

No: 172/CBTT- CSM-2025

Ho Chi Minh, March 28th, 2025

PERIODIC INFORMATION DISCLOSURE

**To: State Securities Commission of Vietnam
Ho Chi Minh City Stock Exchange.**

1. Organization Name : Southern Rubber Industry Corporation

- Stock Code: CSM
- Address : 146 Nguyen Bieu, Ward 2, District 5, Ho Chi Minh City, Vietnam
- Phone: 08-38362373
- Fax: 08-38362633
- Email: casumina@casumina.com.vn

2. Published Information:

- Resolution No. 26/2025/NQ-HĐQT, dated March 27, 2025, regarding the approval of drafts of reports and proposals at the Annual General Meeting of Shareholders 2025.

- Documents for the Annual General Meeting of Shareholders 2025.

This information has been published on the website of Southern Rubber Industry Corporation on March 28th, 2025, at the following link:

<http://www.casumina.com/thong-tin-co-dong>

We hereby commit that the disclosed information is truthful and take full responsibility before the law for its content.

Attached documents

- Resolution No. 26/2025/NQ-HĐQT
- Documents for the 2025 Annual General Meeting of Shareholders

**Authorized Information Disclosure
Representative:
Chief Accountant**



Vũ Quốc Anh

TẬP ĐOÀN HÓA CHẤT VIỆT NAM
CÔNG TY CỔ PHẦN
CÔNG NGHIỆP CAO SU MIỀN NAM
VIETNAM CHEMICAL GROUP
JOINT STOCK COMPANY
SOUTHERN RUBBER INDUSTRY

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc
Independence – Freedom Happiness

Số : 26 /2025/NQ- HĐQT
No. : /2025/NQ- BOARD OF DIRECTORS

Thành phố Hồ Chí Minh, ngày 27 tháng 3 năm 2025
Ho Chi Minh City, March 27th, 2025

NGHỊ QUYẾT
HỘI ĐỒNG QUẢN TRỊ CÔNG TY CỔ PHẦN CN CAO SU MIỀN NAM
RESOLUTION
BOARD OF DIRECTORS OF SOUTHERN RUBBER INDUSTRY JOINT STOCK
COMPANY

HỘI ĐỒNG QUẢN TRỊ
CÔNG TY CỔ PHẦN CÔNG NGHIỆP CAO SU MIỀN NAM
BOARD
SOUTHERN RUBBER INDUSTRY JOINT STOCK COMPANY

Căn cứ Luật Doanh nghiệp;/ Pursuant to the Law on Enterprises;

Căn cứ Điều lệ Công ty Cổ phần Công nghiệp Cao su Miền Nam ngày 26/4/2021/ Pursuant to the Charter of Southern Rubber Industry Joint Stock Company dated 26/4/2021;

Căn cứ Biên bản họp Hội đồng quản trị Công ty Cổ phần Công nghiệp Cao su Miền Nam ngày 24/3/2025./ Pursuant to the meeting minutes of the Board of Directors of Southern Rubber Industry Joint Stock Company on March 24th, 2025.

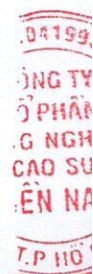
NGHỊ QUYẾT
RESOLUTION

Điều 1. Hội đồng quản trị thống nhất phê duyệt các nội dung, chương trình họp và tài liệu trình Đại hội đồng cổ đông thường niên năm 2025 như sau:/ **Article 1.** The



Board of Directors unanimously approves the contents, meeting agenda and documents to be submitted to the Annual General Meeting of Shareholders in 2025 as follows:

1. *Thư mời;/ Invitation letters;*
2. *Mẫu giấy đăng ký tham dự đại hội hoặc ủy quyền;/ Form of registration to attend the congress or authorization;*
3. *Mẫu sơ yếu lý lịch TV HĐQTđộc lập/TVBKS;/ Resume sample of the Independent Board of Directors/TVBKS;*
4. *Dự thảo Chương trình họp ĐHĐCĐ thường niên;/ Draft Annual General Meeting of Shareholders;*
5. *Dự thảo quy chế làm việc;/ Draft working regulations;*
6. *Dự thảo Báo cáo của Hội đồng quản trị;/ Draft Report of the Board of Directors;*
7. *Dự thảo Báo cáo của Ban điều hành;/ Draft Report of the Executive Board;*
8. *Dự thảo Báo cáo của Ban kiểm soát; Draft Report of the Supervisory Board;*
9. *Tờ trình 01: Báo cáo tài chính đã kiểm toán năm 2024;/ Submission 01: Audited financial statements for 2024,*
10. *Tờ trình 02: Kết quả hoạt động sản xuất kinh doanh năm 2024 và Phân phối lợi nhuận năm 2024;/ Report 02: Production and business results in 2024 and Profit distribution in 2024;*
11. *Tờ trình 03: Kế hoạch sản xuất kinh doanh 2025;/ Submission 03: Production and business plan 2025,*
12. *Tờ trình 04: Thù lao Hội đồng quản trị và Ban kiểm soát ;/ Report 04: Remuneration of the Board of Directors and the Supervisory Board;*
13. *Tờ trình 05: Lựa chọn đơn vị kiểm toán năm 2025;/ Report 05: Selection of audit unit in 2025;*
14. *Tờ trình 06: Kiện toàn và bầu bổ sung thành viên Hội đồng quản trị độc lập và Kiểm soát viên nhiệm kỳ 2021-2026;/ Report 06: Consolidation and*



*election of additional members of the Independent Board of Directors and
Controllers for the term 2021-2026;*

15. Mẫu phiếu Biểu quyết;/ *Voting form form;*

16. Dự thảo Biên bản họp ĐHĐCĐ;/ *Draft Minutes of the General Meeting
of Shareholders;*

17. Dự thảo nghị quyết ĐHĐCĐ./ *Draft resolution of the General Meeting
of Shareholders.*

(Có các Tài liệu nêu trên kèm theo)

(The above-mentioned documents are attached)

Điều 2. Nghị quyết này có hiệu lực từ ngày ký./ **Article 2.** *This Resolution
takes effect from the date of signing.*

Thành viên Hội đồng quản trị, Tổng giám đốc Công ty Cổ phần Công nghiệp
Cao su Miền Nam và các đơn vị, cá nhân có liên quan chịu trách nhiệm thực hiện Nghị
quyết này././ *Members of the Board of Directors, General Director of Southern Rubber
Industry Joint Stock Company and relevant units and individuals shall be responsible for
the implementation of this Resolution./.*

() Nơi nhận:*

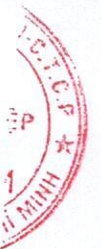
- Như điều 2; *As in Article 2;*
- Ban TGD; *Board of Directors;*
- Lưu: VT, HĐQT, BKS/

*Save: Clerical assistant; Board of director;
supervisory board*

**TM. HỘI ĐỒNG QUẢN TRỊ
CHỦ TỊCH
ON BEHALF OF THE BOARD
PRESIDENT**



Bùi Văn Thắng



DOCUMENT LIST
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
(CSM)

1. Invitation letter;
2. Registration form for attending the meeting or proxy;
3. Curriculum vitae form for independent Board of Directors and Board of Supervisors candidates;
4. Drafted of the agenda for the AGM;
5. Drafted of the working regulation;
6. Drafted of the Board of Directors Report;
7. Drafted of the Executive Board Report;
8. Drafted of the Board of Supervisors Report;
9. Proposal 01: Audited financial statements for 2024;
10. Proposal 02: Business performance results and profit distribution for 2024;
11. Proposal 03: Business plan for 2025;
12. Proposal 04: Remuneration for the Board of Directors and the Board of Supervisors;
13. Proposal 05: Selection of the audit firm for 2025;
14. Proposal 06: Consolidation and additional election of members of the Board of Directors and the Supervisor for the 2021-2026 tenure;
15. Voting form
16. Drafted of the AGM 2025's Meeting Minutes;
17. Drafted of the AGM 2025's Resolution.



SOUTHERN RUBBER INDUSTRY CORPORATION

180 Nguyen Thi Minh Khai, Vo Thi Sau Ward, District 3, HCM

Business Registration Certificate: No 0300419930

Phone: (028)38 362 369

Website: <http://www.casumina.com>

INVITATION

ATTENDING THE ANNUAL GENERAL MEETING

SHAREHOLDERS 2025 (AGM 2025)

To: ESTEEMED SHAREHOLDERS OF SOUTHERN RUBBER INDUSTRY CORPORATION

Cc: STATE SECURITIES COMMISSION HO CHI MINH STOCK EXCHANGE

Based on the Charter of organization and operation of Southern Rubber Industry Corporation, the Board of Directors respectfully invites Valued Shareholders to attend the Annual General Meeting of Shareholders (AGM) for the year 2025 as follows:

- 1. Meeting time:** 8:00 AM, Friday, April 18th, 2024
- 2. Meeting venue:** 146 Nguyen Bieu, Ward 2, District 5, Ho Chi Minh City
- 3. Agenda of the Meeting:**

The AGM 2025 agenda documents are posted on the website: <http://www.casumina.com> from March 28th, 2025, and printed copies will be sent to Valued Shareholders when attending the meeting.

4. Meeting registration:

To prepare the facilities for welcoming delegates, Valued Shareholders are kindly requested to register for the meeting at Southern Rubber Industry Joint Stock Company or send the meeting registration form to the address below before April 18th, 2025..

5. Proxy for meeting attendance:

If Valued Shareholders authorize others to attend the AGM 2025, please fill out the Power of Attorney “form” to attend the Meeting or other forms according to civil law regulations and send the Power of Attorney “form” (signed) to the address in section 2, before April 18th, 2025 or present it when the Authorized person attends the Meeting.

(Note: The Power of Attorney “form” must clearly state the name of the individual or organization authorized and the number of shares authorized. The Power of Attorney “form” must be the original,

with wet signature. In case of authorizing from a shareholder who is an organization, the Power of Attorney “form” must have the seal of the authorizing organization.)

6. Address for sending documents and contact for support:

Southern Rubber Industry Corporation

Address: 146 Nguyen Bieu, Ward 2, District 5, HCM City

Phone: (028)38 362 369 – Fax: (028)38 362 376

Contact: Mr. Vu Quoc Anh – Position: Chief Accountant. Phone: 0934566879

7. Shareholders or authorized person attending the AGM 2025 are kindly requested to bring the following documents:

- Meeting invitation and Power of Attorney “*form*” (any if);
- ID card/Citizen ID card/Passport or a valid copy of the Business Registration Certificate of the organization

We are honored to welcome Valued Shareholders at the Annual General Meeting of Shareholders 2025.

Sincerely!

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

(Signed)

MR. BUI VAN THANG

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

POWER OF ATTORNEY
ATTENDING ANNUAL GENERAL MEETING
SHAREHOLDERS 2025 (AGM 2025)

To: Southern Rubber Industry Corporation

Shareholder name:.....
Legal representative (for organizations):
ID/Passport/Business Registration Certificate No.:.....issued on .../.../..... at.....
Address:**Phone:**
Total number of shares represented or owned: shares.

(Shareholders choose one of the two options below, mark the appropriate box)

- 1. REGISTER TO ATTEND** ☐
2. AUTHORIZE TO ☐

Name of individual/organization:
ID/Passport/Business Registration Certificate No.:.....issued on .../.../..... at.....
Address :
Phone: **Email :**
Number of shares authorized: ☐ All owned shares
☐ Other.....

OR

In case the shareholder cannot attend and cannot authorize another person, the shareholder can authorize a member of the Board of Directors of the company according to the list below:

No	Full name	Position	Mark selection	Number of shares authorized
1	Mr. Bui Van Thang	Chairman of Board of Director		
2	Mr. Nguyen Dinh Khoat	Member of Board of Director		
3	Mr. Nguyen Van Hien	Member of Board of Director		
4	Mr Dao Van Duc	Member of Board of Director		
5	Mr Nguyen Manh Thai	Independent member of Board of Director		

(Note: Please mark (X) next to the name of the member that the shareholder chooses to authorize, only authorize one person for all owned shares; in case of authorizing multiple people, please specify the number of shares authorized for each member)

Authorization content:

The authorized person is authorized to represent the authorizing person to attend the annual general meeting of shareholders in 2025 of Southern Rubber Industry Joint Stock Company held on April 18th, 2025, and represent the authorizing person to vote on valid contents in the meeting agenda as the representative of the authorized shares mentioned above.

The authorizing person is fully responsible for this authorization and commits to strictly comply with current legal regulations.

Note:

The authorization must comply with relevant civil law regulations, company charter.

The authorized person must bring ID/Passport and power of attorney when attending the annual general meeting of shareholders in 2025. The authorized person is not allowed to re-authorize to any third party.

If the authorizing person is an organization, it must have the signature of the legal representative and the seal of the organization.

This power of attorney này is only valid when it is a live-signed authorization letter by both parties, for authorization from shareholders who are organizations, it needs to have the seal of the authorizing organization. The power of attorney will expire when the AGM 2025 of Southern Rubber Industry Corporation ends.

Ho Chi Minh City,,2025

AUTHORIZED PERSON

(Signature and full name)

AUTHORIZING PERSON

(Signature and full name)



CASUMINA
BẠN ĐƯỜNG TIN CẬY

SOUTHERN RUBBER INDUSTRY CORPORATION
180 Nguyen Thi Minh Khai, Vo Thi Sau Ward, District 3, HCM
Business Registration Certificate No: 0300419930
Phone: (028)38 362 369
Website: <http://www.casumina.com>

PROGRAM

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

(Start at 08:00, April 18th, 2025)

Time	Content
08:00 – 08:30	Guest reception and verification of delegate and shareholder status: <ul style="list-style-type: none">• Welcoming delegates and shareholders;• Checking delegate status, issuing voting cards, voting ballots, and meeting documents.
08:30 – 09:10	Opening of the General Meeting: <ul style="list-style-type: none">• Report on the verification of delegates attending the General Meeting;• Declaration of reasons, introduction of the Chairperson, and the Secretariat;• Approval of the working regulations;• The Chairperson introduces and approves the list of the Presidium, the Delegate Status Verification Committee, and the Voting Committee;• Approval of the General Meeting program.
09:10 – 09:40	The Board of Directors, the General Director, and the Supervisory Board present the following contents: <ul style="list-style-type: none">• Report on the activities of the Board of Directors in 2024 and the direction of activities in 2025;• Report on the activities of the Supervisory Board in 2024;• Report of the General Director on the business results in 2024 and the direction of activities in 2025.

Time	Content
09:40 – 10:00	Proposal of the General Meeting documents: <ul style="list-style-type: none"> • Proposal of the audited financial statements for 2024; • Proposal for the business results in 2024 and profit distribution in 2024; • Proposal for the business plan for 2025; • Proposal for the remuneration for the Board of Directors and the Supervisory Board; • Proposal for the selection of the auditing company for the financial statements in 2025; • Proposal for the consolidation and additional election of Independent members of the Board of Directors and Supervisor for the 2021-2026 tenure; • Other contents (if any).
10:00 – 10:30	General Meeting discussion, voting on each issue
10:30 – 11:00	Break tea – voting ballot counting
11:00 – 11:30	Announcement of voting results
11:30 – 12:00	<p>The Secretariat reads the draft minutes of the meeting and the General Meeting resolution;</p> <p>The General Meeting votes to approve the minutes of the meeting and the General Meeting resolution.</p>
12:00	Declaration of the closing of the General Meeting.

SOUTHERN RUBBER INDUSTRY CORPORATION

180 Nguyen Thi Minh Khai, Vo Thi Sau Ward, District 3, HCM

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DOCUMENT

**THE ANNUAL GENERAL MEETING
SHAREHOLDERS 2025**



APRIL, 2025



SOUTHERN RUBBER INDUSTRY CORPORATION
180 Nguyen Thi Minh Khai, Vo Thi Sau Ward, District 3, HCM
Business Registration Certificate: No 0300419930
Phone: (028)38 362 369
Website: <http://www.casumina.com>

WORKING STATUTE

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

DRAFT

Based on:

- *Enterprise Law No. 59/2020/QH14, approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *Securities Law No. 54/2019/QH14, approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Decree No. 155/2020/ND-CP providing detailed regulations on the implementation of certain provisions of the Securities Law, issued on December 31, 2020;*
- *Charter of organization and operation of Southern Rubber Industry Corporation;*
- *Internal regulations on governance of Southern Rubber Industry Corporation.*

To ensure the success of the 2025 Annual General Assembly of Shareholders of Southern Rubber Industry Corporation, the Board of Directors has established the working regulations, principles of conduct, and voting procedures for the Assembly, for approval by Annual General Meeting of Shareholders as follows:

1. PURPOSE

- Ensure that the procedures, principles of conduct, and voting at the Annual General Assembly of Shareholders of Southern Rubber Industry Corporation are conducted in compliance with regulations and achieve success.
- The resolutions of Annual General Meeting of Shareholders reflect the unified will of the Assembly, meeting the aspirations and rights of shareholders while adhering to the law.

2. SUBJECTS AND SCOPE

- Subjects: All shareholders, representatives (authorized persons), and guests attending the Annual General Meeting of Shareholders of Southern Rubber Industry Corporation must comply with the provisions of this Regulation, the Company's Charter, and current legal regulations.
- Scope of Application: This Regulation is applicable for organizing the Annual General Meeting

of Shareholders in 2025 of Southern Rubber Industry Corporation.

3. EXPLANATION OF TERMS/ABBREVIATIONS

- Company : Southern Rubber Industry Corporation
- BOD : Board of Directors
- BOS : Board of Supervisors
- Supervisor : Member of Board of Supervisors
- OC : Organizing Committee
- AGM : General Meeting of Shareholders
- Delegate : Shareholders, Representatives (Authorized Representatives)
- GMS : General Meeting of Shareholders (Meeting/Event)

4. STATUE CONTENT

4.1 Conditions for Convening the Annual General Meeting of Shareholders:

- Annual General Meeting of Shareholders shall be convened when delegates attending the meeting represent more than 50% of the total voting shares.
- If the first meeting does not meet the conditions for convening as stipulated in Clause 1, Article 19 of the Company's Charter, a notice for the second meeting must be sent within 30 days from the planned date of the first meeting. The second meeting of Annual General Meeting of Shareholders shall be convened when shareholders attending the meeting represent at least 33% of the total voting shares.
- If the second meeting does not meet the conditions for convening as stipulated in Clause 2, Article 19 of the Company's Charter, a notice for the third meeting must be sent within 20 days from the planned date of the second meeting. The third meeting of Annual General Meeting of Shareholders shall be convened regardless of the total voting shares represented by shareholders attending.

4.2 Conditions for Shareholder Participation in the Assembly:

- Shareholders with voting rights, as listed as of March 25, 2024, are entitled to attend the General Assembly of Shareholders. They may attend directly or authorize representatives to attend on their behalf. In cases where more than one representative is authorized in accordance with legal provisions, the number of shares allocated to each representative must be specified.

4.3 Guests at the Assembly:

- Guests at the Assembly include the Company's management personnel, invited guests, and members of the Organizing Committee who are not shareholders of the Company but are invited to participate.
- Guests do not participate in discussions at the Assembly (except in cases where invited by the Assembly's Chairperson or registered in advance with the Organizing Committee and approved by the Chairperson).

4.4 Delegates attending the Assembly must comply with the following regulations:

- Be punctual, wear appropriate and formal attire, comply with security checks (if any), and bring identification documents, etc., as requested by the Organizing Committee.
- Receive documents and materials for the Assembly at the reception area outside the Assembly hall.

- Shareholders arriving late have the right to register immediately and subsequently participate and vote in the Assembly. The Chairperson is not responsible for pausing the Assembly to allow latecomers to register; voting results for matters already decided before their arrival will remain unaffected.
- Keep phones on silent or vibrating mode, or turn them off. If necessary, make calls outside the Assembly room.
- Do not smoke and maintain order within the Assembly hall.
- Adhere to the regulations of the Organizing Committee and the instructions of the Chairperson presiding over the Assembly.
- In cases where delegates fail to comply with security checks or the measures and regulations outlined above, the Chairperson may, after careful consideration, refuse or expel the delegate from the Assembly venue to ensure that the Assembly proceeds smoothly according to the planned agenda.

4.5 Chairperson and Chairperson Delegation

- The Chairperson Delegation consists of the Chairperson and Members:
- The Chairperson of the Board of Directors (BOD) serves as the Chairperson or delegates another BOD member to preside over Annual General Meeting of Shareholders convened by the BOD.
- In case the Chairperson is absent or temporarily incapacitated, the remaining BOD members will elect one among themselves to preside over the meeting based on the majority principle. If no Chairperson is elected, the Head of the Supervisory Board (SB) will conduct proceedings for the General Assembly to elect a meeting Chairperson from among the attendees, and the person with the highest votes will preside over the meeting.
- In other cases, the person signing the meeting invitation for Annual General Meeting of Shareholders will conduct proceedings for the Assembly to elect a Chairperson, and the person with the highest votes will be appointed as the Chairperson.
- The Chairperson is empowered to implement necessary measures to conduct the meeting in a rational, orderly manner, in accordance with the approved agenda and reflecting the majority's expectations among attendees.
- The Chairperson may postpone the General Assembly of Shareholders, provided the required number of registered attendees is present, for no more than three working days from the initially scheduled opening date. The Chairperson may only postpone the meeting or change its venue under the provisions of Clause 8, Article 146 of the Enterprise Law.:
 - Conduct the activities of Annual General Meeting of Shareholders in accordance with the agenda proposed by the Board of Directors (BOD) and approved by the General Assembly of Shareholders.
 - Guide delegates and the Assembly in discussing the contents listed in the agenda.
 - Present drafts and conclusions on necessary matters for voting by the Assembly.
 - Address issues raised by the Assembly upon request.
 - Resolve any arising issues throughout the course of the Assembly.
- Working Principles of the Chairperson Delegation: The Chairperson Delegation operates based on collective principles, democratic centralism, and decision-making by majority vote.

4.6 Secretary of the Assembly

- The Chairperson appoints one or several individuals as meeting Secretaries.
- Duties and Responsibilities:
 - Accurately and honestly record the content of the Assembly;
 - Receive speech registration forms from delegates;

- Prepare the meeting minutes and draft the resolution of the General Assembly of Shareholders;
- Assist the Chairperson in disclosing information related to Annual General Meeting of Shareholders and notifying shareholders in compliance with legal regulations and the Company's Charter;
- Perform other tasks as requested by the Chairperson.

4.7 Vote Counting Committee

- Annual General Meeting of Shareholder selects one or several individuals to the Vote Counting Committee upon the recommendation of the Chairperson. Candidates running for election or nomination (during the election process) are not eligible to participate in the Vote Counting Committee.
- Duties of the Vote Counting Committee:
 - Disseminate principles, rules, and provide guidance on the voting procedures.
 - Review and report to the Assembly any violations of voting rules or complaints regarding voting results.
 - Inspect and record voting ballots, prepare the vote counting minutes, announce the results, and deliver the minutes to the Chairperson.

4.8 Delegate Eligibility Verification Committee

- The Delegate Eligibility Verification Committee consists of 2 members, including 1 Head and 1 member, introduced to the Assembly by the Chairperson.
- Duties of the Delegate Eligibility Verification Committee:
 - Verify the eligibility and status of shareholders and shareholder representatives attending the meeting.
 - The Head of the Delegate Eligibility Verification Committee reports to Annual General Meeting of Shareholders on the status of shareholders attending the meeting. If the meeting meets the requirement of having shareholders and authorized representatives representing more than 50% of the total voting shares, Annual General Meeting of Shareholders of the Company shall proceed.

4.9 Speeches at the Assembly

- Delegates attending the Assembly who wish to speak must obtain the approval of the Chairperson. Delegates should speak briefly and focus on the key topics relevant to the agenda approved by the Assembly or submit their opinions in writing to the Secretary for consolidation and reporting to the Chairperson.
- The Chairperson will arrange for delegates to speak in the order of registration and address shareholders' questions during the Assembly or record them for subsequent written responses.

4.10 Voting on issues at the Assembly

4.10.1 Principles

- All issues in the agenda and content of the Assembly must be openly discussed and voted on by the General Assembly of Shareholders.

- Voting cards and ballots are printed, stamped by the Company, and directly handed to delegates at the Assembly (along with the Assembly documents). Voting cards and ballots clearly indicate the delegate's code, full name, number of owned shares, and the proxy voting rights of that delegate. The Chairperson proposes voting methods for each issue in the agenda for approval by the Assembly.
- Voting methods are as follows:
 - Voting by raising Voting Cards: This method is used to approve issues such as the Assembly agenda; the Working Regulations of the Assembly; the personnel of the Chairperson Delegation; the personnel of the Vote Counting Committee; the meeting minutes; the Assembly Resolutions; and other matters within the Assembly (if any).
 - Voting by filling out Ballots: This method is used to approve issues such as: The 2024 Board of Directors' Report and the 2025 operational directions; The 2024 Supervisory Board's Report; The 2024 production and business performance summary and the 2025 operational plan; The 2024 audited financial statements; Approval of the contents of proposals at the Assembly.

4.10.2 Voting methods

- Delegates shall vote on whether to "Agree," "Disagree," or have "No opinion" regarding an issue raised at the Assembly by either raising their Voting Cards or marking their choice on the Voting Ballots according to the provisions of Section 4.10.1.
- When voting by raising Voting Cards, the front of the Voting Card must be raised visibly toward the Chairperson Delegation. If a delegate does not raise their Voting Card in all three rounds of voting (Agree, Disagree, or No Opinion) on a particular issue, it is considered an agreement to that issue. If a delegate raises their Voting Card more than once during voting (Agree, Disagree, or No Opinion) on an issue, the vote is considered invalid. Under this voting method, members of the Delegate Eligibility Verification Committee/Vote Counting Committee mark the delegate's code and the corresponding voting shares for each shareholder as Agree, Disagree, No Opinion, or Invalid.
- When voting by filling out Voting Ballots, for each item, the delegate selects one of three options: "Agree," "Disagree," or "No Opinion," which are pre-printed on the ballot by marking "X" or "✓" in the chosen box. After completing all the contents that require voting at the Assembly, the delegate submits the completed ballot to the sealed ballot box at the Assembly as instructed by the Vote Counting Committee. The ballot must include the delegate's signature and clearly state their full name.

4.10.3 Validity of Voting Ballots

- **A valid voting** ballot must be a pre-printed ballot issued by the Organizing Committee of the Assembly, bearing the Company's red seal. It must not contain erasures, corrections, tears, or damage, and no additional content beyond what is specified for the ballot. Additionally, it must include the delegate's signature, and below the signature, the delegate's full name handwritten.

On the voting ballot, the voting content (Reports, Proposals) is considered valid when the delegate marks one (1) of the three (3) voting options.

- **Invalid voting ballot:**
 - Adding additional content to the voting ballot;
 - Voting ballots that do not conform to the pre-printed template issued by the Organizing Committee, ballots without the Company's red seal, or ballots that have been erased, altered, or contain additional content beyond what is specified for the voting ballot, as well as ballots without a signature or without the delegate's full name. In such cases, all voting contents on the ballot are deemed invalid.

4.10.4 Voting Rules

- Each ordinary share corresponds to one voting right. Each delegate attending the Assembly, representing one or multiple voting rights, will be provided with Voting Cards and Voting Ballots.
- As of the shareholder list closing date (.../April/2025), the total number of shares of the Company is: shares, equivalent to voting rights.
- **Issues requiring voting at the Assembly will only be approved if shareholders who own more than 50% of the total voting rights of all attending shareholders vote in favor. However, for certain cases stipulated in Clause 1, Article 21 of the Company Charter, approval requires agreement from at least 65% of the total voting rights of all attending shareholders.**
- Notes:
- Shareholders or authorized representatives with related interests are not entitled to vote on contracts and transactions valued at 35% or more of the total assets of the Company as stated in the latest financial report. Such contracts or transactions can only be approved if shareholders or authorized representatives owning at least 65% of the remaining voting rights agree (as per Clause 4, Article 167 of the 2020 Enterprise Law).
- Shareholders or authorized representatives of shareholders owning 51% or more of the total shares with voting rights, or their related parties, are not entitled to vote on contracts and transactions valued at more than 10% of the total assets of the Company as stated in the latest financial report if such contracts or transactions occur between the Company and that shareholder (as per Point b, Clause 3, and Clause 4, Article 167 of the 2020 Enterprise Law).

4.10.5 Recording Voting Results

- At the Assembly, Annual General Meeting of Shareholders will approve the Vote Counting Committee.
- The Vote Counting Committee is tasked with collecting voting ballots.
- The committee will review the number of votes for “Agree,” “Disagree,” and “No Opinion” for each agenda item and is responsible for recording, compiling, and reporting the voting results at the General Assembly of Shareholders.

4.11 Minutes and Resolutions of the General Assembly of Shareholders' Meeting

The meeting minutes and the Resolution of Annual General Meeting of Shareholders must be read and approved before the Assembly is adjourned.

5. Implementation

- All delegates, representatives, and guests attending the Assembly are responsible for fully complying with the provisions outlined in this Regulation, the Company's current rules, management regulations, and relevant legal provisions.
- The person convening Annual General Meeting of Shareholders has the right to:
 - Require all attendees to undergo security checks or other measures;
 - Request authorized agencies to maintain order during the meeting and expel individuals who do not comply with the authority of the Chairperson, deliberately disrupt order, hinder the normal progress of the meeting, or fail to comply with security check requirements from the General Assembly of Shareholders.

- Matters not specifically detailed in this regulation shall uniformly comply with the provisions of the Company's Charter, the 2020 Enterprise Law, and the current legal documents of the State.

This regulation takes effect immediately after being approved by Annual General Meeting of Shareholders of the Company.

Recipients:

- Annual General Meeting of Shareholders(GAS);
- Members of the Board of Directors (BOD), Management Board, and Supervisory Board (SB);
- For filing: Office Records, Secretary.

**ON BEHALF OF THE BOARD
OF DIRECTORS**

(Signed)

MR.BUI VAN THANG

SOUTHERN RUBBER INDUSTRY CORPORATION

180 Nguyen Thi Minh Khai, Vo Thi Sau Ward, District 3, HCM

Business Registration Certificate: No 0300419930

Phone: (028)38 362 369

Website: <http://www.casumina.com>

REPORT

HOẠT ĐỘNG CỦA HỘI ĐỒNG QUẢN TRỊ NĂM 2024 & PHƯƠNG HƯỚNG HOẠT ĐỘNG NĂM 2025



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THÁNG 04/2025

The Board of Directors of Southern Rubber Industry Corporation (Casumina Corporation) consists of 05 members including:

- Mr. Bui Van Thang – Chairman of the Board of Directors
- Mr. Nguyen Dinh Khoat - General Director, Member of the Board of Directors
- Mr. Nguyen Van Hien - Deputy General Director, Member of the Board of Director
- Mr. Dao Van Duc - Member of the Board of Directors
- Mr. Nguyen Manh Thai - Independent Member of the Board of Directors

Based on the Charter of organization and operation of Casumina Corporation and relevant legal regulations, the Board of Directors respectfully reports to the General Meeting of Shareholders on the results of the Board of Directors' governance in 2024 and the direction of activities in 2025 as follows:

1. General Context

In 2024, Casumina Company faced significant changes in its senior management; this was an extremely difficult period for the company. However, through all efforts, determination, and above all, the unity of the leadership team and all employees, the company has consolidated its senior management, the Executive Board, and continued to move forward steadily; stabilizing the domestic market, maintaining the export market, and taking positive steps to ensure stable capacity for the Radial tire product line (including TBR and PCR).

2. Evaluation of the Board of Directors on the company's activities

- Overall, the Board of Directors has performed well in implementing the plans, policies, and strategic directions set by the General Meeting of Shareholders based on compliance with legal regulations and the Company's Charter.
- The Board of Directors has complied with corporate governance regulations, convened meetings to promptly direct and issued decisions appropriate to the actual situation.
- The members of the Board of Directors proactively recognize their roles and responsibilities in supporting the Executive Board to early identify issues, helping the company maintain sustainability and stability in operations while balancing the interests of the company and shareholders.
- In general, in 2024, despite many difficulties due to significant changes in the Executive Board and the Board of Directors, with high responsibility, unity, cooperation, and honest and careful execution of tasks, the Board of Directors has implemented decisive solutions in supervising and directing the Executive Board to implement the resolutions of the General Meeting of Shareholders and the Board of Directors.

II. ACTIVITIES OF BOARD OF DIRECTORS IN 2024

1. Meetings of the Board of Directors

In 2024, the company's Board of Directors held 52 meetings to approve decisions related to the company's business activities and oversee the Executive Board in implementing the resolutions of the Board of Directors and the General Meeting of Shareholders

2. Resolutions and Decisions of the Board of Directors

Throughout the year, the Board of Directors issued 29 resolutions and 22 decisions concerning the management of production and business activities, dividend payments, and

other matters. The resolutions and decisions of the Board of Directors were unanimously agreed upon by the members and adhered to the company's charter.

(*) Resolutions:

No.	Resolution No.-BoD	Date	Content	Approval Rate
1	01/2024	18/01/2024	Approved the 2024 production and business plan and Q1/2024 plan.	100%
			Some operational management work of the company.	100%
2	02/2024	22/01/2024	Approved the 2024 major repair plan and investment construction plan.	100%
3	03/2024	31/01/2024	Approved the feasibility study report for the project "Additional investment in semi-steel tire production equipment increasing capacity by 300,000 tires/year."	100%
			Approved the technical economic report for the item "Air pump for tightening motorcycle tubes (Quantity: 02 units)."	100%
			Approved the technical economic report for the item "Vacuum pump for motorcycle tubes (Quantity: 03 units)."	100%
			Approved amendments to the Financial Regulations.	100%
			Approved amendments to the Internal Spending Regulations.	100%
4	04/2024	08/03/2024	Last registration date for exercising the rights to attend the Annual General Meeting of Shareholders in 2024.	100%
5	05/2024	27/03/2024	Approved the company's salary fund implementation for 2023.	100%
6	06/2024	28/03/2024	Approved the contents, meeting program, and documents presented to the Annual General Meeting of Shareholders in 2024.	100%
7	07/2024	01/04/2024	Approved staff rotation at Binh Duong Production Unit.	100%
8	08/2024	05/04/2024	Approved Q2/2024 production and business results.	100%
			Approved contractor selection plan for the project "Additional investment in semi-steel tire production equipment increasing capacity by 300,000 tires/year."	100%

			Approved contractor selection plan for the item “Air pump for tightening motorcycle tubes (Quantity: 02 units).”	100%
			Approved contractor selection plan for the item “Vacuum pump for motorcycle tubes (Quantity: 03 units).”	100%
			Approved the technical economic report for the item “Screw air compressor 350HP (Quantity: 01 unit).”	100%
			Approved Inventory Management Regulations.	100%
			Approved credit limit totaling VND 1,100 billion (including medium- and long-term borrowing limit: VND 100 billion for expanding and increasing PCR tire production capacity) at Vietnam Joint Stock Commercial Bank for Foreign Trade – Ho Chi Minh City Branch.	100%
9	09/2024	23/04/2024	Nghị quyết Đại hội cổ đông thường niên	100%
10	10/2024	17/05/2024	Thông nhất chủ trương việc bổ nhiệm Phó Tổng giám đốc phụ trách Sản xuất đầu tư Công ty	100%
11	11/2024	17/05/2024	Thông nhất chủ trương việc bổ nhiệm Phó Tổng giám đốc phụ trách Chất lượng Công ty	100%
12	12/2024	23/05/2024	Thông nhất ban hành kèm theo Nghị quyết “Kế hoạch thực hiện quy trình Bổ nhiệm Phó Tổng giám đốc Công ty Cổ phần Công nghiệp Cao su Miền Nam”,	100%
13	13/2024	31/05/2024	Thông nhất để Người đại diện báo cáo, xin ý kiến Tập đoàn Hóa chất Việt Nam về việc thôi giao Ông Phạm Hồng Phú thực hiện chức trách, nhiệm vụ của Tổng giám đốc công ty	100%
			Thông nhất để Người đại diện báo cáo, xin ý kiến Tập đoàn Hóa chất Việt Nam về việc miễn nhiệm chức danh Phó Tổng giám đốc công ty đối với ông Nguyễn Minh Thiện	100%

			Thông nhất để Người đại diện báo cáo Tập đoàn, các đơn vị, cá nhân có liên quan để tổ chức Đại hội cổ đông bất thường theo đúng quy định nhằm kiện toàn nhân sự Hội đồng quản trị; Ban điều hành	100%
			Ghi nhận nội dung báo cáo về tình hình sản xuất kinh doanh tới ngày 31 tháng 5 năm 2024	100%
14	14/2024	12/06/2024	Thông nhất tổ chức cuộc họp Tập thể lãnh đạo để thực hiện quy trình thôi giao ông Phạm Hồng Phú thực hiện chức trách, nhiệm vụ của Tổng giám đốc Công ty	100%
			Thông nhất tổ chức cuộc họp Tập thể lãnh đạo để thực hiện quy trình miễn nhiệm chức danh Phó tổng giám đốc Công ty đối với ông Nguyễn Minh Thiện	100%
			Thông nhất và chấp thuận bổ nhiệm có thời hạn Ông Nguyễn Văn Hiền giữ chức vụ Phó tổng giám đốc Công ty	100%
			Thông nhất và chấp thuận bổ nhiệm có thời hạn Ông Nguyễn Ánh giữ chức vụ Phó tổng giám đốc Công ty	100%
			Thông nhất tổ chức cuộc họp Tập thể lãnh đạo để lựa chọn 01 đồng chí Phó tổng giám đốc Công ty có đủ tiêu chuẩn, điều kiện để giao thực hiện chức trách, nhiệm vụ của Tổng giám đốc Công ty	100%
15	15/2024	12/06/2024	Thông nhất tổ chức Đại hội đồng cổ đông bất thường trước ngày 29 tháng 7 năm 2024 để kiện toàn nhân sự thành viên Hội đồng quản trị Công ty	100%
16	16/2024	14/06/2024	Thông nhất ủy quyền cho ông Bùi Văn Thắng thay mặt Hội đồng quản trị ký các văn bản liên quan đến việc thay đổi Giấy phép đăng ký kinh doanh	100%
			Thông nhất giao Ông Nguyễn Văn Hiền- Phó tổng giám đốc, giao thực hiện chức trách nhiệm vụ Tổng giám đốc Công ty, tổ chức thực hiện các công tác liên quan đến các hoạt động SXKD của Công ty	100%

17	17/2024	24/06/2024	Thông nhất miễn nhiệm chức danh Tổng giám đốc, Người đại diện pháp luật Công ty đối với ông Phạm Hồng Phú kể từ ngày 24 tháng 6 năm 2024	100%
			Thông nhất bổ nhiệm ông Nguyễn Văn Hiền- Phó tổng giám đốc, giao thực hiện chức trách nhiệm vụ Tổng giám đốc là Người đại diện pháp luật của Công ty kể từ ngày 24 tháng 6 năm 2024.	100%
18	18/2024	25/06/2024	Thông nhất lấy ý kiến biểu quyết tại Đại hội cổ đông bất thường v/v miễn nhiệm chức danh Thành viên Hội đồng quản trị đối với ông Phạm Hồng Phú và ông Nguyễn Minh Thiện	100%
			Thông nhất để Người đại diện báo cáo Tập đoàn Hóa chất Việt Nam v/v bầu bổ sung 02 thành viên Hội đồng quản trị	100%
			Thông nhất để Người đại diện báo cáo Tập đoàn Hóa chất Việt Nam v/v Kiến toàn nhân sự Ban Tổng giám đốc	100%
			Thông qua nội dung về Công tác nhân sự tại Phòng Kế hoạch-Đầu tư-Cơ năng Công ty và Xí nghiệp Lốp Radial Công ty	100%
			Thông nhất để Người đại diện báo cáo Tập đoàn Hóa chất Việt Nam v/v Sửa điều 3 trong Điều lệ tổ chức và hoạt động của Công ty	100%
			Thông nhất không chấp thuận vì không thuộc thẩm quyền của HĐQT về nội dung gia hạn thêm 15 ngày (tới ngày 10 tháng 7 năm 2024) đối với gói thầu “Cung cấp và hướng dẫn lắp đặt máy lưu hóa 51-inch, SL: 08 bộ máy” thuộc Dự án “Đầu tư bổ sung thiết bị sản xuất lốp bán thép, tăng thêm công suất 300.000 lốp/năm”	100%
			Thông nhất chọn Công ty TNHH Dịch vụ tư vấn tài chính kế toán & kiểm toán phía Nam (AASCS) là đơn vị kiểm toán báo cáo tài chính soát xét 6 tháng và cả năm 2024 của Công ty	100%

			Ghi nhận và thống nhất để Người đại diện có báo cáo trình Tập đoàn V/v Rà soát kế hoạch thực hiện kế hoạch SXKD 2024, xây dựng kế hoạch SXKD, ĐTXD năm 2025 (lần 1)	100%
19	19/2024	27/06/2024	Thống nhất bổ nhiệm ông Bùi Văn Thắng- Chủ tịch Hội đồng quản trị Công ty là Người đại diện theo Pháp luật của Công ty, kể từ ngày 27/6/2024.	100%
			Hội đồng quản trị thống nhất nội dung việc Ông Bùi Văn Thắng sẽ Ủy quyền toàn bộ cho ông Nguyễn Văn Hiền – Phó tổng giám đốc phụ trách trực tiếp điều hành công ty thực hiện đầy đủ các quyền và nghĩa vụ phát sinh của người đại diện pháp luật.	100%
			Thống nhất đề nghị Ban kiểm soát Tổ chức xây dựng, triển khai thực hiện việc giám sát, kiểm tra, thẩm định, kiến nghị việc tuân thủ đúng các Quy chế, Quy định của Nhà nước, của Tập đoàn và của Công ty, trong quá trình tổ chức, thực hiện việc điều hành tất cả các hoạt động SXKD của công ty trong phạm vi của người được ủy quyền	100%
			Thống nhất không chấp thuận vì không thuộc thẩm quyền của HĐQT về nội dung gia hạn thêm 15 ngày (tới ngày 11 tháng 7 năm 2024) đối với gói thầu “Cung cấp và hướng dẫn lắp đặt máy thành hình 2 giai đoạn, SL:02 bộ máy” thuộc Dự án “Đầu tư bổ sung thiết bị sản xuất lớp bán thép, tăng thêm công suất 300.000 lớp/năm”	100%
20	20/2024	29/06/2024	Thông qua việc cấp tín dụng và biện pháp bảo đảm tại Ngân hàng TMCP Ngoại thương Việt Nam – Chi nhánh TPHCM	100%
21	21/2024	05/7/2024	Thông qua nội dung, chương trình và các tài liệu trình ĐHCĐ bất thường năm 2024	100%
22	22/2024	26/7/2024	Nghị quyết ĐHCĐ bất thường	100%

23	23/2024	02/8/2024	Thông qua Quy chế hoạt động của đội PCCC cơ sở	100%
24	24/2024	09/8/2024	Thông qua việc cấp tín dụng và biện pháp bảo đảm tại Ngân hàng TMCP Ngoại thương Việt Nam – Chi nhánh TPHCM	100%
25	25/2024	09/8/2024	Thông qua việc cấp tín dụng và biện pháp bảo đảm tại Ngân hàng TMCP Ngoại thương Việt Nam – Chi nhánh TPHCM	100%
26	26/2024	30/8/2024	Thông qua kế hoạch thực hiện chi trả cổ tức 2023	100%
27	27/2024	22/9/2024	Nhất trí chủ trương điều động, bổ nhiệm nhân sự giữ chức vụ Tổng giám đốc Công ty, nhân sự là ông Nguyễn Đình Khoát-Trưởng ban Đầu tư Xây dựng Tập đoàn Hóa chất Việt Nam	100%
28	28/2024	18/11/2024	Hội đồng quản trị thống nhất thông qua Kế hoạch lựa chọn nhà thầu hạng mục Máy nén khí trục vít 350HP (SL: 01 bộ) theo Tờ trình số 547/ TTr- KHĐTCN ngày 07 tháng 11 năm 2024 của Phó Tổng giám đốc (PTGD) phụ trách	100%
			Hội đồng quản trị thống nhất thông qua việc Điều chỉnh thời gian thực hiện gói thầu cho hạng mục Máy bơm xiết ti sấm xe máy (SL: 02 bộ) theo Tờ trình số 548/ TTr- KHĐTCN ngày 07 tháng 11 năm 2024 của PTGD phụ trách	100%
			Hội đồng quản trị thống nhất thông qua việc Điều chỉnh thời gian thực hiện gói thầu cho hạng mục Máy hút chân không sấm xe máy (SL: 03 bộ) theo Tờ trình số 549/ TTr- KHĐTCN ngày 07 tháng 11 năm 2024 của PTGD phụ trách	100%
			Hội đồng quản trị ghi nhận báo cáo kết quả SXKD 10 tháng năm 2024 và kế hoạch SXKD cả năm 2024, theo nội dung báo cáo số 560/CV- BTGD ngày 14 tháng 11 năm 2024 của PTGD phụ trách	100%
			Hội đồng quản trị nghe và ghi nhận những nội dung theo báo cáo số 561/CV- PTGD ngày 14 tháng 11 năm 2024 về việc Báo cáo tình hình thuê thiết bị của công ty Hưng Hải Thịnh (Phục vụ sản	100%

			xuất lớp TBR và PCR tại Xí nghiệp lớp Radial) của PTGD phụ trách trình bày	
			Hội đồng quản trị ghi nhận những nội dung trong báo cáo số 562/CV- BTGD ngày 14 tháng 11 năm 2024 về việc Tình hình dự trữ cao su thiên nhiên 6 tháng đầu năm 2025 của PTGD phụ trách trình bày	100%
29	29/2024	12/12/2024	Hội đồng quản trị ghi nhận Báo cáo số 603/ CSM- PTGD của Ông Nguyễn Văn Hiền – PTGD phụ trách v/v Đơn kiện của Công ty TNHH Đức Việt	100%
			Hội đồng quản trị ghi nhận đơn từ nhiệm của Ông Nguyễn Mạnh Thái- Thành viên độc lập Hội đồng quản trị và bà Lê Thị Thảo- Kiểm soát viên và thống nhất sẽ trình 02 đơn từ nhiệm này trong cuộc họp Đại hội cổ đông thường niên, dự kiến tổ chức vào tháng 4/2025	
			HDQT thống nhất và chấp thuận kế hoạch SXKD quý 1 năm 2025 theo nội dung Tờ trình số 604/TTr.- CSM ngày 06 tháng 12 năm 2024 của PTGD phụ trách	

(*) Quyết định:

<i>STT</i>	<i>Số QĐ-HDQT</i>	<i>Ngày</i>	<i>Nội dung</i>	<i>Tỷ lệ thông qua</i>
1	01/2024	31/1/2024	Ban hành Quy chế Tài chính Công ty	100%
2	02/2024	31/1/2024	Ban hành Quy chế Chi tiêu nội bộ Công ty	100%
3	03/2024	27/3/2024	Quyết toán Quỹ lương Công ty năm 2023	100%
4	04/2024	05/4/2024	Ban hành Kế hoạch rà soát, bổ sung Quy hoạch cán bộ Công ty Cổ phần Công nghiệp Cao su Miền Nam giai đoạn 2021-2026	100%

5	05/2024	05/4/2024	Ban hành Kế hoạch rà soát, bổ sung Quy hoạch cán bộ Công ty Cổ phần Công nghiệp Cao su Miền Nam giai đoạn 2026-2031	100%
6	06/2024	12/6/2024	Bổ nhiệm chức danh Phó tổng giám đốc Công ty (Ông Nguyễn Ánh)	100%
7	07/2024	12/6/2024	Thôi giao thực hiện chức trách nhiệm vụ Tổng giám đốc Công ty (Ông Phạm Hồng Phú)	100%
8	08/2024	12/6/2024	Bổ nhiệm chức danh Phó tổng giám đốc Công ty (Ông Nguyễn Văn Hiền)	100%
9	09/2024	12/6/2024	Miễn nhiệm chức danh Phó tổng giám đốc Công ty (Ông Nguyễn Minh Thiện)	100%
10	10/2024	12/6/2024	Giao thực hiện chức trách nhiệm vụ Tổng giám đốc Công ty (Ông Nguyễn Văn Hiền)	100%
11	11/2024	12/6/2024	Thông qua việc miễn nhiệm chức vụ Tổng giám đốc kiêm Người đại diện theo pháp luật của Công ty đối với ông Phạm Hồng Phú kể từ ngày 24/06/2024	100%
			Thông qua việc bổ nhiệm Ông Nguyễn Văn Hiền giữ chức vụ Phó tổng giám đốc kiêm Người đại diện theo pháp luật của Công ty kể từ ngày 24/6/2024	100%
12	12A/2024	27/6/2024	Miễn nhiệm Người đại diện theo pháp luật của Công ty từ ngày 27/6/2024 (Ông Nguyễn Văn Hiền)	100%
13	12/2024	27/6/2024	Bổ nhiệm Ông Bùi Văn Thắng là Người đại diện theo pháp luật của Công ty kể từ ngày 27/6/2024	100%
14	13/2024	02/8/2024	Ban hành Quy chế hoạt động của Đội PCCC cơ sở	100%
15	14/2024	29/8/2024	Ban hành Danh sách quy hoạch cán bộ lãnh đạo, quản lý 2026-2031	100%
16	15/2024	29/8/2024	Phê duyệt điều chỉnh KH lựa chọn nhà thầu cho gói thầu số 04	100%
17	16/2024	29/8/2024	Phê duyệt điều chỉnh KH lựa chọn nhà thầu cho gói thầu số 06	100%
18	17/2024	29/8/2024	Phê duyệt về gia hạn thời gian thực hiện dự án Đầu tư bổ sung thiết bị sản xuất lớp bán thép tăng thêm công suất 300.000 lớp/ năm	100%
19	18/2024	29/8/2024	Phê duyệt về gia hạn thời gian thực hiện dự án Đầu tư bổ sung thiết bị sản xuất lớp bán thép Patagonia với công suất dự kiến 85.000	100%

			lớp/ năm	
20	19/2024	18/11/2024	Phê duyệt KH lựa chọn nhà thầu cho gói thầu Máy nén khí trục vít 350HP (01 bộ)	100%
21	20/2024	18/11/2024	Phê duyệt KH lựa chọn nhà thầu cho gói thầu Máy bơm xiết ti săm xe máy (02 bộ)	100%
22	20/2024	18/11/2024	Phê duyệt điều chỉnh thời gian lựa chọn nhà thầu cho gói thầu Máy hút chân không săm xe máy (03 bộ)	100%

3. Activities of Independent Board Members

3.1 Organizational Structure:

In 2024, the General Meeting of Shareholders of Casumina Company elected 02 independent board members according to the resolution of the annual General Meeting of Shareholders on April 23, 2024.

The current number of board members is 05, including 01 independent board member.

3.2 Activities of Independent Board Members:

In 2024, the Board of Directors held 52 meetings, including quarterly regular meetings and written opinion polls. The meetings of the Board of Directors were fully convened with all board members and conducted with a specific schedule, prepared with full documentation in accordance with legal regulations and with the participation of the Supervisory Board. The content of the meetings was thoroughly discussed, debated, and evaluated by the board members to provide the best directions and solutions for the company.

- Issues related to the implementation of the resolutions of the General Meeting of Shareholders, business strategies, compliance with industry standards, labor safety, service quality, etc., were thoroughly discussed and tightly controlled between the Board of Directors and the Executive Board.
- In 2024, the Board of Directors issued 29 resolutions; 22 decisions, the decisions of the Board of Directors at the meetings were approved by the majority principle, the meeting minutes were fully prepared, signed by the attending board members, and the resolutions of the Board of Directors were issued after each meeting for the Executive Board to specifically implement each task.

3.3 Evaluation Results of Independent Members on the Activities of the Board of Directors:

3.3.1 On the Results of Business Performance:

Resolution No. 09/2024/NQ-ĐHCD /NQ-ĐHĐCĐ dated April 23, 2024, of the Annual General Meeting of Shareholders in 2023 of Southern Rubber Industry Joint Stock Company (Casumina), under the leadership and direction of the Board of Directors, the Executive Board, and the collective efforts of Casumina's staff, the following economic targets for 2024 were achieved:

- Industrial production value reached 4,649 billion VND, an increase of 9% compared to the plan, and an increase of 4% compared to 2023;

- Total revenue reached 5,001 billion VND, equal to 100% of the plan, but a decrease of 9% compared to 2023;
- Profit before tax reached 89.1 billion VND, an increase of 11% compared to the plan, and an increase of 27% compared to 2023;
- Average income per employee reached 12.480 million VND, an increase of 13% compared to the plan, and an increase of 13% compared to 2023.

3.3.2 On the company's activities

On products

- The Euromina tubeless motorcycle tires showed good growth in 2024, especially in the last months of the year, contributing significantly to the 10% increase in motorcycle tire consumption for the entire year.

The sales policy was implemented flexibly, suitable for each customer segment.

On commercial activities

- The Casumina brand continued to assert its strength in export markets, achieving an 8% growth compared to the same period.
- In 2024, the steel-belted radial tires for passenger cars continued to be promoted in export markets. Besides continuing to process for the US partner, the company also promoted this product under the Advenza brand (the company's brand) to countries such as Laos and Arab countries. Additionally, in 2024, the company also developed a new line of bias tires for desert running under the Casumina brand in Middle Eastern countries...

3.3.3 On financial activities

- Financial settlement was carried out on schedule as prescribed; successfully served the State audit when auditing at the company.
- Effectively managed costs, debt collection, and ensured cash flow for the company's production and business activities.

3.3.4 Investment Activities

Continue to invest in equipment to implement the steel-belted tire project, increasing the production of steel-belted tires by 80,000 tires per year and exporting to the US. This project will be completed and start increasing capacity from Q3/2025.

3.3.5 Restructuring, Divestment, and Enterprise Renewal

The company continues to develop a restructuring plan, merging departments/divisions/factories in a streamlined manner, bringing high efficiency to the company's production activities.

3.3.6 Corporate Governance

At the end of May 2024, the company faced the temporary detention of the General Director, Legal Representative, and Deputy General Director, which caused significant difficulties in the company's operations. However, within a short period, the Board of Directors, along with the Executive Board, implemented timely solutions to resolve the issues, ensuring the stability of the company's production and business activities. The senior management and the Executive Board were consolidated.

Labor, Wages, and Social Welfare:

- Reasonably arranged labor to meet the requirements of production and business activities.
- Took good care of health, improved working conditions, and the lives of employees to ensure their trust and long-term commitment to the company:
 - + The average income per employee reached 12.480 million VND, an increase of 13% compared to the plan, and an increase of 13% compared to 2023.
 - + Purchased health insurance for employees; employees received periodic health check-ups and annual specialized examinations.
 - + Organized tours for employees to Nha Trang.
 - + Maintained birthday gifts for employees.
 - + Organized tours for long-term employees to Da Nang.
 - + Organized a shopping festival for employees on the occasion of the Lunar New Year.
 - + Organized a program to support employees in difficult circumstances.

3.3.7 Management and Shareholder Relations

- Casumina has fully, accurately, and promptly disclosed information as required by law for public joint-stock companies. The company issued the 2024 Annual Report, the 2024 Corporate Governance Report, and successfully organized the 2024 Annual General Meeting of Shareholders in April 2024 and the Extraordinary General Meeting of Shareholders in July 2024 in accordance with legal regulations.
- The company organized the timely and accurate payment of 2023 dividends to shareholders.
- Political and social organizations within the company maintained stability and ensured the continuation of all activities. The leadership team and employees consistently promoted solidarity and creative labor, contributing to the company's development. They created a friendly working environment, provided training, improved skills, and encouraged the dynamic and creative capabilities of employees to meet the company's modernization requirements.

4. Supervision Activities of the Board of Directors over the Executive Board

In 2024, the Board of Directors and the General Meeting of Shareholders issued resolutions and decisions related to the company's business and investment plans. Accordingly, the Casumina Executive Board directly managed production and business activities based on these resolutions and decisions. The Board of Directors supervised the Executive Board's implementation of the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors as follows:

Regarding the monitoring method:

- The Company's Board of Directors (BOD) conducts periodic and regular supervision of the Executive Board through reports presented at quarterly BOD meetings or through exchanges and consultations via voting forms and other communication methods (emails, phone calls, etc.). This ensures timely guidance for implementing the approved strategies, goals, content, and business production plans approved by the General Meeting of Shareholders on April 23, 2024, as well as the implementation of BOD's Resolutions/Decisions.

- On the other hand, the Executive Board regularly communicates and proactively provides full reports to the BOD regarding the progress and results of tasks as planned, as well as any challenges or difficulties encountered during execution. This allows for timely discussion and consultation with the BOD to devise the most effective solutions.

Monitoring contents:

- Supervising the process of formulating the 2024 business production plan and achieving the profit targets for 2024 as per the approved plan, especially since 2024 witnessed significant changes in the company's senior personnel. These changes had a considerable impact on the company's production and business activities.
- Reviewing and enhancing corporate governance activities, internal control, and risk control mechanisms.
- Supervising the management activities of the Executive Board at subsidiary enterprises.
- Overseeing the dividend payments in 2024.
- Monitoring the procurement of materials to support production and business activities. This includes directing the purchase and storage of raw materials at reasonable prices, reducing costs, and contributing to improving the company's production and business efficiency.

Monitoring results:

Through the process of monitoring and controlling the Company's overall activities in 2024, the Board of Directors (BOD) observed that the Executive Board successfully fulfilled its role in managing production and business operations. They followed the directives and orientations of the General Meeting of Shareholders and the BOD, while gradually enhancing internal governance capabilities. Programs aimed at Casumina's strategic objectives were implemented rigorously in accordance with the planned roadmap, with adjustments made to adapt to macroeconomic conditions and industry competition. This was reflected in several achievements and accomplishments of the Company in 2024, notably:

- The business performance in 2024 showed significant growth despite disruptions in senior personnel. Remarkably, Casumina maintained its position as one of the top five revenue-generating units within the Vietnam Chemical Group.
- Despite the global economic inflation, production, business activities, and investment in expanding production were executed according to the plan. Leveraging its reputation and strong network with financial institutions, the Company effectively coordinated and ensured funding for sustainable growth across all production and business activities.

- consistently ensured the lawful disclosure of information and compliance with legal obligations.
- The BOD highly appreciated the efforts of the Executive Board in achieving the objectives approved by the General Meeting of Shareholders and the results accomplished in production and business activities in 2024.

5. Báo cáo chi phí thù lao của Hội đồng quản trị và Ban kiểm soát Công ty :

STT	Chức danh	Mức thù lao/tháng/người	Mức chi trả (VNĐ)
I	Thù lao Hội đồng quản trị		
1	Chủ tịch HĐQT	6.000.000đ x 4 tháng 8.000.000đ x 8 tháng	24.000.000 64.000.000
2	Thành viên HĐQT	5.500.000đ x 4 người x 4 tháng 6.000.000đ x 2 người x 8 tháng 6.000.000đ x 2 người x 6 tháng (khuyết 2 TV HĐQT/2 tháng)	88.000.000 96.000.000 72.000.000
Tổng cộng (I)			344.000.000
II	Thù lao Ban kiểm soát		
1	Trưởng BKS	Hưởng lương chuyên trách nên không có thù lao	
2	Thành viên BKS	3.000.000đ x 2 người x 4 tháng 4.500.000đ x 2 người x 8 tháng	24.000.000 72.000.000
Tổng cộng (II)			96.000.000
Tổng cộng: I + II			440.000.000

Tổng số tiền thù lao đã chi năm 2024: 440.000.000 triệu đồng.

6. Plans and Directions for the Board of Directors in 2025:

- Maintain market share for traditional products such as bicycle tires, motorcycle tires, and cross-ply automobile tires.
- Innovate and launch a new line of lightweight all-steel tires suitable for export markets.
- Ensure that all-steel and semi-steel tires dominate the domestic market while maintaining stable exports to other countries.
- Plan the relocation of Dong Nai Factory in accordance with the general directives of the local authorities where the Company's factory is located.
- Achieve high efficiency in production and business operations.

7. Transactions between the Company and Related Parties.

N o.	Name of Organizat ion/Indivi dual	Relat ions hip with Com pany	Business Registration Certificate Number*, Issue Date, Issuing Authority	Address of Headqua rters/Con tact Address	Time of Trans action with the Comp any	Resolution /Decision Number of General Sharehold ers' Meeting/B oard of Directors (if any, specify issue date)	Content, Quantity, Total Transactio n Value	Notes
1	Industrial Welding Wire Corporatio n	Same Grou p	Business Registration No. 102747, 10th amendment registered on 26/08/2015, issued by Department of Planning and Investment, Ho Chi Minh City	1-3 Nguyen Truong To, Ward 12, District 4, Ho Chi Minh City	Year 2024		Purchase: VND 13,354,485, 422	

This is a summary report of the activities of the Board of Directors regarding the implementation of the Resolution of the Annual General Meeting of Shareholders in 2024 and the operational direction for 2025

Respectfully submitted to the Annual General Meeting of Shareholders.

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

(Signed)

MR. BUI VAN THANG

SOUTHERN RUBBER INDUSTRY CORPORATION

180 Nguyen Thi Minh Khai, Vo Thi Sau Ward, District 3, HCM

Business Registration Certificate: No 0300419930

Phone: (028)38 362 369

Website: <http://www.casumina.com>

**REPORT BY THE GENERAL
DIRECTOR – BUSINESS
PERFORMANCE IN 2024 & BUSINESS
ORIENTATION FOR 2025**



04/2025

Dear Shareholders

I. BUSINESS PERFORMANCE REPORT FOR 2024

1. General Overview

In 2024, the Company faced several key challenges:

- The global situation remained complex, with prolonged political conflicts and wars in several countries leading to increased costs of raw materials for the tire manufacturing industry. Moreover, unresolved tariff policies and trade barriers further impacted the Company's production and business activities.
- Competitive pressure from foreign tire brands and the relocation of tire manufacturing plants from major brands to Vietnam heightened competition. The Company also faced significant difficulties in expanding its domestic market.
- Domestic demand for cross-ply truck tires dropped sharply due to the consumer trend of shifting from cross-ply to radial tires. Intense price competition from imported radial tires from China and Thailand further accelerated this shift.
- Loan funding pressures, complications during the refund process for export VAT, and fluctuating increases in bank interest rates impacted the Company's working capital and overall business efficiency.

Despite these challenges, the Company also experienced the following favorable conditions:

- The export market developed robustly, with export revenue accounting for a significant share of the Company's total revenue. The Company focused on diversifying its customer base by categorizing customers based on cooperation level, scale, and mutual benefits, a key factor for fostering long-term partnerships and ensuring mutual effectiveness.
- The Company maintained its market share in the domestic market. Traditional product lines demonstrated growth compared to the same period. The Advenza-branded PCR tires showed promising potential, with distribution channels for these products now nationwide, achieving an average consumption of over 10,000 tires per month. Consumption is expected to rise further, contributing to the Company's overall business efficiency.
- Emphasis was placed on forecasting and stocking raw materials, ensuring alignment with market trends to implement prudent inventory policies. This minimized fluctuations in prices and supply issues, with materials consistently prepared in a timely manner to support production.
- The Company effectively improved and enhanced product quality. Machinery and equipment maintenance was conducted as scheduled, and cost-saving measures and cost

control practices were consistently implemented to reduce production costs and lower product prices.

2. Business Result in 2024

No.	Criteria	Unit	2023	2024			
				Plan 2024	Actual 2024	%/Actual 2023	%/Plan 2024
1	Value of Industrial Production	Million VND	4,487,137	4,284,487	4,649,265	104	109
2	Revenue	Million VND	5,497,561	5,024,220	5,001,549	91	100
2.1	Revenue from Industrial Production	"	4,660,836	4,524,220	4,811,137	103	106
2.1.1	- Domestic	"	2,570,968	2,038,273	2,560,098	100	126
2.1.2	- Export	"	2,089,868	2,485,947	2,251,039	108	91
2.2	Revenue from Other Business Activities	"	836,725	500,000	190,412	23	38
3	Labor & Income						
3.1	Average Workforce	Person	1,990	2,000	1,950	98	98
3.2	Average employee Income	1.000	11,085	11,000	12,480	113	113
4	Budget Contribution	Million VND	127,209	229,551	127,346	100	55
5	Import-Export Turnover	1.000 USD	140,470	194,822	158,558	113	81
6	Capital Construction Investment	Million VND	52,822	130,532	54,376	103	42
7	Profit Before Tax	Million VND	70,204	80,000	89,101	127	111
8	Profit After Tax	Million VND	60,375	64,000	72.071	126	119
9	Earnings Per Share - EPS	VND	384			-	

Remarks:

The total revenue reached 91% compared to the performance in 2023 and 100% of the 2024 target. Despite both objective and subjective challenges from domestic and global economic conditions, the Company managed to maintain revenue at 100% of the planned target.

Pre-tax profit increased by 27% compared to 2023 and by 11% compared to the 2024 target. The profit growth was primarily driven by the following factors:

- a. The Company implemented a reasonable raw material inventory policy, avoiding price volatility.
- b. Enhanced debt collection efforts reduced pressure on working capital.
- c. Strengthened cost control, reducing production and management expenses.
- d. Benefited from favorable exchange rate differences, supported by strong growth in export revenue.

3. Operational Performance in 2024**3.1 Production Management**

- The Company focused on enhancing governance and production management toward professionalism and rapid market adaptability. Forecasting and production planning aligned closely with consumption trends, with reinforced controls to limit inventory and ensure production matched demand.
- Implemented reasonable material stockpiling policies and strictly controlled input material quality. Maintained product quality as promised to consumers. Quality checks were carried out consistently under the supervision of the Company's Quality Department.

3.2 Management System Improvements

- The Company continued maintaining management systems such as ISO standards: Quality (ISO 9001), Environment (ISO 14001:2015), and Laboratory Management (ISO 17025). It also sustained and expanded certifications such as DOT, E-mark, Inmetro, and MS. Additionally, products were submitted for certification under QCVN 36:2010/BGTVT and QCVN 34:2024/BGTVT.
- Completed procedures and is awaiting IATF 16949:2016 certification for the TBR tire group, a quality management system for the automotive industry. This certification is mandatory for companies participating in the automotive supply chain.

3.3 New Product Development and Application of Science and Technology in Production

Applied various advanced technological solutions in production to enhance quality and diversify products, meeting both export and domestic market demands.

- or motorcycle tires: Tubetype tires added innerliner rubber to address tube damage during use. Tubeless tires were improved for increased wear resistance, elevating motorcycle tire quality to match the best brands in the market.

- For automobile tires: Maintained quality for Bias tires and improved the quality of TBR and PCR tires. The PCR truck line is being introduced to both domestic and foreign markets (e.g., Yemen).
 - Diversified specifications for TBR and Advenza-branded PCR tires to cater to domestic and export markets.
 - For automobile tubes: Improved tube body strength to enhance load capacity and resistance to cracking in external environments, replacing outsourced tubes.
 - For motorcycle butyl tubes: Improved quality to align with and meet market demands..
- **3.4 Consumption Activities**
- **Market Activities**
 - Improve the sales system for bicycle and motorcycle tires by implementing an exclusive distributor model. This method has proven effective and contributed to stabilizing the domestic market during the saturation phase of consumer demand.
 - Gradually innovate the distribution system for Bias and TBR car tires. Expand Advenza Tire spa service centers to enhance after-sales service for customers.
 - **Export Market:** The company has made efforts to expand export markets, maintain stability with traditional customers and strategic partners. Export revenue has grown compared to the same period and holds a significant proportion of the company's revenue structure.
 - **Sales Method**
 - Implement plans for monthly, quarterly, and yearly production targets assigned to distributors, while directly selling to assemblers.
 - Apply flexible sales policies tailored to each market phase and adopt promotional strategies to stimulate demand and increase product consumption.
 - **Promotion and Marketing Activities**
 - Execute brand promotion programs, customer engagement initiatives, and effective marketing tools. Provide advertising signs and display items at sales points and distributors nationwide.
 - Promote the brand through traditional media such as outdoor advertising, buses, magazines, newspapers, websites, and social media platforms like Fanpage.
 - Participate in reputable fairs and exhibitions to grasp customer preferences, improve product quality, and tailor designs to meet customer demands.
 - The company has consistently maintained its "High-Quality Vietnamese Products" title for 29 consecutive years and is among the top five revenue-generating units within Vietnam Chemical Group.
 - **Business and Production Direction for 2025**
 - **General Situation in 2024**

- **Challenges:**
 - The global situation is forecasted to remain complicated, leading to potential price increases in raw materials for tire production. Additionally, tariff policies may change between countries, posing risks for the export market of various tire products.
 - Trade fraud and dumping of imported car tires are becoming increasingly serious. The group of bicycle and motorcycle tire products faces difficulties due to the emergence of numerous small production facilities, affecting the company's market share.
 - Demand for bias-ply car tires in the domestic market is expected to decline due to shifts in usage needs and the government's regulations on proper loading. Domestic purchasing power is reduced, and competition in price is intense, particularly against imported tire products from China and Thailand.
 - The company has yet to receive VAT refunds for export activities, which has impacted working capital. High interest rates continue to impose pressure on loan repayments. Furthermore, changes to the semi-finished product processing model significantly affect the company's business results, as revenue and profits from this product group hold a substantial share in the company's profit structure.
- **Advantages:** *(Content not provided explicitly)*
- **Main Targets for 2024**

Based on the above challenges and advantages, the company proposes the following business and production direction for 2024: *(Details are not included in the provided text but would cover operational goals and plans.)*

he 2025 Business Plan

No.	Criteria	Unit	Actual 2024	Plan 2025	
				Value	%/2024
1	Industrial Production Value	Million VND	4,649,265	4,546,287	98
2	Revenue	Million VND	5,001,549	4,735,057	95
2.1	Revenue from Industrial Production	Million VND	4,811,137	4,660,057	97
2.1.1	- Domestic	Million VND	2,560,098	2,220,180	87
2.1.2	- Export	Million VND	2,251,039	2,439,877	108
2.2	Revenue from Other Business Activities	Million VND	190,412	75,000	39
3	Physical Production				
3.1	Motorcycle Tires	1.000 units	3,239	3,185	98
3.2	Motorcycle Inner Tubes	1.000 units	11,105	11,000	99

3.3	Bicycle Tires	1.000 units	1,690	1,800	107
3.4	Bicycle Inner Tubes	1.000 units	3,224	3,450	107
3.5	Industrial Tires	1.000 units	652	590	90
3.6	Automobile, Tractor Tires	1.000 units	2,254	2,597	115
3.6.1	- TBR Tires	1.000 units	244	284	116
3.6.2	- PCR Tires	1.000 units	1,490	1,740	117
3.6.3	- Bias Tires	1.000 units	483	543	112
3.7	Automobile Inner Tubes	1.000 units	341	380	112
3.8	Automobile Flaps	1.000 units	173	190	110
3.9	Household Rubber Tubes	Tons	53	45	85
4	Labor & Income				
4.1	Average Workforce	Person	1,950	1,950	100
4.2	Average employee Income	1.000 VND	12,480	13,223	106
5	Budget Contribution	Million VND	127,346	232,387	182
6	Import-Export Turnover	1.000 USD	158,558	190,396	120
7	Capital Construction Investment	Million VND	54,376	82,439	152
8	Profit Before Tax	Million VND	89,101	94,179	106
9	Dividend	%	(*)	(**)	

(*): The dividend payout ratio for 2024 and the interim dividend payout ratio for 2025 will be presented and voted upon at the General Meeting of Shareholders according to the proposal "2024 Business Performance Results; Profit Distribution Plan for 2025" and the proposal "Business Plan for 2025."

The 2025 plan figures were approved and issued by Vietnam Chemical Group (holding 51% of shares) (Decision No. 333/QĐ-HCVN dated February 18, 2024).

- **3. Implementation Solutions**
- **3.1 Corporate Governance and Production Management**
 - Strengthen the application of digital solutions in the company's governance activities. Enhance management and production operations toward modernization, professionalism, and adaptability to market dynamics.
 - Continuously improve production operations in member enterprises, optimize production lines, and increase labor productivity. Supervise and control production activities and cost management effectively. Review product standards and save production materials. Conduct and maintain equipment repairs and manage machinery well in member enterprises.

- Enhance forecasting of raw material prices and balance inventory appropriately to reduce stock while ensuring timely supply for production.
- Restructure member enterprises and departments in the company for streamlined efficiency.
- Maintain quality management systems such as ISO 9001, environmental standards ISO 14001, and other regional and international certifications relevant to the tire industry. Continue procedures for IATF 16949:2016 certification for PCR tire products.

3.2 Investment in Basic Construction

- Continue the project "Investment in additional equipment for Patagonia M/T steel tires with an expected capacity of 85,000 tires/year."
- Accelerate the project of 300,000 PCR tires to meet customer demand while producing new premium products for both export and domestic markets.
- Implement the project "Relocation of Workshop 2 of Dong Nai Rubber Enterprise to Radial Tire Enterprise."
- Execute the "Investment in Retread Tire Production Line" project.
- Continue investing in smaller equipment to automate critical stages, enhancing productivity and quality for bicycle, motorcycle, and car products.

3.3 Product Strategy

- Continue research and improvement of products, formulation innovation, quality enhancement, and diversification of designs and types. Maintain and grow the Casumina brand in domestic and export markets.
- Focus on PCR tire production for large rims to meet market transitions from small to large rims. Enhance design improvements to meet requirements of assembly partners for TBR and PCR tire groups.
- Develop PCR tires for electric vehicles and strategies for electric motorcycle products.
- Strengthen promotion activities, market share development for product lines, participate in prestigious fairs and exhibitions to showcase products, attract customers, and expand consumption markets.

3.4 Marketing and Sales

- Expand export markets, capitalize on opportunities in steel radial tire export markets.
- Develop CRM software for car tire sales. Deploy ERP software for distributor operations and upgrade DMS software.
- Restructure the TBR distributor system.
- Adjust car tire sales policies to match market dynamics.
- Build and grow the sales team toward specialization.
- Increase marketing efforts through digital media, branding, and image promotion.
- Enhance customer care initiatives, apply varied promotional programs for product lines to stimulate demand, and adopt flexible sales policies to suit competitive markets.

II. Project Investment Progress

During 2024, the company initiated several projects:

- "Investment in additional equipment for Patagonia M/T steel tires with an expected capacity of 85,000 tires/year."
- "Investment in supplementary equipment for steel tire production, increasing capacity by 300,000 tires/year."
- Preparation for the relocation project of "Workshop 2 from Dong Nai Rubber Enterprise to Radial Tire Enterprise."

The company plans to complete and put these projects into operation by 2025. Additionally, smaller equipment investments were made to automate, enhance capacity, and improve machinery for some production stages.

TỔNG GIÁM ĐỐC

Nguyễn Đình Khoát

SOUTHERN RUBBER INDUSTRY CORPORATION

180 Nguyen Thi Minh Khai, Vo Thi Sau Ward, District 3, HCM

Business Registration Certificate: No 0300419930

Phone: (028)38 362 369

Website: <http://www.casumina.com>

SUPERVISORY BOARD REPORT FOR 2024



04/2025

To: The General Assembly of Shareholders of Southern Rubber Industry Joint Stock Company Based on the current Enterprise Law; Based on the Charter of Southern Rubber Industry Joint Stock Company; Based on the Operational Regulations of the Supervisory Board of Southern Rubber Industry Joint Stock Company; Based on the 2024 audited financial statements of Southern Rubber Industry Joint Stock Company.

The Supervisory Board hereby submits to the Annual General Assembly of Shareholders in 2025 the Supervisory Board's report with the following contents:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2024

1. **Personnel of the Supervisory Board:** The Supervisory Board in 2024 consisted of 3 members. All members of the Supervisory Board met the qualifications and possessed the necessary competencies to fulfill their duties. The members were:

- Ms. Dao Thi Chung Tien: Chairwoman
- Ms. Vu Thi Bich Ngoc: Member
- Ms. Le Thi Thao: Member

2. **Summary of Supervisory Board meetings:** In 2024, the Supervisory Board held 5 meetings, with full participation from all members. The meetings achieved 100% unanimous agreement from the members on the discussed matters. Additionally, members were assigned to fully attend the Board of Directors' (BOD) sessions and Company management meetings to stay updated on the company's production and business activities. They also provided opinions and made recommendations to the BOD and the Executive Board within their scope of responsibility and authority.

3. **Supervisory Board Activities:** As the representative of shareholders overseeing the operations of Southern Rubber Industry Joint Stock Company, the Supervisory Board (SB) fully carried out its responsibilities in 2024, monitoring, inspecting, and supervising governance, management, and various aspects of the company's production and business activities, as detailed below:

- Supervised the implementation of resolutions from the 2024 General Assembly of Shareholders and resolutions issued by the Board of Directors (BOD); Monitored governance and management activities of the BOD and Executive Board throughout 2024.
- Provided feedback to develop, adjust, and implement the company's internal regulations and policies.
- Reviewed audited financial statements, business performance reports, accounting records, and other company documents to assess the accuracy and reasonableness of financial data.
- Conducted analysis of financial performance indicators and provided recommendations to the Executive Board.
- Oversaw the disclosure of information and ensured the procedures and organization of the Annual General Assembly of Shareholders complied with regulations set by the Stock Exchange and the State.

4. Remuneration, operating expenses, and other benefits of the Supervisory Board:

- The dedicated Chairwoman of the Supervisory Board: receives a salary equivalent to the Chief Accountant's, with no additional remuneration.
- Members of the Supervisory Board: receive 6,000,000 VND per person per month.
- Operating expenses of the Supervisory Board are implemented according to the company's internal expenditure regulations.

The activities of the Supervisory Board in 2024 complied with the provisions outlined in the Supervisory Board's operational regulations.

II. RESULTS OF SUPERVISION ON PRODUCTION, BUSINESS OPERATIONS, AND GOVERNANCE BY THE BOARD OF DIRECTORS AND THE EXECUTIVE BOARD

1. Results of implementing the 2024 Annual General Assembly of Shareholders' Resolution

Business performance:

Indicator	Plan 2024	Actual 2024	Achievement (%)
Total revenue (billion VND)	5,024	5,001	100%
Profit before tax (billion VND)	80	89	111%

- The total revenue for 2024 reached 5,101 billion VND, fulfilling 100% of the plan outlined in the 2024 Annual General Assembly of Shareholders' Resolution.
- Profit before tax reached 89 billion VND, achieving 111% compared to the planned profit before tax stated in the 2024 Annual General Assembly of Shareholders' Resolution.
- The company successfully achieved the revenue and profit targets for 2024 as per the 2024 Annual General Assembly of Shareholders' Resolution.

Regarding the distribution of 2023 profits:

- The company allocated funds in accordance with the 2024 Annual General Assembly of Shareholders' Resolution.
- On September 27, 2024, the company paid dividends to shareholders in cash at a rate of 3% of the nominal share value, as per the 2024 Annual General Assembly of Shareholders' Resolution.
- Remuneration for the Board of Directors (BOD) and Supervisory Board (SB) in 2024 was implemented according to the 2024 Annual General Assembly of Shareholders' Resolution.
- The independent auditing firm selected: Southern Audit and Advisory Services Co., Ltd. (AASCS), as authorized by the 2024 Annual General Assembly of Shareholders.

2. Assessment of the Financial Statements and Financial Position of the Company in 2024

- The 2024 financial statements of the company were audited by Southern Audit and Advisory Services Co., Ltd. (AASCS). The Supervisory Board unanimously agreed with the figures presented in the 2024 audited financial statements prepared by the Executive Board.
- The company successfully maintained the preservation of its owners' invested capital as of December 31, 2024.

Unit: million VND

STT	Indicators	2024	2023	2024/2023	
				Value	%
1	Owner's Equity	1,360,188	1,324,200	35,987	103%
2	Capital Contributed by Owners	1,036,265	1,036,265	-	100%
3	Development Investment Fund	211,974	193,862	18,112	109%
4	Other Funds under Owner's Equity	9,597	8,903	694	108%
5	Profit Before Tax	89,101	70,204	18,897	127%
6	Undistributed Profit After Tax	111,962	94,086	17,875	119%

Financial indicators for 2024 Although the company's financial indicators for 2024 have yet to reach optimal levels, they still ensure the safety of capital and asset utilization:

- **Return on Sales (ROS):** 1.53%
- **Return on Equity (ROE):** 5.37%
- **Return on Assets (ROA):** 1.87%
- **Short-term solvency ratio:** 1.22 times
- **Quick ratio:** 0.71 times
- **Debt-to-equity ratio:** 1.80 times
- **Fixed asset utilization efficiency:** 5.32 cycles

The company adhered to regulations in preparing financial reports and disclosing quarterly and annual information in accordance with the requirements of the Stock Exchange and state regulations.

The company's accounting activities complied fully with relevant regulations, ensuring principles of accuracy, prudence, and reasonableness. Financial statements were prepared in strict compliance with current regulations. The Supervisory Board did not detect any violations in financial and accounting activities during the period.

3. Results of Supervisory Activities over the Board of Directors and the Executive Board:

In 2024, there were significant changes in the company's senior leadership. In addition to the Annual General Assembly of Shareholders held on April 23, 2024, as required, an extraordinary meeting was convened on July 26, 2024, to consolidate the personnel of the Board of Directors (BOD).

Through its review and supervision of production and business activities in 2024, the Supervisory Board (SB) found that the BOD and Executive Board (EB) directed the company's production and business operations in accordance with their functions, responsibilities, and authority as stipulated by the law, the company's charter, and the resolutions of the General Assembly of Shareholders.

In 2024, the BOD held regular meetings as required by regulations and the company's charter. These meetings, chaired by the Chairman of the BOD, were conducted with seriousness and responsibility. All BOD members participated fully and demonstrated a high level of responsibility in contributing opinions on meeting topics. Each meeting was documented in minutes, and resolutions were issued and implemented.

The BOD issued 29 resolutions and 22 decisions to direct issues within its responsibilities and duties, implement the company's business strategies, and evaluate and supervise the activities of the Executive Board.

Throughout 2024, the EB adhered closely to the objectives and directions and fulfilled all tasks assigned by the General Assembly of Shareholders and the BOD. All activities of the EB complied with the provisions of the law, the Enterprise Law, and the company's charter. The SB found no irregularities in the operations of the BOD or EB members.

4. Evaluation of the Coordination Among the Supervisory Board, the Board of Directors, and the Executive Board:

The activities of the BOD, SB, and EB were conducted in compliance with the Enterprise Law and the company's organizational and operational charter. The relationship between the BOD, EB, and SB was collaborative and aligned with their respective functions and responsibilities.

In 2024, the BOD and EB facilitated the SB's functions effectively. The SB was invited to attend all BOD meetings, and its opinions were always fully and promptly addressed by the BOD and EB.

5. Shareholder Opinions:

As of the date for finalizing the shareholder list to exercise their rights to attend the General Assembly, the Supervisory Board did not receive any comments, contributions, or complaints from shareholders regarding violations by the BOD, EB, or SB in performing their duties.

II. TRANSACTION ASSESSMENT REPORT:

- There were no transactions between the company, its subsidiaries, or other companies controlled by the public company with more than 50% of charter capital, and members of the Board of Directors or their related persons.
- There were no transactions between the company and other companies where members of the Board of Directors were founding members or managers of the enterprise within the last three years before the transaction date.

IV. COMMENTS AND RECOMMENDATIONS

1. **Comments:** Although 2024 continued to present significant challenges due to the impacts of global and domestic economic conditions, coupled with internal disruptions, the company successfully achieved the targets set by the 2024 General Assembly of Shareholders.

In 2024:

- The Supervisory Board found no irregularities or violations in the company's production and business activities. All operations complied with the Enterprise Law, Securities Law, the company's charter, and relevant legal regulations.
- The company's financial position remained secure, ensuring its ability to meet debt obligations on time, preserving, and growing capital.

2. **Recommendations:**

- **Debt management:** Continue to strengthen debt management efforts, including reconciliation, follow-ups, and debt recovery. Adhere to sales policies and establish measures to ensure customers' repayment obligations, minimizing risks related to debt recovery and reducing the occupation of working capital.

- **Inventory management:** Enhance the quality of market forecasting and product consumption to promptly adjust production activities. Minimize large inventory volumes, reduce risks associated with inventory management, and improve the efficiency of business operations and working capital utilization.
- **Production management:** Intensify inspections to improve product quality, control raw material consumption rates, reduce the defective product rate, and tighten control over all costs related to business operations and construction investments. This ensures the unit cost is kept to a minimum.
- **Sales management:** Continue to improve the quality of market forecasting and product consumption efforts to maintain stability and expand domestic and international markets.
- **Policy implementation:** Continue to revise, update, and perfect internal regulations to align with practical conditions and legal requirements, as well as the company's charter.

V. ORIENTATION FOR THE SUPERVISORY BOARD'S ACTIVITIES IN 2025

The Supervisory Board will carry out its functions and duties in accordance with the Enterprise Law and the Company's Charter:

- Inspect and supervise the implementation of the 2025 Annual General Assembly of Shareholders' Resolution by the Board of Directors (BOD) and the Executive Board (EB).
- Monitor the governance and management activities of the BOD and EB.
- Review and appraise the Company's financial statements and business operation reports.
- Prepare and submit the Supervisory Board's periodic reports.
- Perform other duties in accordance with the Enterprise Law, the Company's Charter, the General Assembly of Shareholders' Resolutions, and relevant regulations.

To facilitate the effective audit of the 2025 financial statements, the Supervisory Board respectfully proposes that the General Assembly of Shareholders authorize the BOD to select the auditing firm to audit the 2025 financial statements. The selection criteria will adhere to legal standards as stipulated by the Enterprise Law, Independent Audit Law, and Securities Law.

The above is the 2024 report of the Supervisory Board, respectfully submitted to the 2025 Annual General Assembly of Shareholders.

We wish the Assembly great success.

Sincerely,

**ON BEHALF OF THE SUPERVISORY BOARD
CHAIRWOMAN**

(signed)

ĐÀO THỊ CHUNG TIẾN

No: ...

Ho Chi Minh City, April....., 2025

PROPOSAL

Regard: Audited financial statements for 2024

To: General Meeting of Shareholders of Southern Rubber Industry Corporation

Based on:

- *Enterprise Law No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;*
- *Securities Law No. 54/2019/QH14 approved by the National Assembly on November 26, 2019;*
- *Charter of organization and operation of Southern Rubber Industry Joint Stock Company;*
- *Audited financial statements for 2024.*

Based on Point e, Clause 1, Article 15 of the Charter of Southern Rubber Industry Joint Stock Company, which stipulates the rights and obligations of the General Meeting of Shareholders regarding the approval of the annual audited financial statements of the Company.

The Board of Directors of Southern Rubber Industry Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the audited financial statements for 2024, audited by:

- Southern Financial Accounting and Auditing Consulting Services Co., Ltd (*full text of the audited financial statements for 2024 is attached*).

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincerely!

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN

MR. BUI VAN THANG

No: ...

Ho Chi Minh City, April ..., 2025

PROPOSAL

Re: Business Performance Results for 2024 and Profit Distribution for 2024

To: The General Meeting of Shareholders of Southern Rubber Industry Joint Stock Company

Based on:

- *Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- *Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;*
- *The organization and operation charter of Southern Rubber Industry Joint Stock Company;*
- *The audited financial statements of 2024.*

The Board of Directors respectfully submits to the General Meeting of Shareholders the review and approval of the 2024 business performance results, and the profit allocation plan as follows:

No.	Criteria	Unit	Description	Data
1	Net revenue	VND		4,712,176,016,962
2	Profit before tax	VND		89,101,474,908
3	Profit after tax for distribution this year	VND		72,071,490,392
4	Reduced corporate income tax	VND		-
5	Profit available for fund allocation	VND	5 = 3-4	72,071,490,392
6	Allocation to bonus and welfare fund (10%)	VND	6 = 5 x 10%	7,207,149,039
7	Allocation to development investment fund (30%)	VND	7 = 5 x 30%	21,621,447,118
8	Allocation for management bonus fund	VND		279,625,000
9	Profit for dividend payment	VND	9 = 5-6-7-8	42,963,269,235
10	Dividend payment in cash (3%)	VND	10 = 3% of charter capital	31,087,578,600
11	Undistributed profit carried forward	VND		39,890,391,548
12	Remaining undistributed profit	VND	12 = 9-10+11	51,766,082,183

Sincerely!

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

MR. BUI VAN THANG

No: ...

Ho Chi Minh City, April ..., 2025

PROPOSAL

Regarding: Business Plan for 2025

To: Annual General Meeting of Shareholders of Southern Rubber Industry

Based on:

- *The Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;*
- *The charter on the organization and operation of the Southern Rubber Industry Joint Stock Company.*

Based on the business situation in 2024 and the development orientation of the Company for 2025, the Board of Directors submits the business plan for 2025 for consideration and approval by the General Meeting of Shareholders as follows:

No.	Indicator	Unit	Actual 2024	Plan 2025	
				Value	%/2024
1	Industrial production value	Million VND	4.649.265	4.546.287	98
2	Revenue	Million VND	5.001.549	4.735.057	95
2.1	Revenue from Industrial Production	Million VND	4.811.137	4.660.057	97
2.1. 1	- Domestic	Million VND	2.560.098	2.220.180	87
2.1. 2	- Export	Million VND	2.251.039	2.439.877	108
2.2	Revenue from Other Business Activities	Million VND	190.412	75.000	39

3	Physical Production				
3.1	Motorcycle Tires	1,000 units	3.239	3.185	98
3.2	Motorcycle Inner Tubes	1,000 units	11.105	11.000	99
3.3	Bicycle Tires	1,000 units	1.690	1.800	107
3.4	Bicycle Inner Tubes	1,000 units	3.224	3.450	107
3.5	Industrial Tires	1,000 units	652	590	90
3.6	Automobile & Tractor Tires	1,000 units	2.254	2.597	115
3.6.1	- TBR Tires	1,000 units	244	284	116
3.6.2	- PCR Tires	1,000 units	1.490	1.740	117
3.6.3	- Bias Tires	1,000 units	483	543	112
3.7	Automobile Inner Tubes	1,000 units	341	380	112
3.8	Tire Flaps	1,000 units	173	190	110
3.9	Household Rubber Tubes	Tonnes	53	45	85
3.1	Semi-Finished Rubber Products	Tonnes	15.324		-
4	Labor & Income				
4.1	Average Labor	Person	1.950	1.950	100%
4.2	Average employee Income	1,000 VND	12.480	13.223	106%
5	Tax Payment to the State Budget	Million VND	127.346	232.387	182%
6	Total Import-Export Turnover	1.000 USD	158.558	190.396	120%
7	Capital Construction Investment	Million VND	54.376	82.439	152%
8	Profit Before Tax	Million VND	89.101	94.179	106%

(*) The General Meeting of Shareholders authorizes the Board of Directors of the Company to decide on the interim dividend payment for 2025 and execute it appropriately based on the Company's business performance during the year.

Respectfully submitted to the General Meeting of Shareholders for consideration.

Thank you very much!

**ON BEHALF OF THE BOARD
OF DIRECTORS**

CHAIRMAN

MR. BUI VAN THANG

No:

Ho Chi Minh City, April ..., 2025

REPORT

Re: Remuneration for the Board of Directors and the Supervisory Board

To: General Meeting of Shareholders of Southern Rubber Industry Joint Stock Company

Based on:

- *Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- *Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;*
- *The charter of organization and operation of Southern Rubber Industry Joint Stock Company.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval regarding the remuneration of the Board of Directors and the Supervisory Board, as follows:

The remuneration for the Board of Directors and Board of Supervisors for 2024 is as follows:

- Chairman of the Board of Directors : First 4 months: 6,000,000 VND/month
Remaining 8 months: 8,000,000 VND/month
- Members of the Board of Directors : First 4 months: 5,500,000 VND/month
Remaining 8 months: 6,000,000 VND/year
- Head of Board of Supervisor : As a full-time salaried position, no remuneration is provided.
- Members of the Supervisory Board : First 4 months: 3,000,000 VND/month
Remaining 8 months: 4,500,000 VND/year

Total remuneration paid in 2024: 440.000.000 VND/year

The proposed remuneration for the Board of Directors and the Board of Supervisors for 2025 is as follows:

- Chairman of the Board of Directors : 8,000,000 VND/month
- Members of the Board of Directors : 6,000,000 VND/month
- Head of Board of Supervisor : As a full-time salaried position, no remuneration is provided
- Members of the Supervisory Board : 4,500,000 VND/month

Respectfully submit to the General Meeting for consideration

Sincerely!

**ON BEHALF OF THE BOARD
OF DIRECTORS**

CHAIRMAN

MR. BUI VAN THANG

No: ...

Ho Chi Minh City, April ..., 2025

PROPOSAL

Regarding: Selection of an independent auditing firm to audit the financial statements for 2025

To: General Meeting of Shareholders of Southern Rubber Industry Joint Stock Company

Based on:

- *Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;*
- *The charter of Southern Rubber Industry Joint Stock Company*

The Supervisory Board respectfully submits to the General Meeting of Shareholders for approval regarding the selection of an independent auditing firm.

To facilitate the process of selecting an independent auditing firm to audit the financial statements for 2025 in accordance with the regulations of the State Securities Commission, the Supervisory Board respectfully requests the Annual General Meeting of Shareholders to authorize the Board of Directors to select one of the following three independent auditing firms:

1. CPA Vietnam Auditing Company Limited;
2. Vietnam Auditing and Valuation Company Limited;
3. An Viet Auditing Company Limited..

Respectfully submitted to the Annual General Meeting of Shareholders 2025 for approval.

Sincerely!

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

HEAD OF THE BOARD

(Signed)

MRS. DAO THI CHUNG TIEN

No: ...

Ho Chi Minh City, ... April 2025

PROPOSAL

V/v: Regarding: Election of one (01) independent Member of Board and one (01) Supervisor

To: General Meeting of Shareholders of Southern Rubber Industry Corporation

Based on:

- *Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- *Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;*
- *Charter of organization and operation of Southern Rubber Industry Joint Stock Company.;*

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval the decision to elect one Independent Member of Board and one Supervisor as follows:

1. Thành viên Hội đồng quản trị độc lập Công ty

Currently, the company has one (01) Chairman of the Board, four (04) serving Members of Board, including one (01) Independent Member of Board.

The term of one current Independent Member of Board, Mr. ... will end on .../.../2025.

Therefore, the total serving Independent Members of Board will not meet the required number in the Company Charter, which specifies one Independent Member of Board.

To ensure compliance with the regulations of the Enterprise Law 2020 and Decree No. 155/2020/ND-CP, aligned with governance best practices and the actual situation, the Company needs to elect an additional Independent Member of Board at the Annual General Meeting of Shareholders in 2025.

2. Kiểm soát viên

The Company's Board of Supervisory currently has three (03) members. One Supervisor, Mr. ... will end his term on .../.../2025.

To comply with the Company's Charter regarding the number of Supervisors (03 members), the Company needs to organize the election of one (01) Supervisor at the Annual General Meeting of Shareholders in 2025.

In accordance with legal functions and duties and the Company's Charter, the Company has announced the preparation of the list of candidates for Independent Member of Board and Supervisor positions to the Shareholders for the election at the Annual General Meeting of Shareholders in 2025.

Based on compiling the list of qualified candidates for Independent Member of Board and Supervisor positions, submitted by shareholders meeting legal conditions, the Board of Directors respectfully reports to the Annual General Meeting of Shareholders the list of candidates as attached. To comply with current legal regulations and the Company's Charter, the Board of Directors respectfully requests the Annual General Meeting of Shareholders to conduct the election of one (01) Independent Member of Board and one (01) Supervisor as per the list of candidates attached to this proposal.

Thực hiện chức năng nhiệm vụ theo quy định của pháp luật và Điều lệ Tổng công ty, Công ty đã công bố việc lập danh sách ứng viên Thành viên HĐQT độc lập, Kiểm soát viên đến các Cổ đông theo quy định để bầu tại phiên họp ĐHĐCĐ thường niên 2025 và thẩm định các hồ sơ Ứng viên do ... đề cử.

Trên cơ sở tổng hợp danh sách Ứng viên đủ tiêu chuẩn làm Thành viên HĐQT độc lập, Kiểm soát viên được giới thiệu từ các Cổ đông đủ điều kiện theo quy định, Hội đồng quản trị kính báo cáo Đại hội đồng cổ đông danh sách ứng viên như kèm theo. Để đảm bảo tuân thủ quy định hiện hành của pháp luật, Điều lệ Công ty, Hội đồng quản trị kính đề nghị ĐHĐCĐ thực hiện bầu Thành viên HĐQT độc lập và Kiểm soát viên như Danh sách ứng viên kèm theo Tờ trình này.

Respectfully submitted by the Board of Directors.
Sincerely./.

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

(Signed)

MR. BUI VAN THANG

No: ...

Ho Chi Minh City, April 18, 2025

DRAFT

MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Company Name : Southern Rubber Industry Joint Stock Company

Registered Address : 180 Nguyen Thi Minh Khai Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City.

Telephone : (028)38 362 369 **Fax**: (028)38 362 376

Enterprise Code : 0300419930 issued by Ho Chi Minh City Department of Planning and Investment, initial registration date March 01, 2016, 13th amendment date March 23, 2021.

Time : 08:00 AM, April 18, 2025.

Meeting Location : 146 Nguyen Bieu Street, Ward 2, District 5, Ho Chi Minh City.

PART I: OPENING SESSION

1. Report on Delegate Eligibility Check

- Reporter: Ms. Vu Thi Bich Ngoc – **Position: Member of the Delegate Eligibility Check Committee**
- Report Content:
 - Total number of shareholders invited to attend: All shareholders whose names are on the shareholder list as of March 25, 2025, owning 103,625,262 voting shares of Southern Vietnam Rubber Industry Joint Stock Company.
 - Shareholders attending the General Meeting:**shareholders** and shareholder representatives, owning and representing ownership of**voting shares**, **representing**% of the total voting shares of the Company.

In accordance with the Enterprise Law and the Company's Charter, the 2023 Annual General Meeting of Shareholders of Southern Vietnam Rubber Industry Joint Stock Company is qualified to proceed.

2. Mr./Ms. ... , on behalf of the Presidium, announced the working regulations of the General Meeting.

The General Meeting voted ...% in favor of adopting the working regulations.

3. Introduction of the Presidium, including:

Mr. Bui Van Thang Chairman of the Board of Directors, Chairperson

Mr. Member of the Board of Directors

Mr. Member of the Board of Directors

The General Meeting voted ...% in favor to approve the Presidium personnel.

4. The Chairperson introduced the Secretariat of the General Meeting, including:

Mr./Ms. Secretary

Mr./Ms. Secretary

5. The Chairperson introduced the Vote Counting Board, including:

Vote Counting Board:

Mr./Ms. Head of the Vote Counting Board

Mr./Ms. Member of the Vote Counting Board

Mr./Ms. Member of the Vote Counting Board

The General Meeting voted ...% in favor to approve the Vote Counting Board personnel.

6. Mr. Bui Van Thang on behalf of the Presidium, announced the Agenda of the General Meeting.

The General Meeting voted% in favor to approve the Agenda of the General Meeting.

PART II: MEETING AGENDA

A. PRESENTATION OF REPORTS BY THE GENERAL MEETING

Item 01: Report on the Activities of the Board of Directors in 2023 and Operational Directions for 2024

Presenter: Mr. Bui Van Thang – Chairman of the Board of Directors

Item 02: Report on the Activities of the Supervisory Board in 2023

Presenter: Ms. Dao Thi Chung Tien – Head of the Supervisory Board

Item 03: Report of the General Director of the Company on the Production and Business Results of 2024 and Operational Directions for 2025

Presenter: Mr. Nguyen Dinh Khoat – General Director

B. PRESENTATION OF SUBMISSION DOCUMENTS BY THE GENERAL MEETING

Item 04: Submission Document on the Audited Financial Statements for 2024

Presenter: **Mr. Vu Quoc Anh – Chief Accountant of the Company**

Item 05: Submission Document on the Production and Business Results of 2024 and Profit Distribution for 2024

Presenter: **Mr. - Deputy General Director**

Item 06: Submission Document on the Production and Business Plan for 2025

Presenter: **Mr. - Deputy General Director**

Item 07: Submission Document on the Remuneration of the Board of Directors and the Supervisory Board

Presenter: **Mr. - Deputy General Director**

Item 08: Submission Document on the Selection of the Auditing Company for the Financial Statements of 2025

Presenter: **Mr./Ms.**

Item 09: Submission Document on the Streamlining and Additional Election of Independent Members of the Board of Directors and Controllers for the term 2021-2026

Presenter: **Mr./Ms.**

PART III. SHAREHOLDERS' COMMENTS

1. Shareholder

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Handling:

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2. Shareholder

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Handling:

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3. Shareholder:

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Handling:

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PART IV. SHAREHOLDER VOTING

The General Meeting heard presentations and conducted voting by secret ballot on the following agenda items:

Item 1: Approval of the Board of Directors' Activity Report for 2024 and Operational Orientations for 2025

Voting Results:

Votes in Favor:	- shares:	Percentage: ____ % of attending and voting shares
Votes Against:	- shares:	Percentage: ____ % of attending and voting shares
Abstentions:	- shares:	Percentage: ____ % of attending and voting shares
Invalid Votes:	- shares:	Percentage: ____ % of attending and voting shares

Therefore, Item 1 was approved.

Item 2: Approval of the Supervisory Board's Activity Report for 2024

Voting Results:

Votes in Favor:	- shares:	Percentage: ____ % of attending and voting shares
Votes Against:	- shares:	Percentage: ____ % of attending and voting shares
Abstentions:	- shares:	Percentage: ____ % of attending and voting shares
Invalid Votes:	- shares:	Percentage: ____ % of attending and voting shares

Therefore, Item 2 was approved.

Item 3: Approval of the Management Board's Report on 2024 Business Performance and 2025 Operational Orientations

Voting Results:

Votes in Favor:	- shares:	Percentage: ____ % of attending and voting shares
Votes Against:	- shares:	Percentage: ____ % of attending and voting shares
Abstentions:	- shares:	Percentage: ____ % of attending and voting shares
Invalid Votes:	- shares:	Percentage: ____ % of attending and voting shares

Therefore, Item 3 was approved.

Item 4: Approval of the Audited Financial Statements for 2024

Voting Results:

Votes in Favor:	- shares:	Percentage: ____ % of attending and voting shares
Votes Against:	- shares:	Percentage: ____ % of attending and voting shares
Abstentions:	- shares:	Percentage: ____ % of attending and voting shares
Invalid Votes:	- shares:	Percentage: ____ % of attending and voting shares

Therefore, Item 4 was approved.

Item 5: Approval of the Report on 2024 Business Performance and 2024 Profit Distribution

No.	Criteria	Unit	Explanation	Data
1	Net Revenue	VND	1	4.712.176.016.962
2	Profit Before Tax	VND	2	89.101.474.908
3	Profit After Tax for Distribution	VND	3	72.071.490.392
4	Corporate Income Tax Reduction	VND	4	
5	Profit for Allocation to Funds	VND	5 = 3-4	72.071.490.392
6	Allocation to Reward and Welfare Fund (10%)	VND	6 = 5 x 10%	7.207.149.039
7	Allocation to Development Investment Fund (30%)	VND	7 = 5 x 30%	21.621.447.118
8	Provision for Manager Bonuses	VND	8	279.625.000
9	Profit for Dividend Payment	VND	9 = 5-6-7-8	42.963.269.235
10	Cash Dividend Payment (3%)	VND	10 = 3% VDL	31.087.578.600
11	Prior Year Profit Carried Forward	VND	11	39.890.391.548
12	Retained Undistributed Profit	VND	12 = 9-10+11	51.766.082.183

Voting Results:

Votes in Favor:	- shares:	Percentage: ____ % of attending and voting shares
Votes Against:	- shares:	Percentage: ____ % of attending and voting shares
Abstentions:	- shares:	Percentage: ____ % of attending and voting shares
Invalid Votes:	- shares:	Percentage: ____ % of attending and voting shares

Therefore, Item 5 was approved.

Item 6: Approval of the 2025 Business Plan

No.	Criteria	Unit	Actual 2024	Plan 2025	
				Value	%/2024
1	Industrial Production Value	Million VND	4,649,265	4,546,287	98
2	Revenue	Million VND	5,001,549	4,735,057	95
2.1	Revenue from Industrial Production	Million VND	4,811,137	4,660,057	97

2.1.1	- Domestic	Million VND	2,560,098	2,220,180	87
2.1.2	- Export	Million VND	2,251,039	2,439,877	108
2.2	Revenue from Other Business Activities	Million VND	190,412	75,000	39
3	Physical Production				
3.1	Motorcycle Tires	1.000 units	3,239	3,185	98
3.2	Motorcycle Inner Tubes	1.000 units	11,105	11,000	99
3.3	Bicycle Tires	1.000 units	1,690	1,800	107
3.4	Bicycle Inner Tubes	1.000 units	3,224	3,450	107
3.5	Industrial Tires	1.000 units	652	590	90
3.6	Automobile, Tractor Tires	1.000 units	2,254	2,597	115
3.6.1	- TBR Tires	1.000 units	244	284	116
3.6.2	- PCR Tires	1.000 units	1,490	1,740	117
3.6.3	- Bias Tires	1.000 units	483	543	112
3.7	Automobile Inner Tubes	1.000 units	341	380	112
3.8	Automobile Flaps	1.000 units	173	190	110
3.9	Household Rubber Tubes	Tons	53	45	85
4	Labor & Income				
4.1	Average Workforce	Person	1,950	1,950	100
4.2	Average employee Income	1.000 VND	12,480	13,223	106
5	Budget Contribution	Million VND	127,346	232,387	182
6	Import-Export Turnover	1.000 USD	158,558	190,396	120
7	Capital Construction Investment	Million VND	54,376	82,439	152
8	Profit Before Tax	Million VND	89,101	94,179	106
9	Dividend	%	(*)	(**)	

(*) The General Meeting of Shareholders authorizes the Board of Directors to decide on the interim dividend amount for 2023 and to make interim dividend payments to shareholders in accordance with the Company's business performance during the year.

Voting Results:

Votes in Favor:	- shares:	Percentage: ____ % of attending and voting shares
Votes Against:	- shares:	Percentage: ____ % of attending and voting shares
Abstentions:	- shares:	Percentage: ____ % of attending and voting shares
Invalid Votes:	- shares:	Percentage: ____ % of attending and voting shares

Therefore, Item 6 was approved.

Item 7: Approval of Remuneration for the Board of Directors and the Supervisory Board

Remuneration for the Board of Directors and the Supervisory Board in 2024 is as follows:

- Chairman of the Board of Directors	:	First 4 months	6.000.000 VND/month
		Remaining 8 months	8.000.000 VND/month
- Member of the Board of Directors	:	First 4 months	5.500.000 VND/month
		Remaining 8 months	6.000.000 VND/year
- Head of the Supervisory Board	:	Full-time employment, no remuneration	
- Member of the Supervisory Board	:	First 4 months	3.000.000 VND/month
		Remaining 8 months	4.500.000 VND/year

Total Remuneration Paid in 2024 : 440.000.000 VND

Proposed Remuneration for the Board of Directors and the Supervisory Board in 2025 is as follows:

- Chairman of the Board of Directors	:	8.000.000 VND/month
- Member of the Board of Directors	:	6.000.000 VND/month
- Head of the Supervisory Board	:	Full-time employment, no remuneration
- Member of the Supervisory Board	:	4.500.000 VND/month

Voting Results:

Votes in Favor:	- shares:	Percentage: ____ % of attending and voting shares
Votes Against:	- shares:	Percentage: ____ % of attending and voting shares
Abstentions:	- shares:	Percentage: ____ % of attending and voting shares
Invalid Votes:	- shares:	Percentage: ____ % of attending and voting shares

Therefore, Item 7 was approved.

Item 8: Approval of the Selection of the Auditing Firm for the 2025 Financial Statements

1. CPA Vietnam Auditing Company Limited;
2. Vietnam Auditing and Valuation Company Limited;
3. An Viet Auditing Company Limited.

Voting Results:

Votes in Favor:	- shares:	Percentage: ____ % of attending and voting shares
Votes Against:	- shares:	Percentage: ____ % of attending and voting shares
Abstentions:	- shares:	Percentage: ____ % of attending and voting shares
Invalid Votes:	- shares:	Percentage: ____ % of attending and voting shares

Therefore, Item 8 was approved.

PART V: ADOPTION OF THE MEETING MINUTES

Presenter: **Mr./Ms.....– Meeting Secretary**, who read the Meeting Minutes and the General Meeting of Shareholders Resolution.

The General Meeting voted and unanimously approved the full text of the Meeting Minutes and the Resolution of the 2025 Annual General Meeting of Shareholders with% of votes in favor.

These minutes are made in ... **copies** and are kept at Southern Rubber Industry Joint Stock Company.

The meeting adjourned at hours on the same day.

MEETING SECRETARY

ON BEHALF OF THE PRESIDIUM

CHAIRMAN

BUI VAN THANG

**SOUTHERN RUBBER INDUSTRY
CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: ...

Ho Chi Minh City, April ..., 2025

DRAFT

RESOLUTION OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2024 SOUTHERN RUBBER INDUSTRY CORPORATION

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter of organization and operation of the Southern Rubber Industry Joint Stock Company;
- Pursuant to the minutes of the 2025 Annual General Meeting of Shareholders No. ... dated April 18, 2025..

RESOLUTION

On April 18, 2025, at the company's office, 146 Nguyen Bieu, Ward 2, District 5, Ho Chi Minh City, the 2025 Annual General Meeting of Shareholders of Southern Rubber Industry Corporation was held with the participation of ... shareholders holding ... shares, accounting for ... of the total number of shares with voting rights of the company.

After listening to the content of the reports and proposals, The Annual Meeting of Shareholders discussed and unanimously passed the resolution with the following contents::

Article 1: Approval of the Report on the Activities of the Board of Directors in 2024 and the Activity Direction for 2025

The Annual Meeting of Shareholders voted to approve with ... shares in favor, accounting for ...% of the total number of voting shares of all shareholders participating and voting.

Article 2: Approval of the Report on the Activities of the Board of Supervisors in 2024

The Annual Meeting of Shareholders voted to approve with ... shares in favor, accounting for ...% of the total number of voting shares of all shareholders participating and voting.

Article 3: Approval of the Report by the Company's General Director on the Business Results of 2024 and the Activity Direction for 2025

The Annual Meeting of Shareholders voted to approve with ... shares in favor, accounting for ...% of the total number of voting shares of all shareholders participating and voting.

Article 4: Approval of the Proposal for the Audited Financial Statements of 2024

The Annual Meeting of Shareholders voted to approve with ... shares in favor, accounting for ...% of the total number of voting shares of all shareholders participating and voting.

Article 5: Approval of the Proposal for the Business Results of 2024 and the Profit Distribution for 2024

No.	Indicator	Unit	Explanation	Data
1	Net Revenue	VND	1	4,712,176,016,962
2	Profit Before Tax	VND	2	89,101,474,908
3	Profit After Tax for Distribution This Year	VND	3	72,071,490,392
4	Reduced Corporate Income Tax	VND	4	
5	Profit for Fund Distribution	VND	5 = 3-4	72,071,490,392
6	Allocation to Reward and Welfare Fund (10%)	VND	6 = 5 x 10%	7,207,149,039
7	Allocation to Development Investment Fund (30%)	VND	7 = 5 x 30%	21,621,447,118
8	Allocation to Management Reward Fund	VND	8	279,625,000
9	Profit for Dividend Payment	VND	9 = 5-6-7-8	42,963,269,235
10	Dividend Payment in Cash (3%)	VND	10 = 3% Charter Capital	31,087,578,600
11	Profit from Previous Year Carried Forward	VND	11	39,890,391,548
12	Remaining Undistributed Profit	VND	12 = 9-10+11	51,766,082,183

The Annual Meeting of Shareholders voted to approve with ... shares in favor, accounting for ...% of the total number of voting shares of all shareholders participating and voting.

Article 6: Approval of the Proposal for the Business Plan for 2025

No.	Indicator	Unit	Actual 2024	Plan 2025	
				Value	%/2024
1	Industrial production value	Million VND	4.649.265	4.546.287	98
2	Revenue	Million VND	5.001.549	4.735.057	95
2.1	Revenue from Industrial Production	Million VND	4.811.137	4.660.057	97
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2.1. 2	- Export	Million VND	2.251.039	2.439.877	108
2.2	Revenue from Other Business Activities	Million VND	190.412	75.000	39
3	Physical Production				
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3.3	Bicycle Tires	1,000 units	1.690	1.800	107
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3.7	Automobile Inner Tubes	1,000 units	341	380	112
3.8	Tire Flaps	1,000 units	173	190	110
3.9	Household Rubber Tubes	Tonnes	53	45	85
3.1	Semi-Finished Rubber Products	Tonnes	15.324		-
4	Labor & Income				
4.1	Average Labor	Person	1.950	1.950	100%

4.2	Average employee Income	1,000 VND	12.480	13.223	106%
5	Tax Payment to the State Budget	Million VND	127.346	232.387	182%
6	Total Import-Export Turnover	1.000 USD	158.558	190.396	120%
7	Capital Construction Investment	Million VND	54.376	82.439	152%
8	Profit Before Tax	Million VND	89.101	94.179	106%
9	Dividends		(*)	(**)	

(*) The Annual Meeting of Shareholders of Shareholders authorizes the Board of Directors of the Company to determine the interim dividend rate for 2024 and to implement the interim dividend payment to shareholders in line with the Company's business performance for the year.

The Annual Meeting of Shareholders voted to approve with ... shares in favor, accounting for ...% of the total number of voting shares of all shareholders participating and voting.

Article 7: Approval of the Proposal for the Remuneration of the Board of Directors and the Supervisory Board

The remuneration for the Board of Directors and Board of Supervisors for 2024 is as follows:

- Chairman of the Board of Directors : First 4 months: 6,000,000 VND/month
Remaining 8 months: 8,000,000 VND/month
- Members of the Board of Directors : First 4 months: 5,500,000 VND/month
Remaining 8 months: 6,000,000 VND/year
- Head of Board of Supervisor : As a full-time salaried position, no remuneration is provided.
- Members of the Supervisory Board : First 4 months: 3,000,000 VND/month
Remaining 8 months: 4,500,000 VND/year

Total remuneration paid in 2024: 440.000.000 VND/year

The proposed remuneration for the Board of Directors and the Board of Supervisors for 2025 is as follows:

- Chairman of the Board of Directors : 8,000,000 VND/month
- Members of the Board of Directors : 6,000,000 VND/month
- Head of Board of Supervisor : As a full-time salaried position, no remuneration is provided

- Members of the Supervisory Board : 4,500,000 VND/month

The Annual Meeting of Shareholders voted to approve with ... shares in favor, accounting for ...% of the total number of voting shares of all shareholders participating and voting.

Article 8: Approval of the Proposal to Select an Auditing Company for the 2024 Financial Statements

1. CPA Vietnam Auditing Co., Ltd.
2. Vietnam Auditing and Valuation Co., Ltd.
3. An Viet Auditing Co., Ltd.

The Annual Meeting of Shareholders voted to approve with ... shares in favor, accounting for ...% of the total number of voting shares of all shareholders participating and voting.

Article 9: Approval of the Proposal to Consolidate and Elect Additional Independent Member of Board of Director and Supervisor for the 2021–2026 Tenure

1. – Independent Board Member for the 2021–2026 term starting from April 18th, 2025
2. – Supervisor for the 2021–2026 term starting from April 18, 2025

The Annual Meeting of Shareholders voted to approve with ... shares in favor, accounting for ...% of the total number of voting shares of all shareholders participating and voting.

The resolution was fully adopted by the Annual General Meeting of Shareholders 2025 of Southern Rubber Industry Corporation at the meeting. The Board of Directors, General Director, and relevant individuals are responsible for implementing this resolution. This resolution takes effect from the date of signing.

Recipients:

- Board of Directors;
- Board of Supervisors;
- General Director's Board;
- Corporate Secretary..

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN

MR. BUI VAN THANG