

No.: 1628/CSPH-TCKT

Ho Chi Minh City, October 16, 2026

Re: Information disclosure of the Board of
Directors' Resolution No. 61/2026/NQ-CSPH.

EXTRAORDINARY INFORMATION DISCLOSURE

To:

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

1. Name of organization: PHUOC HOA RUBBER JOINT STOCK COMPANY

- Stock code: PHR
- Head office address: Hamlet 2A, Phuoc Hoa Commune, Ho Chi Minh City
- Telephone: 02743 657 111 Fax: 02743 657 110
- Email: tckt@phr.vn

2. Content of information disclosure:

Phuoc Hoa Rubber Joint Stock Company hereby discloses information on Resolution No. 61/2026/NQ-CSPH dated October 16, 2026 of the Board of Directors regarding the matters approved at its regular meeting for the Third Quarter of 2026.

3. This information was published on the Company's website on October 16, 2026 at the link: www.phr.vn/Shareholder Information.

We hereby declare that the information disclosed above is true and correct, and we shall be fully responsible before the law for the content of the disclosed information.

Attachment: Board of Directors' Resolution No. 61/2026/NQ-CSPH./.

Recipients:

- As above;
- Company website;
- Archived: Archives, Finance and Accounting Department.

PERSON AUTHORIZED TO DISCLOSE INFORMATION



Vo Thanh Hai

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PHẦN
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VIETNAM RUBBER GROUP
PHUOC HOA RUBBER JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 61/2026/NQ-CSPH

Ho Chi Minh City, October 16th 2026



RESOLUTION
BOARD OF DIRECTORS
PHUOC HOA RUBBER JOINT STOCK COMPANY
(The 2026 Third Quarter Regular Board Meeting)

THE BOARD OF DIRECTORS
OF PHUOC HOA RUBBER JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Phuoc Hoa Rubber Joint Stock Company (amended and supplemented) 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 Operating Regulations of the Board of Directors (amended);

Pursuant to Official Letter No. 841/HDQTCSVN-TCCB dated October 05, 2026 of Vietnam Rubber Group on personnel affairs at Phuoc Hoa Rubber Joint Stock Company;

Pursuant to the Minutes of the Board of Directors Meeting of Phuoc Hoa Rubber Joint Stock Company dated October 16, 2026 (The 2026 Third Quarter Regular Board Meeting).

RESOLVED:

Article 1. Approval of the Report on Business and Investment Results for the Third Quarter and the First 09 Months of 2026

The Board of Directors acknowledged and highly appreciated the executive management of the Board of Management during the Third Quarter and the first 09 months of 2026; and unanimously approved the Report on Business and Investment Results for the Third Quarter and the First 09 Months of 2026 of the Company, in which the estimated results achieved by the Parent Company are as follows:

No.	Targets / Indicators	Unit	2026 Plan	Q3/2026 Actual	9M/2026 Actual	Execution Rate Q3/Plan (%)	Execution Rate 9M/Plan (%)
1	Harvested latex volume	Ton	13,700.00	4,233.78	8,586.08	30.90	62.67
2	Purchased latex volume	Ton	14,500.00	6,041.40	11,839.97	41.66	81.65
	- Domestic raw latex purchase	Ton	10,000.00	4,473.19	6,969.33	44.73	69.69
	- Processed rubber purchase	Ton	4,500.00	1,568.21	4,870.64	34.85	108.24
3	Sales volume of processed rubber	Ton	28,200.00	8,808.84	21,468.04	31.24	76.13
4	Average selling price	Mil. VND/ton	49.44	62.68	56.92	126.77	115.13
5	Average selling price of Parent Company's processed rubber	Mil. VND/ton	50.95	62.97	57.97	123.59	113.78
6	Total revenue	Mil. VND	2,280,185	1,153,368	2,336,635	50.58	102.48
7	Profit before tax	Mil. VND	974,076	491,26	1,082,596	50.43	111.14
8	Profit after tax	Mil. VND	779,261	409,353	882,36	52.53	113.23

The Board of Directors unanimously evaluated that: Despite adverse conditions such as prolonged rainfall affecting tapping progress, fierce competition for raw materials, and an aging rubber plantation area, the Board of Management has proactively and flexibly directed purchasing, processing, and commercial activities; business results for the first 09 months achieved very positive outcomes, with total revenue reaching VND 2,336.64 billion (fulfilling 102.48% of the annual plan), profit before tax reaching VND 1,082.60 billion (fulfilling 111.14% of the annual plan), and profit after tax reaching VND 882.36 billion (fulfilling 113.23% of the annual plan), exceeding the annual financial targets ahead of schedule. In addition, the Company successfully increased its charter capital to VND 2,458.7 billion and completed the 2025 dividend payment at the rate of 14% on schedule.

Article 2. Approval of orientations and tasks for business operations and investment in the last 03 months of 2026; assigning the Board of Management to organize execution

The Board of Directors unanimously approved the orientations and tasks for business operations and investment in the last 03 months of 2026 as proposed by the General Director; and assigned the Board of Management to concentrate on leading, directing, and executing the following key tasks:

1. Regarding business operations and financial management:

Drastically implement all comprehensive solutions to fulfill all targets of the 2026 plan under Directive No. 20/CT-HDQTCSVN of the Group and Resolution No. 160/CT-HDQT of the Company's Board of Directors.

Endeavor in the last 03 months of 2026 to achieve: harvested latex volume from 5,114 tons (under the Group's plan) to 6,164 tons (under the Company's plan); purchased latex volume exceeding 3,100 tons of dry rubber equivalent; sales volume of approximately 7,000 tons of processed rubber with rubber revenue reaching VND 434 billion, and strive for an average selling price of VND 62 million/ton, creating a solid foundation for growth in 2027.

Strengthen control over general and administrative expenses, production costs, and cost of goods sold; complete accounting, tax filing, asset inventory, and preparation of the 2026 Financial Statements strictly in accordance with regulations. Continue seeking policies and approvals from competent authorities to consider reducing land rental unit prices.

2. Regarding project investment and development:

Renewable energy sector: Proactively prepare all necessary conditions to deploy the renewable energy cluster (including Tan Binh, Binh Co 1, and Binh Co 2) under the Group's orientation in Ho Chi Minh City; collaborate with equipment and material suppliers, and engage existing clients in Tan Binh Industrial Park to register power consumption demand to establish a feasible business plan.

High-tech agriculture sector: Continuously monitor and closely coordinate with competent authorities and the Group to obtain early investment policy approval for the Tissue Culture Banana Project; adjust the cooperation term to 05 years and renegotiate with U&I (Unifarm); concurrently strengthen partnership with Nong Lam University to support the tissue culture laboratory and transfer planting techniques. Promptly coordinate with local authorities to demarcate field boundaries to formulate the High-Tech Agricultural Zone project for the 2026–2027 period.

Industrial parks and industrial clusters: Expedite the preparation and progress of the 1/2,000 zoning plan to submit investment proposal dossiers for Tan Lap 1, Bac Tan Uyen 2, Lai Hung Industrial Parks, and the expansion of Tan Binh Industrial Park Phase 2; closely monitor the approval progress of Bo La 3 and Bo La 4 Industrial Clusters.

Phuoc Hoa Residential Area Project: Coordinate closely and leverage the support of local authorities to completely resolve prolonged bottlenecks; complete

traffic connection construction, obtain land use right certificates for the 3.3-hectare area, definitively conclude site clearance with the remaining households, and prevent any complex issues from arising.

3. Regarding capital management at member units:

Improve governance efficiency at subsidiaries and affiliated companies (Tan Binh IP, Phuoc Hoa – Kampong Thom, Phuoc Hoa – Dak Lak); process land legal procedures for Phuoc Hoa – Dak Lak.

Specifically for Truong Phat Rubber Joint Stock Company: Thoroughly settle outstanding issues, recover debts, and auction and liquidate assets pursuant to regulations; instruct the Human Resources and Compensation Department to assist in fully digitizing all dossiers and documents for long-term archiving, ensuring readiness for inspections and examinations by competent authorities upon request.

4. Regarding organizational structure, personnel, and labor policies:

Strictly implement the periodic quarterly evaluation and ranking of cadres and employees in accordance with the Group's regulations; closely link income and salary to work performance and practical contributions.

Continuously innovate mindset, enhance discipline, dynamism, and the capability to build operational connections from provincial levels to the grassroots; eliminate favoritism and personal relations. Formulate strategies for training and developing successor cadres and attracting talent.

Streamline the organizational apparatus under the 2-tier model; decisively reduce the indirect labor ratio to 5% pursuant to Directive No. 20/CT-HDQTCSVN; concurrently step up recruitment of tapping workers and specialized personnel for new investment projects. Pay due attention to employee welfare, salary, and balancing the Lunar New Year bonus fund.

5. Regarding internal regulations, rules, and functional allocation:

Continue reviewing and refining the internal regulation system to ensure compliance with legal provisions and the Group's directives.

Determine headcount quotas and redefine the specific functions and duties of each department and unit following the streamlining to the 2-tier model and digitalization rollout.

6. Regarding digital transformation and scientific-technological applications:

Maximize the efficiency of in-house developed digital management systems (the smartphone-based Yield Weighing App connecting directly via Bluetooth, Tapping Supervision, Fuel Management, and Smart Reporting with automated payroll calculation without manual paperwork).

Officially launch the Company's new website; complete the evaluation dossier for carbon footprint certification (ISO 14067) and strictly maintain valid certifications under current ISO standards.

7. Regarding coordination with the Supervisory Board:

Assign the Corporate Secretary to synthesize all opinions and recommendations raised by the Supervisory Board during the meeting so that the Board of Management can report on matters that have been done, are being done, and are yet to be done; ensuring that the Supervisory Board accesses and captures information from the outset for all Company operations.

Article 3. Approval of Proposals submitted by the General Director and Matters within the Competence of the Board of Directors

1. The Board of Directors unanimously approved in principle the Proposals of the General Director and the matters within the competence of the Board of Directors, specifically as follows:

- Proposal No. 1475/TTr-CSPH dated September 28, 2026 on the promulgation of the Financial Management Regulations of Phuoc Hoa Rubber Joint Stock Company.

- Proposal No. 1596/TTr-CSPH dated October 13, 2026 on the promulgation of the Debt Management Regulations of Phuoc Hoa Rubber Joint Stock Company.

- Proposal No. 1597/TTr-CSPH dated October 13, 2026 on the promulgation of the Internal Audit Regulations of Phuoc Hoa Rubber Joint Stock Company.

2. Assign the Corporate Governance Division to coordinate with the Legal and Inspection Department and relevant specialized departments to thoroughly review relevant regulations and provisions before finalizing the procedures for official promulgation.

3. Regarding personnel affairs and labor policy settlement:

Acknowledge the personal aspirations and highly appreciate the contributions of Ms. Nga throughout her tenure at the Company, approve in principle the resignation of Ms. Nguyen Thi Phi Nga effective from November 01, 2026 upon her personal request; and execute information disclosure strictly in accordance with regulations of the State Securities Commission.

Approve in principle the resolution of resignation and termination of labor regimes for cases at Truong Phat Rubber Joint Stock Company; continue executing personnel decisions pursuant to issued documents.

Article 4. Implementation

1. Assign the General Director, pursuant to the contents of this Resolution, to organize the implementation; periodically report to the Board of Directors on

the progress and results of the implementation of business production, investment tasks, and key operational areas.

2. Members of the Board of Directors, according to their assigned areas of responsibility, shall enhance inspection, urging, and supervision of the implementation of this Resolution; promptly report to the Chairman of the Board of Directors to resolve any difficulties and bottlenecks that arise.

3. The Supervisory Board shall perform its supervisory functions over the execution of this Resolution in accordance with the Company's Charter and the Operating Regulations of the Supervisory Board.

Article 5. Enforcement

This Resolution takes effect from the date of signing.

Members of the Board of Directors, the Supervisory Board, the Board of Management, the Chief Accountant, Heads of functional departments, Heads of subordinate units, and Capital Representatives of the Company at relevant enterprises are responsible for executing this Resolution./.

Recipients:

- The Board of Directors of Vietnam Rubber Group;
- The Board of Management, Supervisors of Vietnam Rubber Group;
- The Board of Directors, Supervisory Board;
- The Party Committee, Board of Management;
- Departments and mass organizations;
- Production Teams, Factories, Subsidiaries;
- Company Website;
- Archived: Admin, BOD Secretary.

**ON BEHALF OF THE BOD
CHAIRMAN**



Huynh Kim Nhut