VIETNAM RUBBER INDUSTRY GROUP
PHUOC HOA RUBBER JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No:1422/CSPH-TCKT

Ho Chi Minh City, September 18, 2026

Re: Disclosure of documents for the 2026 Extraordinary General Meeting of Shareholders.

EXTRAORDINARY INFORMATION DISCLOSURE

To:
- The State Securities Commission;
- Ho Chi Minh City Stock Exchange.

1. Organization name: PHUOC HOA RUBBER JOINT STOCK COMPANY

- Stock code: PHR

- Head office address: Hamlet 2A, Phuoc Hoa Commune, Ho Chi Minh City

- Tel: 02743 657 111 Fax: 02743 657 110

- Email: tckt@phr.vn

2. Content of information disclosure:

On September 18, 2026, Phuoc Hoa Rubber Joint Stock Company hereby discloses the documents for the 2026 Extraordinary General Meeting of Shareholders.

3. This information was disclosed on the Company's website on September 18, 2026 at the link: www.phr.vn/Shareholder Information.

We hereby certify that the information disclosed above is true and we take full responsibility before the law for the contents of the disclosed information.

Attached documents: Regulations./.

Recipients:
- As stated above;
- Company website;
- Archived: Office, Accounting and Finance Department.

PERSON AUTHORIZED TO DISCLOSE INFORMATION

M.S.D.N:3700147532-C.T.C.P. CÔNG TY CỔ PHẦN CAO SU PHƯỚC HÒA X.PHƯỚC HÒA-TP.HỒ CHÍ MINH

Vo Thanh Hai

Ký bởi: CTCP CS Phước Hòa
Ngày ký: 18-09-2026 11:01:46 +07:00

VIETNAM RUBBER GROUP
PHUOC HOA RUBBER JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, September 18, 2026

WORKING REGULATIONS
THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
PHUOC HOA RUBBER JOINT STOCK COMPANY

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its guiding documents;

Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its guiding documents;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter of Organization and Operation of Phuoc Hoa Rubber Joint Stock Company (amended and supplemented) as approved by the Annual General Meeting of Shareholders on May 28, 2026;

Pursuant to Decision No. 447/QD-CSPH dated July 03, 2023 of Phuoc Hoa Rubber Joint Stock Company on the promulgation of the Internal Regulations on Corporate Governance (amended and supplemented);

Pursuant to Decision No. 516/QD-CSPH dated June 17, 2021 of Phuoc Hoa Rubber Joint Stock Company on the promulgation of the Operational Regulations of the Board of Directors (amended).

In order to ensure that the 2026 Extraordinary General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company is conducted openly, transparently, orderly, and in compliance with the provisions of applicable laws and the Company's Charter, the Board of Directors establishes the Working Regulations for the 2026 Extraordinary General Meeting of Shareholders applicable to in-person or hybrid (combining in-person and online) formats as follows:

CHAPTER I: GENERAL PROVISIONS

Article 1. Scope and Applicable Entities

1. Scope of Application: These Regulations apply to the organization of the 2026 Extraordinary General Meeting of Shareholders (hereinafter referred to as the "Meeting") of Phuoc Hoa Rubber Joint Stock Company (hereinafter referred to as the "Company") conducted under an in-person or hybrid format (combining in-person and online attendance), combining voting by raising Voting Cards directly and/or balloting via the Electronic Voting System.

2. Applicable Entities: All shareholders, authorized representatives of shareholders of Phuoc Hoa Rubber Joint Stock Company, members of the Board of Directors (BOD), the Supervisory Board, the Board of General Directors, the Meeting Organizing Committee, the Secretariat, the Vote Counting Committee, the Shareholder Eligibility Verification Committee, and invited guests attending the Meeting shall strictly comply with the provisions set forth in these Regulations.

Article 2. Interpretation of Terms

1. "Hybrid Meeting" (In-person combined with online): The meeting organization format held at the Cultural and Sports Center Hall of the Company combined with online live-streaming and electronic voting, enabling shareholders to choose either in-person attendance at the hall or remote online attendance via the Internet.

2. "Electronic Voting System" (E-voting): The information technology system designated by the Company or operated by a contracted professional service provider, providing online tools for shareholders/authorized representatives to register attendance, monitor proceedings, discuss, submit inquiries, and exercise online voting and election rights.

3. "Voting Card": The card issued by the Organizing Committee to shareholders or authorized representatives attending the Meeting in person to exercise voting rights by raising the card at the meeting hall.

4. "Cumulative Voting" (Equal cumulative voting / Number-designated cumulative voting): The election method for members of the BOD and the Supervisory Board pursuant to Clause 3, Article 148 of the Law on Enterprises 2020. Shareholders may accumulate all votes for 01 candidate, distribute votes equally among multiple candidates, or specify exact vote numbers for each candidate according to preference.

CHAPTER II: ELIGIBILITY CRITERIA AND PARTICIPANTS

Article 3. Conditions for Meeting Attendance

1. All shareholders holding voting shares of Phuoc Hoa Rubber Joint Stock Company listed in the Shareholder Register finalized as of the record date for exercising the right to attend the Meeting, or their duly authorized representatives.

2. Shareholders or authorized representatives may select one of the two attendance methods:

- **In-person Attendance:** Presenting in person at the meeting venue (Meeting Hall of the Cultural and Sports Center, Phuoc Hoa Rubber Joint Stock Company, Phuoc Hoa So Hamlet, Phuoc Hoa Commune, Ho Chi Minh City, Vietnam) and carrying out registration procedures with the Shareholder Eligibility Verification Committee.
- **Online Attendance:** Utilizing Internet-connected electronic devices (computers, smartphones, tablets) to log into the Electronic Voting System using the login credentials and passwords provided in the Invitation Letter to confirm attendance.

Article 4. Authorization to Attend the Meeting (Proxy)

1. Shareholders have the right to authorize in writing another individual or organization to attend and vote at the Meeting on their behalf. The authorization must comply with the Law on Enterprises, the Company's Charter, and be prepared using the Power of Attorney (Proxy Form) template issued by the Company.

2. The Proxy Form must bear original signatures of both the authorizer (principal) and the authorized representative (proxy); in the case of institutional shareholders, it must be signed by the legal representative and affixed with the organization's official seal.

3. Valid Proxy Forms must be delivered to the Company's Organizing Committee prior to the deadline stipulated in the Notice of Invitation or presented in original copy during direct registration prior to the opening of the Meeting. For online attendance, authorized representative information (including email/phone number) must be registered in a timely manner to facilitate the issuance of system login accounts.

4. Revocation of authorization is only effective if the Company receives a written revocation notice before the official opening of the Meeting and provided that the proxy has not executed any voting on the system.

Article 5. Rights and Obligations of Shareholders, Authorized Representatives, and Invited Guests

1. Rights of Shareholders and Authorized Representatives:

To attend, discuss, and exercise voting and election rights on all matters within the competence of the General Meeting of Shareholders in accordance with applicable laws and the Company's Charter.

To access all meeting documents, reports, and proposals published on the Company's website or provided directly at the Meeting.

Shareholders/Authorized representatives arriving late are entitled to register immediately and participate in voting on subsequent agenda items from the time registration is completed. The validity of previously voted items shall not be affected, and prior votes shall not be conducted again.

2. Obligations of Shareholders and Authorized Representatives:

To comply with the direction of the Chairperson, and strictly observe meeting hall rules, security regulations, and orderly conduct checks (for in-person participants).

To assume personal responsibility for managing and maintaining the confidentiality of their online voting login account and password. To bear full legal responsibility before the law and the Company for the authenticity and validity of all voting and election actions executed under their assigned account.

Not to record audio, capture video, or disseminate internal meeting information and documents outside the Meeting without prior approval from the Presidium.

3. Provisions for Invited Guests:

Guests attending pursuant to the Company's invitation have the right to observe the proceedings but possess no voting or election rights.

Guests may speak only upon invitation by the Chairperson or if registered in advance and approved by the Chairperson.

Guests are obligated to comply with meeting hall rules and confidentiality regulations of the Meeting.

CHAPTER III: GOVERNING AND SUPPORTING BODIES OF THE MEETING

Article 6. The Meeting Presidium

1. The Chairman of the BOD shall serve as the Chairperson or authorize another BOD member to chair the General Meeting of Shareholders. The Presidium consists of the Chairperson and members introduced by the Chairman of the BOD.

2. The Presidium operates under the principle of democratic centralism and decides by majority. The Presidium is responsible for:

Directing the Meeting in accordance with the Agenda and Regulations approved by the General Meeting of Shareholders;

Guiding discussions, receiving questions raised directly at the hall and via the online chatbox, and assigning personnel to address shareholders' inquiries;

Presenting draft proposals, making conclusions, and presiding over voting and election procedures;

The Chairperson has the authority to implement necessary measures to maintain meeting order or adjourn the Meeting in accordance with the Law on Enterprises.

Article 7. The Secretariat

1. The Secretariat is appointed by the Chairperson to carry out recording and administrative support duties for the Meeting.

2. Duties of the Secretariat: Honestly and fully record the proceedings of the Meeting into the Meeting Minutes; receive speaking registration slips and synthesize discussion inquiries from both in-person and online shareholders; assist in drafting the Meeting Resolution and announce documents when requested by the Chairperson.

Article 8. The Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee consists of 03 members introduced by the BOD and approved by the Meeting.

2. Duties: Verify the validity of identity documents and proxy forms of shareholders attending in person; receive attendance registration data from the Online System; compile and report before the Meeting the percentage of attending shareholders and proxies at the time of opening and prior to key voting sessions.

Article 9. The Vote Counting Committee

1. The Vote Counting Committee is nominated by the Presidium and approved by the Meeting. Nominees or candidates running for the BOD or Supervisory Board shall not be members of the Vote Counting Committee.

2. Duties of the Vote Counting Committee:

Disseminate rules and instruct procedures for voting by raising cards and electronic voting;

Supervise the voting process, tally in-person voting cards at the hall, and extract electronic voting results from the Electronic Voting System;

Prepare a consolidated Vote Counting Minutes (combining in-person and online votes), announce results before the Meeting, and deliver the minutes to the Chairperson and the Secretariat.

CHAPTER IV: DISCUSSION, VOTING, AND ELECTION PROCEDURES

Article 10. Conditions for Conducting the Meeting

1. The Meeting shall be legally conducted when the total number of attending participants (consolidating both participants present in person at the hall and participants successfully logged into and confirmed on the Online System) represents more than 50% of the total voting shares of the Company.

2. In case the first convocation fails to meet the quorum, the convening of the second and third meetings shall be conducted in strict compliance with Article 19 of the Company's Charter and Article 145 of the Law on Enterprises 2020.

Article 11. Discussion Order at the Meeting

1. Participants attending in person speak only after receiving consent from the Chairperson, keeping remarks concise and directly focused on the agenda items.

2. Participants attending online submit inquiries via the chatbox feature on the Online System. The Secretariat gathers, synthesizes, and forwards inquiries to the Presidium for public response during the Meeting.

Article 12. Voting Procedures on Meeting Matters

1. Principle: Each ordinary voting share corresponds to one (01) voting right. Participants may choose one of three voting options: "For" (Approve), "Against" (Disapprove), or "Abstain".

2. Combined Voting Formats:

For procedural matters (composition of the Presidium, Secretariat, Vote Counting Committee, Meeting Agenda, Working Regulations): Voting is conducted by raising Voting Cards at the hall (for in-person participants) and/or quick confirmation on the electronic system (for online participants). When raising cards, participants hold the front side of the card facing the Presidium.

For substantive proposals and key agenda items (9-month business performance report, amendments to registered business lines, amendments to the Charter, amendments to the BOD Regulations, dismissal and additional election of BOD/Supervisory Board members, approval of Minutes and Resolutions): Voting/balloting is conducted via the Electronic Voting System within designated time windows. In-person participants are provided with accounts/QR codes to execute votes on personal devices or on-site support equipment; online participants vote directly on their user interface.

3. Consolidation of Results: The Vote Counting Committee aggregates all "For", "Against", and "Abstain" votes from both channels (in-person and online) to determine final outcomes.

Article 13. Principles for Election of Members of BOD and Supervisory Board (if any)

1. The additional election of member(s) of the BOD and the Supervisory Board for the 2023 – 2028 term is conducted under the Cumulative Voting method pursuant to Clause 3, Article 148 of the Law on Enterprises 2020 and the specific Election Regulations approved by the Meeting.

2. Each participant has total election votes equal to their total owned/represented shares multiplied by the number of members to be elected. Participants may choose equal cumulative distribution or allocate specific vote counts per candidate on the electronic ballot interface.

3. Elected candidates are determined based on vote counts from highest to lowest until the required number of members is filled.

Article 14. Conditions for Approval of Meeting Resolutions

1. Resolutions regarding amendments and supplements to registered business lines and amendments and supplements to the Company's Charter of Organization and Operation are approved when endorsed by shareholders representing at least 65% of the total voting shares of all attending participants.

2. Resolutions on other matters within the competence of the General Meeting of Shareholders are approved when endorsed by shareholders representing more than 50% of the total voting shares of all attending participants (except for elections of BOD/Supervisory Board members conducted by cumulative voting).

CHAPTER V: MINUTES, RESOLUTIONS, AND FORCE MAJEURE HANDLING

Article 15. Meeting Minutes and Resolutions

1. All proceedings and decisions of the Meeting must be fully and truthfully recorded in the Meeting Minutes and formulated into the General Meeting of Shareholders Resolution.

2. The Meeting Minutes and Resolution must be read and adopted prior to the closing of the Meeting, signed by the Chairperson and the Secretary, archived at the Company, and publicly disclosed in compliance with securities market regulations.

Article 16. Handling of Force Majeure Events

1. In the event of force majeure occurrences such as natural disasters, widespread power outages, severed Internet connectivity, or technical failures of the Online System, the Company will make every effort to rectify the issue within a period not exceeding 60 minutes.

2. If technical failures cannot be resolved after 60 minutes to ensure equitable voting rights for all shareholders, the Chairperson has the authority to decide to suspend or adjourn the Meeting to an appropriate time pursuant to applicable laws and the Company's Charter.

CHAPTER VI: IMPLEMENTATION PROVISIONS

Article 17. Validity

1. These Regulations comprise 06 Chapters and 17 Articles, entering into full force and effect immediately upon being approved by the 2026 Extraordinary General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company.

2. Matters not specifically addressed herein shall be governed by the Law on Enterprises 2020, the Law on Securities 2019, the Company's Charter, and the Internal Regulations on Corporate Governance of Phuoc Hoa Rubber Joint Stock Company./.

Recipients:
- 2026 EGM;
- Member of the BOD;
- Executive Board;
- Supervisory Board;
- Company's Website;
- Archive: Admin, BOD Secretary.

ON BEHALF OF THE BOD
CHAIRMAN

M.S.D.N:3700147532-C.T.C.P
CÔNG TY CỔ PHẦN CAO SU PHƯỚC HÒA
X.PHƯỚC HÒA-TP.HỒ CHÍ MINH

Huynh Kim Nhut