THE SOCIALIST REPUBLIC OF VIETNAM**  
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**RESUME**

*(for the Board of Directors Candidates)*

1. Full name: VI XUAN HAI
2. Gender: Male
3. Citizen ID Card No./ Passport No.: \_\_\_\_\_, Date of issue: \_\_\_\_\_, Place of issue: \_\_\_\_\_
4. Date of birth: November 27, 1984 Place of birth: \_\_\_\_\_
5. Nationality: Vietnamese Ethnic: Kinh
6. Permanent residence: \_\_\_\_\_
7. Telephone number: \_\_\_\_\_
8. Academic qualification: 12/12
9. Professional qualification: Bachelor of Business Administration
10. Work Experience: .....



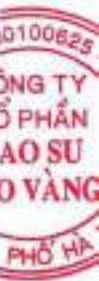
Time	Work Experience, Occupation, and Positions Held (Roles and locations)	Notes
August 2007 – June 2009	Market Planning Officer, Business Department, Viet Tri Chemicals Joint Stock Company	
July 2009 - December 2017	Deputy Head of Market Consumption Department, Viet Tri Chemicals Joint Stock Company	
January 2018 - August 2019	Deputy Head of Sales Department, Viet Tri Chemicals Joint Stock Company	
September 2019 - March 2021	Acting Head of Sales Department, Viet Tri Chemicals Joint Stock Company	
April 2021 - June 2023	Head of Sales Department, Viet Tri Chemicals Joint Stock Company	
September 2020 - June 2023	Member of the Executive Committee of the Party Committee of Viet Tri Chemicals Joint Stock Company; Deputy Secretary of the Economic Branch	
July 2023 - June 2025 (June 13, 2025)	Secretary of the Party Branch; Head of Administration and General Affairs Department, Viet Tri Chemicals Joint	

	<b>Stock Company</b>	
June 2025 - Present	Deputy Head of Planning and Business Department, Vietnam National Chemical Group	
February 2026 - Present	Concurrently Deputy Head of Planning and Business Department, Vietnam National Chemical Group and Deputy Director of the Chemical Trading and Services Center (under Vietnam National Chemical Group)	

11. Current position in Sao Vang Joint Stock Company: None

12. Positions in other companies, organizations:

Company name	Address	Business Registration Certificate	Date/Place of issue	Position	Capital Contribution Ratio
Vietnam National Chemical Group				Deputy Head of Planning and Business Department	0%
Chemical Trading and Services Center				Deputy Director	0%



13. Number of owning shares in Sao Vang Rubber Joint Stock Company as of March 24, 2026: 0 shares, accounting for 0% charter capital. Including:

- Number of shares owned by individual: 0 shares, accounting for 0% charter capital
- Number of shares represented: 0 shares, accounting for 0% charter capital

14. Other owning commitments (if any): None

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
	Vietnam National			Employer

	Chemical Group			
	Chemical Trading and Services Center			Employer
	Vi Van Phong			Father
	Vi Thi Hong Lan			Mother
	Do Xuan Truc			Father-in-law
	Nguyen Thi Lan			Mother-in-law
	Do Thuy Van			Spouse
	Vi Phuc Sang			Child
	Vi Phuc Minh			Child
	Vi Thi Thu Hien			Younger sister

16. Related interest with the Company (if any): None

17. Interest in conflict with the Company (if any): None

18. Full Name of the Shareholder or shareholder group nominating the candidate: Vietnam National Chemical Group

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 Directors for the term 2026-2031 of Sao Vang Rubber Joint Stock Company.

**CONFIRMATION BY LOCAL  
AUTHORITIES OR WORKPLACE**

Hanoi, April 07, 2026

**DECLARANT**

*(Signed)*

**VI XUAN HAI**





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**RESUME**

(for the Board of Supervisors Candidates)

- 1. Full name: NGUYEN QUANG HUY
- 2. Gender: Male
- 3. Citizen ID Card No./ Passport No.: \_\_\_\_\_, Date of issue: \_\_\_\_\_, Place of issue: \_\_\_\_\_
- 4. Date of birth: \_\_\_\_\_ Place of birth: Hanoi
- 5. Nationality: Vietnamese Ethnic: Kinh
- 6. Permanent residence: \_\_\_\_\_
- 7. Telephone number: \_\_\_\_\_
- 8. Academic qualification: 12/12
- 9. Professional qualification: Bachelor of Economics
- 10. Work Experience: .....



Time	Work Experience, Occupation, and Positions Held (Roles and locations)	Notes
April 2010 - November 2012	Employee, Inet Joint Stock Company (Hanoi)	
December 2012 - December 2013	Employee, VTM Vietnam Media Company (Hanoi)	
January 2014 - March 2018	An Phat Logistics Company Limited (Hanoi)	
April 2018 - January 2022	Office Specialist, Vietnam National Chemical Group (Hanoi)	
January 2022 - Present	HR Specialist, Organization and Human Resources Department, Vietnam National Chemical Group (Hanoi)	
April 2025 - Present	Member of the BOS, Sao Vang Rubber Joint Stock Company (concurrently)	

- 11. Current position in Sao Vang Joint Stock Company: Member of the BOS
- 12. Positions in other companies, organizations: None

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 24, 2026: 0 shares, accounting for 0% charter capital. Including:
  - Number of shares owned by individual: 0 shares, accounting for 0% charter capital

- Number of shares represented: 0 shares, accounting for 0% charter capital

14. Other owning commitments (if any): None

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
1	Nguyen Thi Binh			Mother
2	Nguyen Dinh Hong			Father-in-law
3	Mai Thu Huong			Mother-in-law
4	Nguyen Mai Quynh Trang			Spouse
5	Nguyen Hai Dang			Child <input checked="" type="checkbox"/>
6	Nguyen Quang Minh			Child <input type="checkbox"/>
7	Nguyen Manh Quan			Older brother <input checked="" type="checkbox"/>
8	Pham Thi Kim Dinh			Sister-in-law <input checked="" type="checkbox"/>
9	Nguyen Dinh Tung			Brother-in-law <input checked="" type="checkbox"/>

16. Related interest with the Company (if any): None

17. Interest in conflict with the Company (if any): None

18. Full Name of the Shareholder or shareholder group nominating the candidate: Vietnam National Chemical Group ((Business Registration No.: 0100100061, 8th amendment registered on 17 September 2025. Head office: No. 1A Trang Tien Street, Cua Nam Ward, Hanoi).

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 term 2026-2031 of Sao Vang Rubber Joint Stock Company.

Hano, April 07, 2026

**DECLARANT**

*(Signed)*

**CONFIRMATION BY LOCAL AUTHORITIES  
OR WORKPLACE**

**NGUYEN QUANG HUY**