



CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG

DANANG RUBBER JOINT STOCK COMPANY

Address: Lot G, Ta Quang Buu Street, Hoa Hiep Bac Ward, Lien Chieu District, Danang City

Tel: 0236 3771405-3771404 Fax: 0236 3771400 Email: vanphong@drc.com.vn

Website: www.drc.com.vn

DOCUMENTS
ANNUAL GENERAL MEETING OF SHAREHOLDERS
2025
DANANG RUBBER JOINT STOCK COMPANY



Da Nang, April 2025

Danang, April 01, 2025

**INVITATION LETTER
TO THE ANNUAL GENERAL SHAREHOLDER'S MEETING 2025
DANANG RUBBER JOINT STOCK COMPANY
Stock code: DRC**

To: Respected Shareholders of Danang Rubber Joint Stock Company

The Board of Directors of Danang Rubber Joint Stock Company would like to inform and invite our respected shareholders to attend the 2025 Annual General Shareholder's meeting of DRC

1. Time: 8h00 AM, April 25th, 2025

2. Location: The Nalod Da Nang - No. 192, Vo Nguyen Giap Street, Phuoc My Ward, Son Tra District, Danang City

3. Agenda:

+ Report on the 2024 business performance and production activities, along with the 2025 business plan;

+ Audited financial statements for 2024;

+ Proposal on profit distribution and dividend payment for 2024;

+ Proposal for interim dividend payment for 2025;

+ Proposal for issuance of shares to increase share capital from owner's equity;

+ Report on the activities of the Board of Directors (BOD) in 2024 and its operational orientation for 2025;

+ Report on the activities of the Supervisory Board (SB) in 2024 and its operational orientation for 2025;

+ Proposal for selecting an auditing firm for the 2025 financial statements;

+ Report on the remuneration of the BOD, SB, and Company Secretary in 2024, along with the proposed remuneration for 2025;

+ Amendment and Supplementation of the Company's Charter on Organization and Operation;

+ Proposal regarding the personnel of the SB for 2025;

+ Other matters within the authority of the General Shareholders' Meeting.

4. Meeting documents: Documents used for the AGM can be downloaded on the company's website at the following address: www.drc.com.vn or scan the QR code in the Invitation letter.

5. Participants: All the respected shareholders of Danang Rubber Joint Stock Company named in the List of Shareholders according to Vietnam Securities Depository's announcement

6. Registration for Attendance: Shareholders are required to register for attendance or authorize a representative to attend the meeting. When attending, shareholders are requested to bring their Citizen ID card or Passport, along with the original Power of Attorney if attending as an authorized representative.

To facilitate the organization process, please confirm your attendance/ authorization by scan the QR code in this Invitation Letter or via mail, phone or email before 4:00PM April 22, 2025, to the following address:

Danang Rubber Joint Stock Company

Lot G, Ta Quang Buu Street, Hoa Hiep Bac Ward, Lien Chieu District, Danang City

Phone: 0236.3771405 | Email: vanphong@drc.com.vn

Your sincerely!

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Nguyen Xuan Bac



CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG

DANANG RUBBER JOINT STOCK COMPANY

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**POWER OF ATTONEY
ATTENDING THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
DANANG RUBBER JOINT STOCK COMPANY**

Today, date.....2025, I:

Shareholder name:Shareholder code :

ID card/ Citizen ID card No.:Date of issuePlace of
issue :

Phone No.:Email :

Number of shares owned :

By this letter, I would like to authorize to:

Mr./Mrs:.....Shareholder code

ID card/Citizen ID card No.:Date of issuePlace of
issue :

Address:

Phone No.:Email:

Number of shares authorized:

To represent me in attending, voting, and exercising other rights of a
shareholder at the Annual General Meeting of Shareholders of Danang Rubber
Joint Stock Company on April 25, 2025.

I take full responsibility before the law for any commitments made by the
authorized representative on my behalf within the scope of the above
authorization. I acknowledge that I fully understand my rights, obligations, and
legal benefits, as well as the legal consequences of granting this authorization.

Authorizer party

*(Signature with full name,
stamped if any)*

Authorized party

*(Signature with full name
stamped if any)*



CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG

DANANG RUBBER JOINT STOCK COMPANY

Lô G, đường Tạ Quang Bửu, P. Hòa Hiệp Bắc, Q. Liên Chiểu, TP Đà Nẵng

Tel: 0236 3771405-3771404 Email: vanphong@drc.com.vn

Website: www.drc.com.vn



AGENDA

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS DANANG RUBBER JOINT STOCK COMPANY

1. Time: 8h00 - 12h00, April 25, 2025
2. Location: The Nalod Da Nang – No. 192, Vo Nguyen Giap Street, Phuoc My Ward, Son Tra District, Danang City

Time	Content
8h00 - 8h30	<ul style="list-style-type: none">- Welcoming shareholders- Registering procedure- Verifying shareholder eligibility
8h30 - 8h45	<ul style="list-style-type: none">- Approval of the Shareholder Eligibility Verification Committee- Report of the Shareholder Eligibility Verification Committee- Announcement of reasons. Introduction of delegates- Introduction of Presidium- Presidium appoints the Secretariat- Election of Vote Counting Committee, Election Committee
8h45 - 10h00	<ul style="list-style-type: none">- Approval of the General Meeting Regulations- Approval of the General Meeting Agenda- Approval of Voting Regulation- Presentation reports, proposals at the General Meeting<ul style="list-style-type: none">+ <i>Report on 2024 bussiness results and 2025 plan</i>+ <i>Report on 2024 audited financial statement</i>+ <i>Proposal for the profit distribution and dividend payment in 2024</i>+ <i>Proposal for interim dividend payment for 2025</i>+ <i>Proposal for issuance of shares to increase share capital from owner's equity.</i>+ <i>Report on the activities of the Board of Directors in 2024 and its operational orientation for 2025</i>+ <i>Report on the activities of the Supervisory Board for 2024 and its operational orientation for 2025.</i>+ <i>Proposal for selecting an auditing unit for the 2025 financial statement.</i>+ <i>Report on the remuneration of the Board of Directors, Supervisory Boards, Company Secretary in 2024 and proposed remuneration for 2025;</i>+ <i>Amendment and Supplementation of the Company's Charter on Organization and Operation;</i>+ <i>Proposal regarding the personnel of the SB for 2025;</i>
10h00 - 10h30	Discussion and questioning
10h30 - 11h00	Voting to approve the Reports and Proposals at the General Meeting Election of the Company's Supervisory Board's Members
11h00 - 11h15	Relaxing
11h15 - 11h30	The Vote Counting Committee announces the vote results
11h30 - 12h00	<ul style="list-style-type: none">- Appoval of the GM Minutes- Approval of the GM Resolution- Closing the GM

ORGANIZING COMMITEE



DRAFT

**REGULATIONS
ON THE ORGANIZATION OF 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
DANANG RUBBER JOINT STOCK COMPANY**

Chapter I

GENERAL PROVISIONS

Article 1. Scope of application

This Regulation is applied to the organization of the 2025 Annual General Meeting of Shareholders of Danang Rubber Joint Stock Company (hereinafter referred to as the “AGM”) in the form of a physical meeting combined with electronic voting.

Article 2. This Regulation specifies the rights and obligations of shareholders and parties to the General Meeting, conditions and procedures for conducting the General Meeting.

Điều 3. Definitions

Company: Refers to Danang Rubber Joint Stock Company

Electronic Voting: the process that shareholders or their representatives use the internet-connected devices such as computers, tablets or mobile phones to vote/elect through the electronic voting system designated by the Company.

Electronic voting system: the system utilized by the Company to support the organization of the General Meeting of Shareholders, allowing shareholders and their representatives to register for attendance and conduct electronic voting/elections during the meeting.

Chapter II

RIGHTS AND OBLIGATIONS OF PARTIES TO THE GENERAL MEETING

Article 4. Rights and obligations of Common Shareholders

1. Conditions for Participation

a) Shareholders are legal entities, individuals or representatives of shareholders, a group of shareholders holding voting shares of the company at the record date on March 20, 2025, have the right to participate in the General Meeting either in person or by proxy. They may also conduct their votes electronically through the Company’s electronic voting system at: <https://daihoi.drc.com.vn>

b) Shareholders or shareholder representatives attending the meeting in person must be present on time as required and complete the registration procedures with the Organizing Committee before entering the meeting room.

c) Shareholders or shareholder representatives must maintain confidentiality, adhere to the regulations on document use and preservation, and must not copy, record or take materials outside the General Meeting without the Presidium's permission.

d) Shareholders or shareholder representatives attending the meeting must have an electronic device with Internet access, including but not limited to computers, mobile phones, and other Internet-connected electronic devices.

2. Methods of Attending the Meeting in person or Electronic Voting

a) Each shareholder listed in the shareholder registry has the right to attend the Company's General Meeting of Shareholders and will be provided with an account, including a username and password, to register for attendance and vote electronically. Upon receiving the meeting invitation, shareholders can register for in-person attendance via email, telephone or by scanning QR code on the Invitation or the Power of Attorney. Shareholders are responsible for maintaining the security of their registration information to ensure that only they have the right to attend and vote electronically on the system. The Company will not be responsible for any issue arising from shareholders losing or disclosing their login credentials to third parties. Shareholders must access the system and change their password right immediately after receiving login information to ensure security.

b) For Authorized Representatives

Shareholders may authorize another person to attend the meeting as stipulated in the Company's Charter and the General Meeting Regulations. If the authorized representative is not the Company's shareholder, after receiving a duly verified written authorization from both the authorizing party and the authorized party, the Company will provide the authorized representative with a username and password to access the system for exercising the rights and fulfilling the obligations according to the authorized content. The Company will provide login credentials based on the authorization information submitted by the shareholder, enabling the authorized representative to register for attendance and vote electronically.

3. Rights of eligible shareholders when attending the General Meeting:

a) Shareholders have the rights to attend, vote and elect on all the matters within the authority of the General Meeting of Shareholders as stipulated in the Company's Charter.

b) Shareholders have the rights to authorize, in writing, to the representative to attend, vote and elect on their behalf at the General Meeting.

c) The Organizing Committee will publicly announce the full agenda of the General Meeting, all eligible shareholders are entitled to give their opinions directly or through their authorized representatives, all the opinions submitted will be discussed at the General Meeting

d) At the General Meeting, each shareholder or shareholder representative attending the meeting must bring the Identity card or passport or Citizen Identification card for registration procedure, and a Power of Attorney (for shareholder representatives). Shareholder Eligibility Verification Committee will provide a Voting card/ Ballot/ Election form to each attending shareholder or shareholder representative. The Voting card/ Ballot/ Election form will include the registration number, full name of the shareholder, full name of the authorized shareholder representative and their

number of voting/election rights. The voting/election value held by the shareholder or shareholder representative corresponds to the proportion of voting/election shares they own or represent, as registered for the General Meeting, relative to the total voting/election shares of all participants present at the meeting.

d) Shareholders, authorized representatives of shareholders when attending the General Meeting, after listening to reports on the matters to be approved, will participate in discussion and vote on each item through voting and election processes.

e) Shareholders, authorized representatives of shareholder arriving after the meeting has commenced are entitled to register immediately and subsequently have the right to participate in and vote at the General Meeting upon registration. The Chairperson is not obligated to halt the meeting to allow late-arriving shareholders to register, and the validity of the matters previously voted on or elected remains unchanged.

3. Obligations of Common Shareholders when attending the General Meeting:

a) Attend or authorize attendance at the General Meeting in accordance with the Company's Charter.

b) Comply with the provisions of this Regulation

c) Shareholders or authorized representatives attending the meeting must complete the registration procedures with the Organizing Committee of the General Meeting

d) Shareholders/authorized representatives are responsible for maintaining the confidentiality of their login credentials to ensure that only they have the right to vote electronically on the electronic voting system. The voting results of shareholders/authorized representatives on the electronic voting system will be considered the final decision of the shareholders/representatives and they shall bear full responsibility before the law and the Company for the electronic voting results recorded in the system. Shareholders must immediately notify the Company for timely handling if their username or password is stolen or disclosed.

e) Strictly comply with the rules of the General Meeting of shareholders, respect the results of the General Meeting.

Article 5. Rights and obligations of the Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee for the General Meeting is appointed by the Board of Directors and approved at the General Meeting.

2. The Shareholder Eligibility Verification Committee is responsible for:

+ Verifying the eligibility and status of the shareholders and shareholder representatives attending the meeting.

+ The Head of the Shareholder Eligibility Verification Committee shall report to the General Meeting on the attendance status of shareholders. If the meeting has a sufficient number of shareholders and authorized representatives attending, representing more than 50% of the total voting shares, the Company's General Meeting of Shareholders shall be conducted.

Điều 6. Rights and obligations of the Vote Counting Committee

1. The General Meeting of Shareholders shall elect one or some members to the Vote Counting Committee as proposed by the Chairperson of the meeting.

2. Responsibilities of the Vote Counting Committee:

- Announce the principles, procedures and provide guidance on the voting/election process
- Review and report to the General Meeting any violations of voting regulations or complaints regarding the voting results.
- Verify and record the ballots, prepare the vote counting minute/election minute, announce the results and submit the minutes to the Chairperson.

Article 7. Rights and obligations of the Chairperson and Secretary of the General Meeting.

1. The Presidium consists of the Chairperson and other members.

2. The Chairman of the Board of Director shall acts as the Chairperson of the General Meeting or authorize another Board member to chair the General Meeting of convened by the Board of Directors.

3. The Chairperson of the General Meeting may undertake necessary actions to conduct the meeting in a proper, order manner, in accordance with the approved agenda and in alignment with the wishes of the majority of attendees.

4. The Chairman has the right to postpone the General Meeting of Shareholders, which has already met the quorum, for a maximum of 03 working days from the scheduled opening date and may only postpone or change the meeting venue in the following cases:

- a) The meeting venue has not enough convenient seats for all attendees;
- b) The communication facilities at the meeting venue do not ensure that shareholders can participate, discuss, and vote
- c) There are attendees disrupting the meeting, causing disorder, and posing a risk of the meeting not being conducted fairly and legally.

5. Responsibilities of the Presidium:

- Manage the activities of the General Meeting according to the agenda approved by the General Meeting of Shareholders
- Guide shareholders/authorized representatives and the General Meeting in discussing the agenda items.
- Present drafts and finalize key matters for voting.
- Address issues raised by the General Meeting.
- Resolve any arising issues during the General Meeting

6. The Chairperson appoints the Secretary of the General Meeting prepare the meeting minutes, draft the Resolution and carry out other tasks as assigned by the Chairperson.

Chapter III

CONDUCTING THE GENERAL MEETING

Article 8. Conditions of conducting General Meeting

1. The General Meeting of Shareholders will be conducted when the number of shareholders attending the meeting represents more than 50% of the total voting shares.
2. If the first meeting does not meet the conditions of proceeding as stipulated in Clause 1 of this Article, the second invitation to the meeting shall be sent within 30 days, from the date of the originally scheduled first meeting. The General Meeting of Shareholders will be held for the second time if the number of shareholders representing at 33% of the total voting shares are present.
3. If the second meeting does not meet the conditions for proceeding as stipulated in Clause 2 of this Article, the third invitation to the meeting must be sent within 20 days from the originally scheduled date of the second meeting. The General Meeting of Shareholders (GMS) held for the third time will proceed regardless of the total number of voting shares represented by the shareholders attending the meeting.

Article 9. Procedure for the General Meeting of Shareholders

1. Hình thức đại hội: Hội nghị trực tiếp kết hợp biểu quyết bỏ phiếu trực tuyến tại Đại hội. Form of the General Meeting:
2. The General Meeting will sequentially discuss and approve the items on the Agenda of the General Meeting.
3. Main Contents:
 - Approving the Presidium, and the Secretary of the General Meeting.
 - Electing the Vote Counting Committee.
 - Approving the Agenda of the General Meeting.
 - Discussing and voting on the resolutions of the General Meeting of Shareholders.
 - Electing members of the Supervisory Board for 2025.
 - Approving the Minutes and Resolutions of the General Meeting.

Chapter IV

CLOSING THE GENERAL MEETING

Article 10. Approval of the decision of the General Meeting of Shareholders

1. Resolutions on the following matters shall be approved when they receive affirmative votes from shareholders representing at least 65% of the total voting shares of all shareholders attending and voting at the meeting, except as provided in Clauses 3,4 and 6 of Article 148 of the Enterprise Law.
 - a) Types of shares and the total number of shares of each type;
 - b) Changes in the business lines and fields of operation;

- c) Changes in the Company's organizational structure;
- d) Investment projects or the sale of assets with a value of 35% or more of the total assets as recorded in the Company's most recent financial statements;
- e) Company reorganization or dissolution.

2. Resolutions shall be approved when they receive affirmative votes from shareholders representing more than 50% of the total voting shares of all shareholders attending and voting at the meeting, except as provided in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Enterprise Law.

3. The election of members of the Supervisory Board shall be conducted in accordance with the Regulations on Voting and Election of Board of Directors and Supervisory Board Members at the General Meeting.

4. Resolutions of the General Meeting of Shareholders that are approved by 100% of the total number of voting shares shall be considered lawful and effective, even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and the Company's Charter

Article 11. Minutes of the General Meeting of Shareholders

All contents of the General Meeting of Shareholders must be recorded in the Meeting Minutes by the Secretary of the Meeting. The Minutes of the General Meeting of Shareholders shall be read and approved before the closing of the meeting and shall be archived at the Company.

Chapter V

IMPLEMENTATION PROVISIONS

Article 12. These Regulations consist of 5 Chapters and 12 Articles; they shall be approved and take effect at the 2025 Annual General Meeting of Shareholders of Da Nang Rubber Joint Stock Company.

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



Nguyen Xuan Bac



CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG

DANANG RUBBER JOINT STOCK COMPANY

Lô G, đường Tạ Quang Bửu, P. Hòa Hiệp Bắc, Q. Liên Chiểu, TP Đà Nẵng
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DRAFT

Danang, April , 2025

REGULATIONS ON VOTING, ELECTION AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS DANANG RUBBER JOINT STOCK COMPANY 2025

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No.33/2022/QH15 dated January 11, 2022

Pursuant to the Charter of Danang Rubber Joint Stock Company;

The Board of Directors of Danang Rubber Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders the Draft Regulation on Voting and Election at the 2025 Annual General Meeting of Shareholders as follows:

Article 1. Purpose and Scope of Application

This Regulation is established to define the specific principles and procedures for voting and election regarding the agenda items at the 2025 Annual General Meeting of Shareholders according to the Charter of Danang Rubber Joint Stock Company (the Company).

This Regulation applies to the voting on the agenda items and Election of members of The Supervisory Board at the 2025 Annual General Meeting of Shareholders of the Company.

Article 2. General Provisions on Voting and Election

1. Subject with the Right to Vote and Elect

Shareholders holding ordinary shares or authorized representatives of shareholders may exercise their voting and election rights through one (01) of the following two (02) methods: Voting and electing in person at the General Meeting; or remote voting, provided the following conditions are met:

- Completion of registration and verification of eligibility at the AGM or compliance with the procedures for remote voting;
- The voting and election rights must be exercised before the AGM concludes the collection of voting opinions from shareholders.

2. Vote Counting Committee

The counting of voting ballots and election ballots will be conducted by the Vote Counting Committee. The General Meeting Organizing Committee will prepare and propose a Vote Counting Committee to the General Meeting, which will be responsible for counting ballots. The number of members of the Vote Counting Committee will be determined by shareholders attending the AGM through open voting.

3. Tools for Voting and Election:

- a) Voting Cards, Voting Ballots and Election Ballots:

- Shareholders/ authorized representatives will exercise the right of voting and election through Voting cards, Voting ballots and Election ballots based on the templates issued by the Company, which include main contents as specified in this Regulation.

- Shareholders/ authorized representative will receive Voting cards, Voting ballots and Election ballots by one of the following methods:

- + For shareholders/ authorized representatives attending the General Meeting in person:

Voting Card: Each shareholder/ authorized representative attending the meeting will be issued one (01) Voting Card by the Organizing Committee upon completing the delegate registration process. The Voting Card will include the shareholder code, the number of shares owned/ authorized for voting on general matters of the General Meeting, excluding Reports and Proposals presented at the Meeting.

Voting ballot: Each shareholder/ authorized representative attending the meeting will be issued one (01) Voting Ballot by the Organizing Committee upon completing the delegate registration process. The Voting Ballot will include the shareholder code, the number of shares owned/ authorized for voting on Reports and Proposals presented at the Meeting.

- + For shareholders attending General Meeting via remote voting: Voting will be conducted using the Remote Voting Ballot as issued by the Company.

b) Ballot Boxes:

- Voting Ballots and Election Ballots of shareholders/authorized representatives will be collected and placed into the ballot boxes. These Ballot Boxes will be sealed from before the voting begins until the conclusion of the voting period, and will be managed by the Vote Counting Committee

- In the case of electronic voting through the electronic voting system: After shareholders/ authorized shareholders confirm their vote on the Company's electronic voting system, the results will be recorded in the system.

4. Methods of eElectronic Voting at the General Meeting

a) Voting Method:

- Shareholder/ authorized representatives attending the General Meeting select one of three voting options: Approve, Disapprove or Abstain for each matter presented for voting, as configured in the electronic voting system.

- After making their selection, shareholders/authorized representatives must confirm their vote for the electronic voting system to record the results.

b) Election Method:

- The nomination and election process shall be conducted using the cumulative voting method and online voting, as configured in the electronic voting system.

- After completing their selection, shareholders/authorized representatives must confirm their vote for the electronic voting system to record the results.

4. Remote Voting:

In case shareholders do not attend the General Meeting in person, they may exercise the voting and election rights through remote voting. Remote voting will be conducted according to the following procedures:

- Each shareholder will be provided a unique code, which will be displayed on the Invitation Letter to the General Meeting
- Shareholders contact to the General Meeting Organizing Committee to register the remote voting and receive Remote Voting Ballot.
- After receiving the Remote Voting Ballot, shareholders shall print the ballot and conduct the voting according to the instructions provided in this Regulation
- Shareholders send the completed Voting Ballot as per the instructions provided in this Regulation to the Company's email address or send them by registered mail to the Company before 16:00 on April 24, 2025. The registered mail should be sent as follows: The Remote Voting Ballot and the original Invitation Letter should be placed in a sealed envelope with the sender's and recipient's details clearly written, with the recipient's information as follows:

REMOTE VOTING BALLOT

Recipient: Board of Directors

DANANG RUBBER JOINST STOCK COMPANY

Address: Lot G, Ta Quang Buu Street, Lien Chieu Industrial Park, Danang City

- Voting and election information shall remain confidential until the General Meeting conducts the ballot counting
- At the time of registration and verification of eligibility to attend the General Meeting, the Organizing Committee will open the Remote Voting Ballots to verify the shareholder's eligibility. For shareholders who meet the eligibility criteria, their Remote Voting Ballots will be placed into the ballot box, and will be checked and counted together with the voting ballots cast at the General Meeting in accordance with the provisions of this Regulation.

Article 3. Voting Regulations

1. Voting Ballots/ Voting Cards:

The Voting Ballot/Voting card contains the following key contents:

- Voting ballot/card code
- Shareholder's name
- Authorized Representative's name (if applicable)
- Number of shares owned/authorized

2. Principles, Voting Method and Determination of Voting Ratio:

- a) Voting is based on the principle that each share with voting right correspond to one vote.
- b) Open voting at the General Meeting: Shareholders/authorized representatives shall conduct open voting as instructed by the Vote Counting Committee.

3. Classification of Voting Ballots

a) Valid Ballot: A valid ballot must follow the official template issued by the Company, bear the Company's red stamp, and have no erasures, alterations, tears or damage. It must not contain any additional content beyond what is prescribed for the ballot. It must be signed, with the full name of the attending shareholder/authorized representative clearly written below the signature.

In case of electronic voting: the ballot must follow the official template of the Company and be recorded in the Company's electronic voting system at <https://daihoi.drc.com.vn>

On the Voting ballot, a vote is considered valid if the shareholders/authorized representative marks one (01) of the three (03) voting options: "Approve"; "Disapprove"; "Abstain"

b) Invalid Voting Ballot:

A Voting Ballot is considered invalid if:

- It contains additional content beyond what is prescribed for the ballot.
- Its content does not comply with the regulations for a valid Voting Ballot
- The shareholder/ authorized representative does not select one (01) of the three (03) voting options: "Approve"; "Disapprove"; "Abstain" or selects all three options for the same voting item. In such cases, the vote on that specific item will be considered invalid.

4. Collecting the Voting ballots/Voting Cards:

a) For the Voting Ballots sent to the Board of Directors prior to the General Meeting through remote voting, the collection of voting ballots will be conducted after the General Meeting meets the conditions to proceed.

b) For Voting Ballots/Voting Cards at the General Meeting, the collection of Voting Ballots/Voting Cards will be conducted after the shareholders/ authorized representatives complete the voting process

5. Conditions for Approval of Voting Items:

Resolutions shall be approved when they achieve the minimum voting ratio as stipulated in the Company's Charter for each voting item.

6. Verification and Consolidation of Results::

a) In cases where new voting items arise or existing agenda items are adjusted during the General Meeting, shareholders who have exercised their voting rights via remote voting shall be considered absent for those specific items.

b) The voting ratio shall be calculated based on the proportion of shareholders attending the General Meeting in person. Voting results shall be determined for each voting item and expressed as a percentage (%).

c) The Vote Counting Committee is responsible for consolidating voting results and preparing the Vote Counting Minutes. The minutes must be signed by all members of the Vote Counting Committee to confirm the accuracy, transparency and compliance with the voting principles and procedures.

d) The Vote Counting Minutes must clearly include the following details:

- The number of shares voted for each voting item, including the voting percentage for each voting option: Approve, Disapprove and Abstain

- The Head of the Vote Counting Committee is responsible for announcing voting results on behalf of the Chairperson at the General Meeting.

Article 4. Election Regulations for the Supervisory Board

1. Principles, Methods, Voting Procedures, and Election Determination

a) The election of the Supervisory Board must be conducted by using the cumulative voting method. Under this method, each shareholder has a total number of votes equal to the number of shares they own multiplied by the number of candidates to be elected to the Board of Directors/Supervisory Board. Shareholders have the right to allocate all or part of their votes to one or multiple candidates. Candidate elected as members of the Supervisory Board shall be determined on the number of votes received, ranked in descending order, starting from the candidate with the highest number of votes until the required number of members is reached. In the event that two or more candidates receive the same number of votes for the final available position in the Board of Directors/Supervisory Board, a re-election shall be conducted among those candidates.

b) A candidate must receive at least one (01) vote to be elected as a member of the Supervisory Board.

2. Classification of Election Ballots:

a) Valid Ballots:

- Ballots must follow the official template distributed by the Vote Counting Committee with no erasures, alterations or additional content beyond the prescribed format; ballots must have signature, full name of attending shareholder/authorized representative and be submitted to the Vote Counting Committee before the ballot box is unsealed. Alternatively, an electronic ballot created by the Vote Counting Committee on the Company's electronic voting system, following the prescribed template, shall also be considered valid.

- The voting must comply with the principles of cumulative voting.

b) Invalid Ballots:

- Ballots that do not comply with the regulations for valid ballots.

- Ballots in which the number of candidates selected exceeds the required number of candidates to be elected.

- Ballots in which the total votes allocated by a shareholder/authorized representative exceed the total votes they are entitled to cast..

- Other cases as specified by the Election Regulations of the General Meeting of Shareholders and the Company's Charter.

3. Collection of Election Ballots:

a) For election ballots submitted to the Board of Directors before the General Meeting via remote voting, the collection of ballots will take place once the General Meeting meets the conditions to proceed.

b) For election ballots distributed at the General Meeting, the collection of ballots will be conducted after shareholders/authorized representatives have completed their voting.

4. Verification and Compilation of Results:

a) After validating the eligibility of the ballots, the results will be compiled to determine the election outcome.

b) For remote voting, the verification of these ballots includes checking the seal status, completeness of accompanying documents, and will be conducted alongside the ballots cast directly at the General Meeting.

c) The Vote Counting Committee is responsible for compiling the election results and preparing the Election Minutes. The Election Minutes must be signed by the members of the Vote Counting Committee to confirm accuracy, transparency, and compliance with the established principles and vote counting procedures.

c) The Election Minutes must clearly include the following details:

- List of candidates
- Number of votes received by each candidate.
- Total number of voting shares present at the General Meeting.
- Total number of votes received by each candidate in proportion to the total number of voting shares present at the General Meeting.
- List of elected candidates.

Article 5. Complaints

Complaints regarding to the voting and election will be collected by the Organizing Committee and forwarded to the Chairperson of the General Meeting for resolution during the Meeting.

Article 6. Implementation Provisions

This Regulation was approved by the Annual General Meeting of Shareholders of Da Nang Rubber Joint Stock Company in 2025 and shall be applied at the Annual General Meeting of Shareholders held on April 25, 2025.

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



Nguyen Xuan Bac



**CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG****DANANG RUBBER JOINT STOCK COMPANY**

Lot G, Ta Quang Buu Street, Hoa Hiep Bac Ward, Lien Chieu District, Da Nang City.

ĐT: 0236 3771405-3771404 Email: vanphong@drc.com.vnWebsite: www.drc.com.vn**VOTING FORM
ANNUAL GENERAL SHAREHOLDER MEETING 2025
DANANG RUBBER JOINT STOCK COMPANY**

Name of shareholder/representative:

Number of ownership registration/ ID card/ Citizen ID card:

Number of shares owned:

Number of shares authorized:

Number of shares owned and/or authorized:

CONTENTS TO VOTE:

NO.	CONTENT	VOTING SUBJECTS		
		Agree	Disagree	No opinion
1	Report on the 2024 Business Results and 2025 Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Report on the 2024 audited financial statement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Proposal for the profit distribution and dividend payment in 2024	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Proposal for interim dividend payment for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Proposal for issuance of shares to increase share capital from owner's equity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Report on the activities of the Board of Directors in 2024 and its operational orientation for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Report on the activities of the Supervisory Board in 2024 and its operational orientation for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Proposal for selecting the auditing unit for the 2025 financial statement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Report on the remuneration of the Board of Directors, Supervisory Board, Company Secretary in 2024 and proposed remuneration for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	Amendment and Supplementation of the Company's Charter on Organization and Operation;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	Proposal for Dismissal of the Supervisory Board Member	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*Danang city, April , 2025****Note:**

Please mark "X" or "V" to only 01

Box corresponding to "Agree", "Disagree" or "Abstain" towards the voting subjects.

SHAREHOLDER/REPRESENTATIVE*(Signature with full name)*



CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG

DANANG RUBBER JOINT STOCK COMPANY

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ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 DANANG RUBBER JOINT STOCK COMPANY

(For shareholders not attending the meeting in person to vote remotely)

1. Shareholder information:

Registration number:

Full name of Shareholder/Authorized Representative:

Number of shares owned/authorized:

2. Voting instructions:

1. Mark (✓) in the voting checkbox (□).

2. An invalid voting ballot includes:

(1) Ballots with incorrect/ missing shareholder information;

(2) Ballots with missing voting content and/or incorrect marking as per the voting instructions.

3. Voting content:

1. Report on 2024 business results and 2025 plan:

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	No opinion	<input type="checkbox"/>
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2. Report on 2024 audited financial statement:

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	No opinion	<input type="checkbox"/>
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3. Proposal for the profit distribution and dividend payment in 2024:

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	No opinion	<input type="checkbox"/>
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4. Proposal for interim dividend payment for 2025

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	No opinion	<input type="checkbox"/>
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5. Proposal for issuance of shares to increase share capital from owner's equity.

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	No opinion	<input type="checkbox"/>
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6. Report on the activities of the Board of Directors in 2024 and its operational orientation for 2025

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	No opinion	<input type="checkbox"/>
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**CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG****DANANG RUBBER JOINT STOCK COMPANY**

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7. Report on the activities of the Supervisory Board in 2024 and its operational orientation for 2025.

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	No opinion	<input type="checkbox"/>
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8. Proposal for selecting the auditing unit for the 2025 financial statement :

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	No opinion	<input type="checkbox"/>
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9. Report on the remuneration of the Board of Directors, Supervisory Board, Company Secretary in 2024 and proposed remuneration for 2025:

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	No opinion	<input type="checkbox"/>
-------	--------------------------	----------	--------------------------	------------	--------------------------

10. Amendment and Supplementation of the Company's Charter on Organization and Operation;

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	No opinion	<input type="checkbox"/>
-------	--------------------------	----------	--------------------------	------------	--------------------------

11. Proposal for Dismissal of the Supervisory Board Member 2025

Agree	<input type="checkbox"/>	Disagree	<input type="checkbox"/>	No opinion	<input type="checkbox"/>
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12. Election of the Company's Supervisory Board's Members

STT	Full name	Vote number
1		
2		
3		
Total		

Full name and signature of shareholder
(Sign and stamp if representing an organization)





CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG

DANANG RUBBER JOINT STOCK COMPANY

Lot G, Ta Quang Buu Street, Hoa Hiep Bac Ward, Lien Chieu District, Da Nang City.
ĐT: 0236 3771405-3771404 Email: vanphong@drc.com.vn Website: www.drc.cc

Danang City, April 01, 2025

**PROPOSAL
INTERIM DIVIDEND PAYMENT FOR 2025**

To: The Annual General Meeting Of Shareholders 2025
Danang Rubber Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 33/2022/QH15 dated January 11, 2022;

Pursuant to the Charter of Danang Rubber Joint Stock Company

The Board of Directors of Danang Rubber Joint Stock Company respectfully submits the Annual General Meeting of Shareholders 2025 for approval the decision on the interim dividend payment rate and implementation of the interim dividend payment for 2025 as follows:

The Annual General Meeting authorizes the Board of Directors of the Company to determine the interim dividend payment rate for 2025 and implement the interim dividend payment to shareholders in accordance with the company's business results during the year.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely,

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



Nguyen Xuan Bac



Da Nang, April 01, 2025

PROPOSAL

Regarding the Selection of an Auditing Firm for the 2025 Financial Statements

To: The Annual General Meeting of Shareholders
Da Nang Rubber Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020 as amended and supplemented by Law No. 33/2022/QH15 dated January 11th, 2022;

Pursuant to the Charter of Da Nang Rubber Joint Stock Company.

In compliance with the obligations stipulated in the Company's Charter and relevant legal regulations, the Supervisory Board of Da Nang Rubber Joint Stock Company shall select an auditing firm to audit the 2025 financial statements of Danang Rubber Joint Stock Company in accordance with legal regulations, as follows:

I. Criteria for selecting an independent auditing firm

1. The firm must be legally established and operating in Vietnam and approved by the State Securities Commission to conduct the audit in 2025.
2. The firm must have experience in auditing companies in the manufacturing and construction investment sectors in Vietnam.
3. The firm must have strong reputation for audit quality; with a team of highly qualified and experienced auditors.
4. The firm must meet the Company's requirements for the quality, scope, resources and timeline of the audit.
5. The firm must offer reasonable and appropriate audit fees in accordance with the audit quality based on a review of audit fee proposals and the audit scope.
6. The firm must ensure the completion and publication of audited financial statements on time with the highest quality.

II. Proposal for selecting an Audit firm

Based on the above selection criteria, the Supervisory Board proposes to select AASC Auditing Firm Co., Ltd. – Address: No. 1 Le Phung Hieu Ward, Trang Tien, Hoan Kiem District, Hanoi City, as the unit responsible for auditing the 2025 financial statements of Da Nang Rubber Joint Stock Company.

The audit fees shall be negotiated by the Company.

This proposal is respectfully submitted to the Annual General Meeting of Shareholders of Da Nang Rubber Joint Stock Company for consideration and approval./

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD**

Chu Quang Tuan

Da Nang, April 01 , 2025

PROPOSAL

**Regarding the Approval of the Plan to Issue Shares to Increase Charter
Capital from Owner's Equity**

To: The 2025 Annual General Meeting of Shareholders
Da Nang Rubber Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the
National Assembly on June 17, 2020, and its guiding documents;

Pursuant to the Charter of Danang Rubber Joint Stock Company;

The Board of Directors (BOD) of Danang Rubber Joint Stock Company
respectfully submits to the 2025 Annual General Meeting of Shareholders (AGM)
for approval the plan to issue shares to increase charter capital from owner's equity
as follows:

1. Share Issuance Plan:

Share name	: Danang Rubber Joint Stock Company
Stock code	: DRC
Type of shares	: Common shares
Par value	: 10,000 VND
Charter capital before issuance	: 1,187,926,050,000 VND
Total number of issued shares	: 118,792,605 shares

In which:

- Number of outstanding shares : 118,792,605 shares

- Number of treasury shares : 0 shares

Expected number of shares to be issued: 35,637,781 shares

Total issuance value at par value : 356,377,810,000 VND

Total expected number of shares after issuance : 154,430,386 shares

Expected charter capital after issuance : 1,544,303,860,000 VND

Purpose of issuance : Issuing shares to increase charter capital from owner's equity.

Offering target : Existing shareholders of Danang Rubber Joint Stock Company whose names are listed in the securities ownership register issued by the Vietnam Securities Depository and Clearing Corporation on the record date for



Capital sources used	entitlement to receive shares issued to increase charter capital from owner's equity.
	: Development investment fund and Charter capital supplementary reserve fund, with the following order of allocation (based on the audited financial statements as of December 31, 2024): Charter capital supplementary reserve fund: 20,750,746,677 VND Development investment fund: 335,627,063,323 VND
Issuance ratio	: 30% (Number of shares expected to be issued / Number of outstanding shares)
Entitlement ratio	: 10:3 (On the record date, each shareholder holding 01 share will receive 01 right to receive additional shares. Every 10 rights will entitle the shareholder to receive 03 newly issued shares.)
Issuance method	: Shares issued to existing shareholders will be allocated through the rights execution method.
Fractional share handling method	: The number of additional shares received by each shareholder will be rounded down to the nearest whole number. Any fractional shares (decimal portion) (if any), will be canceled and not issued. <i>Example: On the record date for entitlement execution, Shareholder A holds 115 shares. With an entitlement ratio of 10:3, Shareholder A will receive an additional $115 \times 3/10 = 34.5$ shares. According to the rounding-down principle, Shareholder A will receive 34 new shares. The fractional 0.5 share will be discarded and not issued.</i>
Plan for Using Capital After the Issuance	: To supplement charter capital and strengthen the Company's financial capacity.
Transfer Restrictions:	: Bonus shares are common shares issued to existing shareholders according to the approved ratio and are not subject to transfer restrictions. However, the rights to receive shares are non-transferable.
Implementation timeline:	: After approval by the General Meeting of Shareholders and the confirmation from the State Securities Commission of Vietnam regarding the receipt of the complete

- issuance report, the issuance is expected to take place in Q3–Q4/2025.
- Registration of securities and additional listing : After completing the issuance, Da Nang Rubber Joint Stock Company will carry out the necessary procedures to register the additional securities with the Vietnam Securities Depository and Clearing Corporation and apply for additional listing on the Ho Chi Minh City Stock Exchange.
- Approval of charter capital adjustment : Approving the amendment of Clause 1, Article 6 of the Company's Charter on Organization and Operations and adjusting the Enterprise Registration Certificate at the Department of Planning and Investment of Da Nang City in accordance with the new charter capital, after the State Securities Commission of Vietnam officially acknowledges the receipt of the issuance result report.

2. Approval of Authorization and Delegation:

-The General Meeting of Shareholders authorizes and delegates the Board of Directors (BOD) to decide on matters related to the share issuance for increasing charter capital from owners' equity, specifically as follows:

- Proactively prepare and explain the securities issuance report dossier to be submitted to the State Securities Commission and other relevant authorities. Simultaneously, make necessary adjustments to the issuance plan and related documents based on the Company's actual situation or as required by the State Securities Commission and other relevant authorities.

-Select the record date for finalizing the list of shareholders eligible for the share issuance plan to increase charter capital from owners' equity.

-Carry out necessary procedures and determine the appropriate timing to register the additional securities with the Vietnam Securities Depository and Clearing Corporation, as well as to register the additional listing on the Ho Chi Minh City Stock Exchange based on the actual issuance results, after reporting the issuance results.

- Complete procedures to amend the business registration details of Danang Rubber Joint Stock Company regarding the charter capital adjustment, in accordance with the actual issuance results, with the competent state authorities after the State Securities Commission issues a written confirmation of receipt of the issuance results report.

-Amend Clause 1, Article 6 (Charter Capital, Shares) in the Company's Charter of Organization and Operation after receiving the written confirmation from the State Securities Commission regarding the receipt of the issuance results report.

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- Carry out other related tasks to ensure the successful implementation of the share issuance to increase charter capital from owners' equity.
- Depending on specific circumstances, the Board of Directors may delegate the General Director to execute one or more of the aforementioned tasks.
- Decide on any other arising matters related to the implementation of the share issuance plan.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

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



Nguyen Xuan Bac



THE BOARD OF MANAGEMENT

Da Nang, April 03, 2025

Draft

REPORT
OPERATIONAL RESULTS IN 2024 AND
BUSINESS PRODUCTION PLAN IN 2025

Dear Esteemed Shareholders!

In 2024, the automotive tire industry faced many challenges due to global economic and political instability. The depreciation of various local currencies against the US dollar has increased raw material costs, directly affecting production expenses. Enterprises in this industry were under significant pressure due to the sharp fluctuation in the prices of input materials, including natural rubber, petroleum and carbon black.

In the domestic market, DRC faced a major challenge due to the sharp increase in imported tires, particularly from China, which benefited from lower prices. In addition, the expansion of production of FDI enterprises in Vietnam led to an oversupply of automobile tires, creating more competitive pressure in the domestic market. Local automobile assemblers cut production, resulting to a decrease in tire demand. Rising fuel costs, toll fee and other surcharges affected transportation businesses, reducing the demand for tire replacement. This posed a great challenge for DRC in maintaining market share, improving competitiveness and exploring new consumer markets.

In the export market, the selling price of automobile tires faced strong pressure from Chinese tire brands, which offered lower prices while maintaining increasingly stable quality. This made it difficult for tires made in Vietnam to compete on price. In addition, tire products in key export markets such as the US, Brazil, Europe and ASEAN encountered tightening tariffs and trade barriers. At the same time, the depreciation of many local currencies against the US dollar made Vietnamese tires more expensive, reducing their competitiveness compared to other competitors in the international market.

Despite these difficulties and challenges, with a high spirit of determination, the Board of Directors and the Board of Management of the company successfully carried out business production tasks in 2024, ensuring the interests of shareholders.

Based on the objectives and tasks assigned by the General Meeting of Shareholders in 2024, the Board of Management of the Company reports to the General Meeting of Shareholders the implementation results as follows:

A. RESULTS OF THE IMPLEMENTATION OF THE RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS IN 2024

I. ACHIEVED RESULTS

1. Main business production targets

No	Targets	Unit	Plan 2024	Actual 2024	Compare (%)	
					Plan 2024	Same period
1	Industrial production value (at actual price)	Billion VND	4,856	4,767	98%	112%
2	Total consumption revenue	Billion VND	5,400	4,852	90%	104%
	- <i>Export turnover</i>	<i>Million USD</i>	<i>146</i>	<i>121.7</i>	<i>83%</i>	<i>97%</i>
3	Net Revenue	Billion VND	5,151	4,673	91%	104%
4	Profit before tax	Billion VND	285	289	101%	94%
5	Profit after tax	Billion VND	229	232	101%	94%
6	Earning per share	VND/share	1,931	1,950	101%	94%

2. Consumption volume targets

No	Consumed products	Unit	Plan 2024	Actual 2024	Compare (%)	
					Plan 2024	Same period 2023
1	Bicycle Tire	1.000 pcs	5,500	4,182	76%	86%
2	Bicycle Tube	//	4,500	4,594	102%	107%
3	Motorcycle Tire	//	2,200	1,830	83%	110%
4	Motorcycle Tube	//	3,500	3,612	103%	98%
5	Automobile, tractor tire	//	1,620	1,535	95%	119%
	+ Bias tire	//	360	441	123%	103%
	+ LTR tire	//	360	355	99%	374%
	+ Radial tire	//	900	738	82%	97%
6	Automobile tube	//	350	350	100%	106%
7	Automobil flap	//	250	270	108%	111%
8	Retreaded tire	//	45	35	79%	116%
9	Technical rubber	Billion VND	8	9	118%	151%

II. IMPLEMENTED SOLUTIONS AND SOME ACHIEVED RESULTS

1. Implemented solutions

Production optimization: Develop production plans in accordance with technological conditions, equipment and human resources. Maximize the efficiency of machinery and personnel to ensure productivity, output and product quality.

Research and development of new products: Successfully produce hundreds of new products according to the specific needs and preferences of each customer segment in both domestic and international markets.

Proactive raw material sources: Successfully tested and applied numerous alternative raw material sources to reduce dependence on imports, diversify supply and optimize raw material costs.

Enhancement of Production Formulas: Adjusted formula, replaced high-cost raw materials with suitable, lower cost alternatives while maintaining product quality, contributing to cost reduction. Cooperated with Woori to lower cost of PCR/LTR tires, cooperated with Stabilities on quality stability, reduce the cost of TBR/TBB tires, and develop products for the European market.

Sales strategy innovation: Strengthen sales efforts by implementing flexible methods and implement stimulus policies tailored to market conditions to boost product consumption.

Enhancing customer connections: Maintain both direct and online work with institutional customers, assembly partners and international customers to negotiate prices, ensure quality commitments and strengthen trust in DRC products.

Effective financial management: Strictly control debts, accelerate capital turnover, seek funding sources with competitive interest rates to reduce financial costs and improve capital efficiency.

Investment in production expansion: Accelerate the progress of the project "Investing in expanding the Radial truck tire factory to increase the capacity to 1 million tires/year", while investing in auxiliary equipment items to improve product quality.

Encouraging Innovation and Cost Savings: Launch emulation movement throughout the Company, encourage employees to propose initiatives to improve production and management. These initiatives aim to reduce material waste and optimize operational costs.

2. Key achievements,

- Large-sized specialty tires have gradually entered the market after many years with the successful production of two new tire sizes, 24.00-35/SB and 27.00-49/SB, using the new "steel cushioning" technology. These products serve coal mines and ore extraction sites.

- Bias truck tires have been expanded many new product lines, contributing to increased sales revenue such as: Golf, STB, ATV, AG-SD and 02 aircraft tire models: 500x150-9, 680x260R355.

- In particular, last year the Company successfully produced and exported PCR tires with an output of over 350,000 tires and an export turnover of 6.6 million USD. PCR tires require high safety standard and strict precision in the manufacturing process. With the presence of PCR products, With the introduction of this product, DRC has completed its full-range tire portfolio.

- The SPC1300 port fender was successfully manufactured and put into use at Chan May Port, marking the beginning of a strong development program for the technical rubber sector after many years of not receiving adequate attention.

- Successfully tested and put into production hundreds of types of natural rubber, synthetic rubber, chemicals, carbon black... with competitive prices, contributing to reducing product costs, diversifying supply sources and increasing purchasing options.

- In 2024, the coverage of DRC brand products continued to expand in both domestic and export markets. The company successfully researched and produced many new product sizes to meet the specific needs and preferences of different customer groups and market regions. DRC currently offers a full range of products suitable for nearly all types of vehicles, from basic transport specialized vehicles, from traditional bias technology to advanced radial technology. This allows DRC to cater to both mid-range and premium segments, reinforcing its competitive advantage.

- Completed acceptance testing and commissioned various standalone equipment investments, including: One-step PCR tire forming machine; Cold Feed Extruder; Two-roll mill; Auxiliary system for 370-liter internal mixer; 06-position bead production line.

- Completed installation, acceptance and put into use all equipment systems of the Project "Investment in expanding the Radial truck tire factory to increase the capacity to 1 million tires/year".

- Encouraging innovation and technical improvements, in response to the management board's initiative, 138 innovations and solutions were recognized in 2024, generating over 65.7 billion VND in cost savings and efficiency gains.

- Safe and stable financial indicators over the years:

Index	2020	2021	2022	2023	2024
Return On Asset (ROA)	0.13	0.09	0.11	0.07	0.055
Return On Equity (ROE)	0.15	0.16	0.16	0.13	0.12
Capital Adequacy Ratio	1.03	1.04	1.04	1.04	1.03

- DRC's automobile tires and tubes, especially radial tires, have met both domestic and international quality standards such as:

- Vietnam's National Technical Regulation on Pneumatic Tires for Automobiles: QCVN 34/BGTVT

- U.S. Department of Transportation Safety Standard: DOT
- European Quality Standard: EMARK
- Indonesian National Standard: SNI
- Japanese Industrial Standard: JIS
- Brazilian Industrial Standard: INMETRO
- Indian National Standard: BIS
- Gulf Cooperation Council Standard for Arab Countries: GSO
- Compliance with EU REACH regulations (Restriction of Hazardous Substances)
- U.S. Smartway Standard

III. ACHIEVEMENTS:

1. Outstanding enterprises for employees in 2024
2. Top 10 Vietnam Gold Star Award 2024 (ranked 6th)
3. Recognized as a "National Brand" enterprise for the period 2018-2024
4. Top Tax-Contributing Enterprises in Da Nang City
5. 14 Consecutive Years (2011-2024) honored by Vietnam National Chemical Group as one of the top revenue and profit-generating enterprises in the group

6. Outstanding Excellence Flag awarded by the Vietnam General Confederation of Labor

B. ORIENTATIONS AND TASKS IN 2025

Although business operations continue to face many difficulties and challenges, and the consumption market remains complex and unpredictable, the Company, with the strong determination of Board of Management and the tradition of solidarity and creativity among employees, has set the following goals, tasks, and solutions for 2025:

I. GENERAL OBJECTIVE

In order to achieve the revenue and profit targets assigned by the 2025 General Meeting of Shareholders, the Board of Management of the Company has established the following objectives:

1. Strengthen the application of science and technology to continuously stabilize and enhance product quality. Special focus will be placed on production management, minimizing loss rates and optimizing product grading at all stages. Recognizing quality as the key factor in driving the development of the DRC brand.

2. Continue to enhance the corporate management capacity, cost management and and the effective utilization of human resources, machinery and equipment to achieve the highest business efficiency. Gradually restructure the organization to ensure operational efficiency, contributing to improving the efficiency of management.

3. Assess the feasibility and accelerate the progress of the project "The tire manufacturing factory with a capacity of 4 million PCR tires/year and 01 million TBR tires/year.

II. THE 2025 PLAN TARGETS

1. Main business production targets

No	Targets	Unit	Implementation 2024	Plan 2025	Compare (%)
1	Industrial production value (at the actual price)	Billion VND	4,767	5,150	108%

No	Targets	Unit	Implementation 2024	Plan 2025	Compare (%)
2	Total consumption revenue	Billion VND	4,852	5,040	104%
	- Export turnover	Million USD	121.7	132.2	109%
3	Net Revenue	Billion VND	4,673	4,880	104%
4	Profit before tax	Billion VND	289	285	99%
5	Profit after tax	Billion VND	232	228	99%
6	Earning per share*	VND/ share	1,950	1,931	99%

2. Consumption volume targets

No	Targets	Unit	Implementation 2024	Plan 2025	Compare (%)
1	Bicycle Tire	1.000 pcs	4,182	4,350	104%
2	Bicycle Tube	//	4,594	4,500	98%
3	Motorcycle Tire	//	1,830	1,800	98%
4	Motorcycle Tube	//	3,612	3,700	102%
5	Automobile and tractor tire	//	1,535	1,945	127%
	+ Bias tire	//	441	445	101%
	+ LTR tire	//	355	700	197%
	+ Radial tire	//	738	800	108%
6	Automobile tube	//	350	350	100%
7	Automobile flap	//	270	255	95%
8	Retreaded tire	//	35	40	113%
9	Technical rubber	Billion VND	9	8	85%

III. IMPLEMENTATION MEASURES

To successfully accomplish the 2025 business plan, the Board of Management proactively implements the following solutions:

1. Solutions in management and operation

- Operate all activities of the Company in accordance with direction and strategy of the Board of Directors. Comply with the regulations on delegation and decentralization as per the internal management guidelines, ensuring the smooth and effective operation of all Company activities.

- Continue to enhance the company's management capacity, cost management, effective management of human resource as well as machinery and equipment to achieve maximum business performance. Gradually restructure the organizational structure to ensure operational efficiency, contributing to improved management effectiveness.

- Continue to amend, supplement and complete the internal management regulations based on the Company's management regulations issued by the Board of Directors and relevant legal provisions.

- Implement digital transformation, apply science and technology, promote innovation in all activities.

- Maximize internal resources and modern management capacity, combine with promoting cooperation, international integration and strengthen cooperation with leading experts in the field of technology, encourage and attract partners from all economic sectors domestically and internationally.

2. Solutions in production management and product quality

- Arrange a reasonable production plan to maximize the efficiency of the invested equipment lines. Review to increase the capacity of equipment and molds for high-demand product specifications, ensuring quick supply with large quantities.

- Strengthen cooperation with world's leading experts in technology transfer and the application of advanced science and technology in production process to balance costs and product quality, while minimizing the impact of raw material price fluctuations.

- Continue to improve the production management system, control the process, ensure timely and full supply of specifications, types, designs, quality and usage

efficiency according to the needs of each customer, each market region, both domestic and international.

- Strengthen mechanization and automation in production to reduce manual labor in production stages.

- Invest in equipment to enhance production capacity, improve the quality of LTR/PCR tires to meet the demand of domestic and international markets.

- Encourage employees to propose various solutions in production to improve efficiency, increase labor productivity, stabilize and enhance product quality, reduce costs and lower product prices.

3. Science, technology, and engineering solutions

- Research and develop new products to promptly meet market demand, covering all segments in the domestic market as well as increasing sales opportunities in the export market.

- Strengthen resources to boost the production of special large-sized tires using steel-belted (SB) and all-steel from 14.00R25/14.00-25 to 27.00-49 to meet the demand for use in construction sites, mining fields, and seaports.

- Strengthen testing and supplementation of new raw materials to expand the supply, create more competition to purchase materials at more reasonable prices. Put into use more new environmentally friendly alternative materials to reduce product costs while still ensuring the technical specifications for safety and efficiency.

- Focus on deepening collaboration with leading experts in global automotive technology, implementing many solutions to continuously improve product quality, reduce product costs through adjusting formulation and improving design to increase the competitiveness of DRC products in the global market.

- Accelerate the installation process and the adoption of production technology to quickly bring newly invested equipment into operation effectively.

4. Market - sales solutions

- Continue to strengthen and continuously improve the distribution network for products in both domestic and export markets.

- Constantly improve the sales team to meet the competitive demands of global integration and the company's investment and development strategy.

- Increase trade promotion activities and continue to enhance the effectiveness of advertising and multi-platform, multimedia communication programs.

- Take full advantage of opportunities from new-generation Free Trade Agreements (FTAs) and anti-dumping tax policies of various countries to further boost exports.

- Strengthen efforts to identify new needs to support the development of new products, creating competitive advantage for DRC products.

- Continue to strengthen and improve customer care in a professional manner, recognizing this as an important task to create a competitive advantage of the DRC brand compared to similar products both domestically and internationally.

- Implement the establishment of distributors in the domestic market specifically for LTR/PCR tires.

- Promote the consumption of electric motorcycle tires, electric bicycle tires and electric car tires through the assembly segment to serve the commercial sales target in the replacement segment.

5. Investment - financial solutions

- Assess feasibility and accelerate the progress of the project "Tire factory with a capacity of 4 million PCR tires/year and 01 million TBR tires/year".

- Actively collaborate with banks to explore many preferential financial sources, reduce interest expenses, lower financial costs. Prepare sufficient capital sources for business production activities and investment projects.

- Strengthen assets and capital management to contribute to increasing operational efficiency.

6. Human resource solutions

- Restructure and streamline the human resources at departments, functional divisions, and indirect departments at factories to ensure efficiency.

- Implement a human resources development plan that ensures both succession and fosters dynamism, creativity, boldness in thinking, action, and accountability, to meet the new business environment and global integration.

With the above specific and practical solutions, under the guidance of the Board of Directors, alongside the determination and responsibility of the Board of Management and the consensus of employees, Da Nang Rubber Joint Stock Company will continue to promote the tradition of "Solidarity, Innovation, Creativity and Sustainable Development" striving to fulfill the Resolution of the 2025 Annual General Meeting of Shareholders.

ON BEHALF OF THE EXECUTIVE BOARD
GENERAL DIRECTOR



Le Hoang Khanh Nhut

REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024
AND ORIENTATION FOR 2025

To: The 2025 Annual General Meeting of Shareholders
Da Nang Rubber Joint Stock Company

Dear Shareholders!

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 33/2022/QH15 dated January 11th, 2022;
- Pursuant to the Charter of Da Nang Rubber Joint Stock Company.

The Board of Directors of Da Nang Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders the report on the results of the Board of Directors' activities in 2024 and the operational orientation for 2025 for consideration and approval at the Annual General Meeting of Shareholders for approval as follows:

PART I. PERFORMANCE RESULTS OF THE BOARD OF DIRECTORS IN 2024

I. EVALUATION OF THE COMPANY'S PERFORMANCE IN 2024

In 2024, the Company's business operations continued to face numerous challenges due to the ongoing complexity, rapid developments, and unpredictability of global politics; intensifying strategic competition among major nations; the prolonged and complex Russia-Ukraine conflict and Middle East tensions; slow economic growth in several major economies and key partners; a decline in global trade and investment; and persistently high inflation, leading many large economies to maintain tight monetary policies and high interest rates.

International financial, currency, and real estate markets continued to pose significant risks and instabilities. Natural disasters, droughts, floods, and climate change caused serious consequences, while energy security, food security, and cybersecurity faced increasing difficulties and challenges.

Domestically, the economy was impacted by various adverse external factors. Some policies remained inadequate, causing difficulties for businesses. Import and export activities were affected, logistics costs and global competitive pressure increased. Raw material prices fluctuated unpredictably; natural disasters and floods were complicated, causing severe damage in many regions, negatively impacting the Company's business production activities.

In addition, fierce competition persisted between domestic and foreign products, as well as products from numerous FDI enterprises in both domestic and export markets. Domestically, competitors' increasingly attractive sales policies aimed at drawing customers posed further challenges...



In 2024, despite facing numerous difficulties and challenges, thanks to the flexible strategy, the proper guidance and direction of the Board of Directors, along with strong determination, continuous innovation and the efforts of the Board of Management and all employees, the Company successfully achieved the business production targets committed to at the 2024 Annual General Meeting of Shareholders with the following specific indicators:

- The industrial production value at actual prices reached 4,767 billion VND, achieving 98% of the plan and increasing by 12% compared to the same period.
- Total consumption revenue reached 4,852 billion VND, achieving 90% of the plan and increasing by 4% compared to the same period.
- Profit before tax reached 289 billion VND, increasing by 1% compared to the plan and achieving 94% compared to the same period.
- Radial tire production volume reached 769 thousand tires, achieving 85% of the plan and increasing by 1% compared to the same period.
- Bias tire production volume reached 409 thousand tires, exceeding the plan of 14% and increasing by 20% compared to the same period.
- LTR/PCR/STR tire production volume reached 393 thousand tires, exceeding the plan of 9% and increasing by 170% compared to the same period.
- Export turnover reached 122 million USD, reaching 83% of the plan and 97% compared to the same period.
- The Company was recognized by Vietnam National Chemical Group as the unit with the highest revenue and profit in the Group in 2024. For the first time, it was honored in the Top 10 Vietnam Gold Star Awards 2024 and received many other prestigious awards.

* With the well-defined development strategy and flexible management, the Board of Directors believes that DRC will continue to maintain its strong growth momentum, continuously develop and affirm its position as the leading tire manufacturer in Vietnam.

II. EVALUATION OF THE BOARD OF DIRECTORS ON THE BOARD OF MANAGEMENT'S PERFORMANCE

In 2024, understanding the challenges and difficulties faced by the Company, the Board of Directors actively and closely coordinated with the Board of Management to focus on resolving the Company's key issues. The Board of Directors fully performed its functions and duties in overseeing the activities of the Board of Management, providing timely guidance and direction to ensure the effective utilization of resources. This was done to achieve the targets set by the 2024 Annual General Meeting of Shareholders, while ensuring compliance with the provisions of law and the Company Charter.

1. Supervisory activities

- The Board of Directors closely monitored the activities of the Board of Management in implementing the Company's business production strategy, as well as the execution of the resolutions from the General Meeting of Shareholders. The Board of Directors ensured compliance with the Law on Enterprises, the Company Charter and internal corporate governance regulations.

- The oversight of the Board of Management's activities was conducted regularly and consistently to ensure the smooth operation of the Company.

2. Supervisory Activities

- Supervise the business production plan, investment construction plan, financial operations on a monthly, quarterly, and cumulative basis; the implementation of resolutions/decisions and policies from the Board of Directors and the General Meeting of Shareholders; monitor the living conditions, income, salary and bonus schemes and health of employees, etc. The Board of Directors consistently provides close guidance, support, and direction to the Board of Management for proper execution. The Board of Management reports periodically to the Board of Directors on the results of these activities.

- Supervise and direct the preparation and successful organization of the Company's 2024 Annual General Meeting of Shareholders, held on April 24th, 2024.

- Supervise and direct the payment of dividends for 2023 and the advance payment of dividends for 2024 to shareholders, in accordance with the resolutions of the 2024 Annual General Meeting of Shareholders.

- Supervise the implementation and progress of investment construction projects, especially the project "Investment in expanding the Radial tire factory to increase capacity to 1 million tires/year", which was approved by the Board of Directors. Require the Board of Management to periodically report in detail on the progress of these projects, including any difficulties or obstacles encountered, to receive timely guidance.

- Supervise internal governance and financial operations to preserve and increase shareholders' capital invested in the Company, especially given the fluctuations in Government's macroeconomic policies, increasing inflation, etc.

- Direct the Board of Management to review, amend and supplement the Company's governance regulations in accordance with the Company's operational realities and relevant legal regulations.

- Supervise both periodic and extraordinary information disclosure, requiring the Board of Management to ensure openness and transparency to protect the rights and interests of shareholders.

3. Supervisory results

- The Board of Directors acknowledges the outstanding achievements of the Board of Management in 2024.

- Although the global economy has many uncertainties and unpredictable developments, the Board of Management has been flexible in its business strategy, ensuring stable growth and creating new growth drivers and projects that align with the Company's medium-to-long-term strategy.

- The implementation of the resolutions of the General Meeting of Shareholders and the Board of Directors: The Board of Management has fully exercised its rights and responsibilities in implementing the resolutions of the General Meeting of Shareholders, as well as the resolutions and decisions of the Board of Directors; ensuring timely, transparent execution and strict compliance with the provisions of law and the Company Charter.

- Adherence to reporting requirements: The Board of Management has fully complied with the regular and extraordinary reporting requirements in accordance with regulations. Financial statements have been completed on time and information disclosure was done in accordance with the schedule. Debt monitoring and recovery

have been carried out diligently, with specific financial balancing plans in place for accounts payable and receivable.

- In management and operation: The Board of Management has been very proactive and flexible in managing input costs, especially the raw material for production. The Board of Management has actively implemented policies on staff rotation, personnel planning and appointments, contributing to strengthening the organizational structure and optimizing human resources as well as the Company's business production efficiency. The Board of Management has taken good care of the material and spiritual life of the employees.

- Digital transformation: 2024 marked significant progress in the digital transformation efforts, with the application of digital technology across all operations of the Company.

- Regarding construction investment: The Company has implemented construction investment plan in accordance with the resolutions and decisions of the Board of Directors, in compliance with the legal regulations, the Company Charter, and investment construction regulations. All projects have been implemented and disbursed according to the schedule.

Regarding the Project “Investment in expanding the Radial truck tire factory to increase capacity to 1 million tires/year”: As of December 31st, 2024, the construction and installation have been completed, and the technological equipment have been accepted. However, the construction package and the fire protection system installation package have not yet been accepted for use due to the ongoing adjustments in the fire protection system approval process. The project is expected to be finalized and approved for completion in Q3 2025.

The Board of Directors acknowledges and highly appreciates the determination and efforts of the Board of Management in maintaining stability, strengthening the trust of employees, customers, shareholders, and investors in the guidance of the Board of Directors, the leadership of the Board of Management, and enhancing DRC's reputation in the market and with international partners.

III. ACTIVITIES OF THE BOARD OF DIRECTORS

1. Members and structure of the Board of Directors

The Board of Directors of Danang Rubber Joint Stock Company in 2024 consisted of 7 members, as follows:

1. Mr. Nguyen Xuan Bac	Chairman
2. Mr. Le Hoang Khanh Nhut	Member
3. Mr. Nguyen Huy Hieu	Member
4. Mr. Ha Phuoc Loc	Member
5. Mrs. Nguyen Thi Bich Thuy	Member
6. Mr. Nguyen Van Hieu	Member
7. Mr. Pham Ngoc Phu	Member

The Board of Directors operates in accordance with the Law on Enterprises, the Company's Charter, and relevant legal regulations.

2. Remuneration and bonuses of the Board of Directors in 2024

In 2024, the remuneration payments for the Board of Directors were made in accordance with the resolution passed by the 2024 Annual General Meeting of Shareholders, specifically:

- Chairman of the Board: 9,500,000 VND/month
- Member of the Board: 7,500,000 VND/person/month

3. Summary of the Board of Directors' Meetings and Resolutions

a. Meetings of the Board of Directors

- In 2024, the Board of Directors successfully organized the Annual General Meeting of Shareholders on April 24th, 2024, conducted 22 Board meetings and collected written opinions from Board members.

- The organization of regular and extraordinary Board meetings of the Board of Directors as well as the collection of written opinions from Board members in accordance with the prescribed procedures and timelines, ensuring compliance with legal regulations and the Company's Charter.

- Meetings of the Board of Directors were convened and conducted with a clear agenda, and all necessary documents were fully and properly prepared in accordance with regulations. During the meetings, Board members actively discussed, exchanged views, and contributed clear and decisive opinions, carefully assessed potential risks and exercised caution to make well-founded decisions, policies, directions, and solutions that best serve the Executive Board and the Company.

b. Decisions of the Board of Directors

- In 2024, the Board of Directors issued 24 Resolutions. These Resolutions focused on direction and orientation the Board of Management in key areas such as business operations, financial management, investment and construction, internal corporate governance and human resources... The goal was to implement effective solutions and strategies to achieve the targets assigned by the 2024 Annual General Meeting of Shareholders.

- The Resolutions issued by the Board of Directors received strong consensus from the members attending the meeting and were fully compliant with the provisions of the Law on Enterprises and the Company Charter.

4. Report on transactions between the Company, Subsidiaries and Companies in which the Public Company holds more than 50% of Charter capital and Members of the Board of Directors and their related persons; Transactions between the Company and Companies in which a Board Member has been a founding member or a business manager within the last 3 years prior to the transaction

a. Transactions between the Company and its related persons; or between the Company and major shareholders, insiders, and related persons of insiders: None

b. Transactions between the Company's insiders, their related persons and the subsidiaries or companies controlled by the Company:

Provision of testing services to The Southern Rubber Industry Joint Stock Company: 94,555,000 (Contract No. CSV-02092024/HĐTN/CSMN-DRC).

Provision of testing and finished product services to Golden Star Rubber Joint Stock Company: 149,500,000 (Contract No. CSV-01102024/HĐTN/SRC-DRC, 01/HĐMB-DRC-SRC, 02/HĐMB-DRC-SRC).



c. Transactions between the Company and the Companies where members of the Board of Directors, members of the Supervisory Board, the Director (General Director) and other managers who have been and are currently founding members or members of the Board of Directors, Director (General Director) within the past three (03) years (as of the reporting date):

Saturated steam purchase transaction of Tin Thanh Group Joint Stock Company from July 1st, 2021 to April 30th, 2024 with a total transaction value of: 401,787,372,711 VND.

5. Activities of Independent Members of the Board of Directors and Their Evaluation of the Board's Performance

a. Activities of Independent Members of the Board of Directors

- In 2024, independent members of the Board of Directors properly and fully performed their responsibilities and duties in accordance with the provisions of the Law on Enterprises, the Company Charter and relevant legal regulations.

Independent members of the Board of Directors fully participated in in-person meetings or written consultations of the Board of Directors, provided important feedback on the development of the Company's operational and development strategies as well as actively discussed the Company's business targets and growth directions in each field of the Company's operations simultaneously proposed appropriate and consistent solutions to protect the rights and interests of shareholders and the Company.

b. Evaluation of the Board of Directors' Activities by Independent Members in 2024

Independent members of the Board of Directors have assessed the Board's activities and noted the following:

- Board of Directors meetings were convened and conducted with clear agenda, all necessary documents were carefully and fully prepared in accordance with regulations. The content of the meetings was thoroughly discussed and reviewed by the Board members to determine the best orientations and solutions for the Company.

- Issues related to business and financial strategies were discussed, reviewed and closely monitored

- Investment decisions for projects were carefully researched, discussed and considered in meetings between the Board of Directors and the Board of Management.

- The Board of Directors promptly proposed numerous effective policies, plans and solutions to support the Board of Management in overcoming challenges and difficulties. Additionally, the Board of Directors collaborated with the Board of Management to implement other tasks related to the Company's internal governance activities, salary policies and human resource management, ensuring stable income and living conditions for employees.

- The Board of Directors has strictly carried out corporate governance in compliance with corporate governance regulations. Board members have actively fulfilled their duties and responsibilities with a high level of professionalism and accountability, always adhering to legal regulations, the Company Charter, and assignments from the Board, acting with honesty and prudence to serve the best interests of the Company and its shareholders.

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6. Activities of other subcommittees under the Board of Directors: The Company does not have any subcommittees under the Board of Directors.

PART II. ORIENTATION OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

Based on forecasts of global and domestic economic, political, and social conditions, as well as the Company's 2025 business plan and its medium-term strategic development orientation for the 2025-2030 period, the Board of Directors has outlined the 2025 business plan and operational directions as follows:

I. Objectives

- Exceed the business and production targets for 2025.
- Ensure stable employment, living standards and income for employees.
- Continue improving the management framework to enhance corporate governance and cost-efficiency. Strengthen analytical and forecasting capabilities, proactively respond to market fluctuations, and optimize capital utilization. Identify challenges in a timely manner and implement appropriate policies and solutions to overcome difficulties, ensuring the best possible business performance.

II. Key Business and Production Targets for 2025

No	Targets	Unit	Implementation 2024	Plan 2025	Compare (%)
(1)	(2)	(3)	(4)	(5)	(6)
1	Industrial production value at actual prices	Billion VND	4,767	5,150	108%
2	Total consumption revenue	//	4,852	5,040	104%
	- <i>Export turnover</i>	<i>Million USD</i>	<i>121.7</i>	<i>132.2</i>	<i>109%</i>
3	Net revenue	//	4,673	4,880	104%
4	Profit before tax	//	289	285	99%
5	Profit after tax	//	232	228	99%

III. Orientation for the 2025 Plan

The Board of Directors provides orientation and guidance to the Board of Management on specific areas as follows:

1. Strengthen corporate governance, effectively implement the tasks assigned by the Annual General Meeting of Shareholders, pay attention to information disclosure and securities operations and shareholder management.

2. Continue to guide the Executive Board in developing and executing the business production plan for 2025 and the following years, with a particular emphasis on enhancing and improving the quality of forecasting, identifying potential risk factors, and adjusting the Company's strategy and business mechanisms flexibly. Additionally, focus on cost reduction, ensuring the safety of business operations, and aligning production activities with environmental protection while adopting new, modern, and environmentally friendly technologies.

3. Maintain the market, continue to search for and expand the network of tire distributors, both domestically and internationally, while terminating relationships with distributors who do not meet the requirements. Focus on the domestic market to ensure sustainable development and use the export market to ensure continuous growth.

4. Direct efforts to strengthen the development of tire products (TBB, TBR, OTR) to meet the needs of mining sites.

5. Regularly direct the improvement of manufacturing technology for TBR, LTR, and PCR tires, in alignment with global tire industry development trends.

6. Assess the feasibility and complete the legal procedures to accelerate the progress of the project "Tire factory with a capacity of 4 million PCR tires/year and 1 million TBR tires/year".

7. Regularly direct the implementation of digital transformation, apply science and technology, and promote innovation in all activities. Maximize internal resources and modern management capabilities, combining efforts to promote cooperation and international integration.

8. Regularly direct the review and supplementation of the planning for leadership and management personnel, create a source of successors with sufficient quantity and quality, ready to meet the personnel demand in the new situation. Ensure employment, incomes and improve spiritual and material well-being of officials and employees.

9. Continue to direct the implementation of organizational restructuring; arrange and allocate the workforce to ensure rationality and efficiency; organize the review and arrangement of an appropriate and effective lean management structure.

10. Strengthen the supervision of compliance with the Company's internal management regulations. Strictly implement the policy of saving, anti-waste, and ensure fair income distribution to motivate and improve the lives of employees, in association with improving the quality of human resources and increasing the Company's profits.

Above is the report on the activities of the Board of Directors in 2024 and the orientation plan for 2025.

Sincerely thank you./.

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



Nguyen Xuan Bac



THE SUPERVISORY BOARD

Da Nang, March 26, 2025



**REPORT ON THE OPERATION OF THE SUPERVISORY BOARD IN 2024
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DA NANG RUBBER JOINT STOCK COMPANY**

To: The 2025 Annual General Meeting of Shareholders
Da Nang Rubber Joint Stock Company

In accordance with the duties of the Supervisory Board as stipulated in the Charter of Da Nang Rubber Joint Stock Company, the Supervisory Board would like to report on its activities in 2024 as follows:

I. Activities of the Supervisory Board in 2024

The Supervisory Board focused on supervision and inspection activities in the following key areas:

- Participating in meetings of the Board of Directors, supervising activities, making recommendations to the Board of Directors and the Executive Board on issues related to business production operations and the financial plan approved by the Annual General Meeting of Shareholders in 2024.

- Evaluating key processes of Da Nang Rubber Joint Stock Company (the Company), directly working with the Board of Management to identify potential risks or shortcomings and proposing appropriate solutions.

- Reviewing the legality, procedures and issuance process of resolutions and decisions of the BOD and the Board of Management in 2024. Managing the Company's compliance with information disclosure regulations set by the Stock Exchange and relevant legal provisions

- Reviewing quarterly, semi-annual and 9-month financial reports. Reviewing and verifying the Company's semi-annual and annual financial reports, and coordinating



with AASC Auditing Firm Co., Ltd. to assess the impact of material misstatements in accounting and financial reports for 2024, ensuring the accuracy and reliability of the 2024 financial reports. Supervising the implementation of recommendations made by the auditors.

- Overseeing the development and execution of business plans, basic construction investments, and compliance with the Company's internal regulations.

- Supervising the development of plans and the distribution of profits for 2023.

Specifically, as follows:

1. Appraisal of the 2024 financial statements and financial and accounting activities

- The recording and storage of documents and preparation accounting books and financial statements shall be carried out in accordance with regulations.

- The Company has fully reconciled receivables and payables.

- The company has prepared and submitted quarterly and annual financial statements as prescribed.

- Based on the 2024 financial statements of Da Nang Rubber Joint Stock Company, issued in the audit report No. 110325.003/BCTC.KT5 issued March 11th, 2025 by AASC Auditing Firm Co., Ltd., the Supervisory Board has reviewed and appraised the report. The assessment confirms that the 2024 financial statements accurately and fairly reflect the Company's assets, capital sources, business performance, and cash flows for the fiscal year ending December 31, 2024. The 2024 financial statements comply with Vietnamese accounting standards, prevailing accounting regulations, and relevant legal requirements.

The Supervisory Board has provided its comments on the Company's 2024 financial statements in the audit report of the 2024 financial statements issued on March 17th, 2025.

2. Capital construction investment activities

- For investment projects on procurement of certain retail equipment for regular production, the signed contract value and disbursed amount remain within estimated

value approved by the Board of Directors and comply to the terms and conditions of the contract.

- Project "Investment in Expanding Radial Truck Tire Factory to Increase Capacity to 1 Million Tires/Year": As of December 31, 2024, the project has completed construction, installation and acceptance of technological equipment. However, the construction bidding package and the bidding package for the installation of the fire protection system have not yet been accepted and put into use due to the adjustment of fire prevention and fighting appraisal. The project is expected to be approved for completion in the third quarter of 2025.

The Company implements the construction investment plan in accordance with the resolutions and decisions of the Board of Directors, and the provisions of law, the Company Charter and regulations on construction investment.

3. Supervision of the Resolutions and Decisions of the Board of Directors in 2024

The Resolution of the Board of Directors in 2024 focused on directing business production, investing in construction and issuing the Company's regulations.

The Supervisory Board was invited to attend meetings of the Board of Directors, where it observed the following:

- Meeting format, content, and minutes: The resolutions, decisions and documents of the Board of Directors are in compliance with the Law on Enterprises, the Company Charter, and align with the objectives and plans of the 2024 Annual General Meeting of Shareholders.

- The Company has allocated funds according to the profit distribution plan for 2023, paid dividends for 2023, advanced dividends for 2024, and remunerated the Board of Directors and the Supervisory Board for 2024 in accordance with the plan approved by the General Meeting of Shareholders in 2024.

The Supervisory Board agrees with the evaluation of the 2024 performance results as reported by the Board of Directors.

4. Supervision of the operations of the Board of Management

Through the process of supervising the Company's business production activities in 2024, the Supervisory Board found that the Board of Management made efforts in implementing the business production targets set by the 2024 Annual General Meeting of Shareholders to achieve a pre-tax profit of 289 billion VND, down 6% compared with 2023 but up 1% compared with the plan. The Board of Management has been flexible in responding to actual situation due to economic fluctuations domestically and internationally and has implemented appropriate solutions to ensure the best possible benefits for the Company and its shareholders.

5. Evaluate the coordination between the Supervisory Board and the Board of Directors

With a sense of responsibility, construction and cooperation in the operational process, the Supervisory Board consistently coordinates, communicates and provides feedback to the Board of Directors and the Board of Management in managing business production activities. The implementation of the Resolution of the General Meeting of Shareholders on financial and business production plan, as approved by the 2024 General Meeting of Shareholders, is as follows:

- + Supervision of the preparation and organization of the 2024 Annual General Meeting of Shareholders of the Company which is held on April 26th, 2024. Monitoring the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders.

- + Supervision of the timely and complete disclosure of information, including: the 2023 financial statements, the financial reports for the first quarter, the first half of the year, and the nine months of 2024; and resolutions and decisions of the Board of Directors.

- + Supervision of the implementation of dividend payments for 2023, advance dividend payment in cash at the rate of 5% of the charter capital from 2024 profits to existing shareholders.

- + Supervision and review of the content, legality, order, and procedures for issuing resolutions and decisions by the Board of Directors and the Board of Management in 2024.

+ Review and inspection of the implementation of the Company's regulations and rules to support the management and operation of business production activities.

+ Supervision of the development and implementation of the profit distribution plan for 2023.

6. Shareholders' opinions

During the year, the Supervisory Board did not receive any opinions from shareholders regarding the Company's operations in 2024.

II. The Supervisory Board's comments and recommendations

1. Comments

In 2024, the Supervisory Board was provided with documents, materials and information regarding the Company's business production activities and financial situation. During the supervisory process, the Supervisory Board did not identify any violations of the Board of Directors and the Board of Management that would harm the interests of the Company and shareholders.

The operation plan of the Supervisory Board in 2024 was approved by the Annual General Meeting of Shareholders in 2024, whereby the Supervisory Board proposed to hire AASC Auditing Firm Co., Ltd. to coordinate with the Supervisory Board to conduct a special audit on inventory management control for the fiscal years 2023 and 2024. However, this has not been carried out in 2024. In order to save costs, the Supervisory Board has decided not to hire external auditors for this specific task and recommends incorporating this subject into the Company's internal audit plan for the year.

2. Recommendations

- Request the Company to continue implementing the recommendations and opinions of the Supervisory Board during the process of inspecting and controlling financial statements and conducting special audits.

- Continue reviewing, updating, and improving the regulations, rules, and management processes to ensure they align with the Company's operational model, based on current legal regulations.

3. The Supervisory Board's Operational Plan for 2025



- The Supervisory Board will continue to closely monitor the targets in the Resolution approved by the 2025 Annual General Meeting of Shareholders and develop a plan to inspect their implementation in accordance with regulations.

- Review the reasonableness and legality of the Company's business production activities in 2025.

- Organize the review and inspection of financial statements, accounting books, the appraisal of the Company's semi-annual and full-year financial statements for 2025.

- Participate in meetings of the Board of Directors and the Board of Management to fully understand and accurately evaluate the Company's business production activities.

- Verify the implementation of information disclosure to shareholders and investors.

- Conduct other tasks as prescribed.

The above is the 2024 Operational Report of the Supervisory Board, which is respectfully submitted to the General Meeting of Shareholders for review and approval./.

ON BEHALF OF THE SUPERVISORY BOARD

HEAD OF THE BOARD



Chu Quang Tuan



CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG

DANANG RUBBER JOINT STOCK COMPANY

Lô G, đường Tạ Quang Bửu, P. Hòa Hiệp Bắc, Q. Liên Chiểu, TP Đà Nẵng

Tel: 0236 3771405-3771404 Email: vanphong@drc.com.vn

Website: www.drc.com.vn

Danang, April 04, 2025

**REPORT
REMUNERATION OF THE BOARD OF DIRECTORS,
SUPERVISORY BOARD AND COMPANY SECRETARY IN 2024
AND PROPOSED REMUNERATION FOR 2025**

To: The Annual General Meeting Of Shareholders 2025
Danang Rubber Joint Stock Company

1. Remuneration of the Board of Directors, Supervisory Board and Company Secretary in 2024: In accordance with the Resolution of the 2024 Annual General Meeting of Shareholders 2024, the remuneration rates are as follows:

- Chairman of the Board of Directors : 9.500.000 VND/month
- Member of the Board of Directors : 7.500.000 VND/person/month
- Head of the Supervisory Board (non-specialized): 7.500.000 VND/month
- Member of the Supervisory Board : 5.500.000 VND/person/month
- Company Secretary : 5.500.000 VND/person/month

2. Proposed remuneration for 2025:

- Chairman of the Board of Directors : 9.500.000 VND/month
- Member of the Board of Directors : 8.000.000 VND/person/month
- Head of the Supervisory Board (non-specialized): 8.000.000 VND/month
- Member of the Supervisory Board : 6.500.000 VND/person/month
- Company Secretary : 6.000.000 VND/person/month

The Board of Directors of Danang Rubber Joint Stock Company respectfully submits this report to the Annual General Meeting of Shareholders 2025 for consideration and approval.

Sincerely,

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



Nguyễn Xuân Bạc



CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG

DANANG RUBBER JOINT STOCK COMPANY

Lô G, đường Tạ Quang Bửu, P. Hòa Hiệp Bắc, Q. Liên Chiểu, TP Đà Nẵng
Tel: 0236 3771405-3771404 Email: vanphong@drc.com.vn

Danang, April 04, 2025



PROPOSAL

**Regarding the Dismissal of a Member of the Supervisory Board
Danang Rubber Joint Stock Company**

To: The 2025 Annual General Meeting of Shareholders
Danang Rubber Joint Stock Company

Pursuant to the Law on Enterprises No. 68/2014/QH13 passed by the National Assembly on November 26, 2014;

Pursuant to Official Dispatch No. 443/HCVN-HĐTV dated March 26, 2025, from Vietnam National Chemical Group regarding personnel matters at Danang Rubber Joint Stock Company;

Pursuant to the resignation letter of Ms. Nguyen Thi Van Hoa from her position as a Member of the Supervisory Board of Danang Rubber Joint Stock Company;

Pursuant to the Charter of Danang Rubber Joint Stock Company.

The Supervisory Board of Danang Rubber Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval the dismissal of Ms. Nguyen Thi Van Hoa from her position as a Member of the Supervisory Board of Danang Rubber Joint Stock Company at the 2025 Annual General Meeting of Shareholders.

We respectfully request the General Meeting's consideration and approval.

Sincerely!

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD**

Chu Quang Tuan

Danang, April 04, 2025

NOTICE

**Regarding the Nomination and Self-Nomination for the Election of a
Replacement Member of the Supervisory Board
Danang Rubber Joinst Stock Company 2025**

To: Esteemed Shareholders of Danang Rubber Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 33/2022/QH15 dated January 11, 2022;

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

Pursuant to the resignation letter of Ms. Nguyễn Thị Vân Hoa from the position of Member of the Supervisory Board;

Pursuant to the Charter of Danang Rubber Joint Stock Company;

The Board of Directors of Danang Rubber Joint Stock Company hereby respectfully notifies all shareholders of the nomination and self-nomination process for the election of a replacement member of the Supervisory Board for the 2024–2029 term at the 2025 Annual General Meeting of Shareholders, as follows:

1. Number of additional members to be elected to the Supervisory Board: 01 member

2. Right to nominate and self-nominate candidates for the Supervisory Board:

According to the Company's Charter, shareholders holding ordinary shares have the right to pool their voting rights to nominate or self-nominate candidates for the Supervisory Board. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to less than 80% may nominate up to seven (07) candidates; from 80% to less than 90% may nominate up to eight (08) candidates.

In case the number of candidates nominated or self-nominated for the Supervisory Board is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the Company's Charter, the Internal Corporate Governance Regulations, and the Supervisory Board's Operational Regulations. Any additional nominations made by the current



Supervisory Board must be clearly disclosed prior to the General Meeting of Shareholders' vote on the election of the replacement Supervisory Board member(s), as required by law.

3. Qualifications and Conditions for Supervisory Board Member Candidates:

A candidate for the Supervisory Board must meet the following qualifications and conditions:

- a) Not be subject to the prohibitions specified in Clause 2, Article 17 of the Law on Enterprises;
- b) Have received training in one of the following majors: economics, finance, accounting, auditing, law, business administration, or another discipline relevant to the company's line of business;
- c) Not be a family member of any member of the Board of Directors, the Director or General Director, or other managers of the company;
- d) Not hold a managerial position in the company; candidates are not required to be shareholders or employees of the company, unless otherwise stipulated in the company's Charter;
- đ) Fulfill other criteria and conditions as prescribed by relevant laws and the company's Charter.

In addition to the above-mentioned qualifications and conditions, Supervisory Board members of a public company or a state-owned enterprise as defined in Point b, Clause 1, Article 88 of the Law on Enterprises must not be a family member of any manager of the company or its parent company; nor can they be representatives of state capital or capital contributed by enterprises at the parent company or the company.

4. Application dossier for candidacy and nomination to replace a member of the Supervisory Board

Eligible shareholders or groups of shareholders who wish to nominate or stand as candidates for the election to replace a member of the Supervisory Board for the 2024–2029 term at the 2025 Annual General Meeting of Shareholders of Da Nang Rubber Joint Stock Company are kindly requested to submit the application dossier to:

The Board of Directors of Da Nang Rubber Joint Stock Company
Lot G, Ta Quang Buu Street, Lien Chieu Industrial Zone, Da Nang City
Email: vanphong@drc.com.vn . Tel: 0236.3771405. Fax: 0236 3771.400

Deadline for submission: No later than 4:00 PM on April 22, 2025.

The application dossier includes:

- Nomination/Candidacy form for election to the Supervisory Board (*according to the Company's attached template*);
- Curriculum Vitae (*according to the Company's attached template*) and a copy of the nominee's/candidate's ID card/Citizen ID/Passport;

All documents must be originals. In case they are submitted via email or fax, the originals must be presented to the Organizing Committee before the opening of the General Meeting.

Sincerely!

Recipient:

- As mentioned above;
- Filed: the Board of Directors

**ON BEHALF OF THE BOARD OF DIRECTOR
CHAIRMAN**



Nguyen Xuan Bac

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SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

.....; date..... month.....year 2025

**NOMINATION AND CANDIDACY APPLICATION FOR ELECTION OF
A SUBSTITUTE MEMBER OF THE SUPERVISORY BOARD OF DA
NANG RUBBER JOINT STOCK COMPANY FOR THE 2024–2029 TERM
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: The Board of Directors of Danang Rubber Joint Stock Company

I/We am/are shareholder(s)/a group of shareholders of Da Nang Rubber Joint Stock Company, currently holding:.....% of the total voting shares, including:

No.	Shareholder	Shareholder Registration Number	Number of shares held at DRC	% of total shares of DRC	Signature and seal (if applicable, for organizations)
1					
2					
3					
4					
...					
	Total				

After referring to the Charter of Danang Rubber Joint Stock Company, I/We propose to nominate/appoint the candidate for the Supervisory Board for the 2024-2029 term of Danang Rubber Joint Stock Company at the 2025 Annual General Meeting of Shareholders as follows:

NOMINEE/APPLICANT:

Mr./Ms.:Date of birth

ID card/Passport/ Citizen ID Card number:.....issued on at.....

Permanent address:

Contact address:

(Attached to this application are the candidate's curriculum vitae and a photocopy of their ID card/Passport/Citizen ID card).

I/We hereby confirm that Mr./Ms..... meets all the necessary conditions to become a member of the Supervisory Board of Danang Rubber Joint Stock Company.

I/We take full responsibility for the accuracy, truthfulness, and legality of this nomination.

Sincerely!

SHAREHOLDER/SHAREHOLDER GROUP

(Signature, and stamp if an organization)



- Full Name:
- Gender:
- Date of Birth:
- Place of Birth:
- Nationality: Ethnicity:
- Citizen ID number: Date of Issue: Place of Issue:
- Permanent Address:
- Contact Number:

3. Work Experience and Professional Expertise:

[illegible]

5. Position Held in Other Organizations:

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6. Performance Report on the Candidate's Contribution to the Company (if the candidate is currently a member of the Supervisory Board):

7. Interests Related to the Company:

- Number of shares held at DRC: shares
- Commitments to Hold:
- Related individuals who hold shares of DRC
- Debts owed to the Company:
- Interests Related to the Company:
- Conflicts of Interest with the Company

I commit to the accuracy and completeness of the above information and pledge to carry out my duties with honesty, loyalty, caution, and in the best interests of the Company if elected as a member of the Supervisory Board of Danang Rubber Joint Stock Company for the term 2024-2029.

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**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DANANG RUBBER JOINT STOCK COMPANY**

VOTING BALLOT

Voting code:

Name of Shareholder/Authorized Representative:

Shareholder Registration Number / ID Card Number:

Number of Shares Owned and Authorized (Owned & Authorized Shares):

Total Number of Voting Shares (Owned & Authorized Shares × 01):

**LIST OF CANDIDATES FOR SUPPLEMENTARY AND
REPLACEMENT ELECTION
OF MEMBERS OF THE SUPERVISORY BOARD FOR THE
2024–2029 TERM**



No.	Full Name of Candidate	Number of Votes
01		
02		
03		



CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG

DANANG RUBBER JOINT STOCK COMPANY

Lô G, đường Tạ Quang Bửu, P. Hòa Hiệp Bắc, Q. Liên Chiểu, TP Đà Nẵng
Tel: 0236 3771405-3771404 Email: vanphong@drc.com.vn

Danang, April , 2025

PROPOSAL

Regarding the Approval of the Audited Financial Statements for 2024

To: The 2025 Annual General Meeting of Shareholders
Danang Rubber Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 33/2022/QH15 dated January 11, 2022, and guiding documents;

Pursuant to the Charter of Danang Rubber Joint Stock Company,

The Board of Directors of Danang Rubber Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the audited financial statements for the year 2024 as attached in full.

We respectfully request the General Meeting of Shareholders to review and approve.

Sincerely./.

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



Nguyen Xuan Bac



CÔNG TY CỔ PHẦN CAO SU ĐÀ NẴNG

DANANG RUBBER JOINT STOCK COMPANY

Lô G, đường Tạ Quang Bửu, P. Hòa Hiệp Bắc, Q. Liên Chiểu, TP Đà Nẵng

Tel: 0236 3771405-3771404 Email: vanphong@drc.com.vn

Danang, April , 2025

PROPOSAL

Regarding the Approval of the 2024 Profit Distribution Plan and Dividend Payment

To: The 2025 Annual General Meeting of Shareholders
Danang Rubber Joint Stock Company

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

Pursuant to the Charter of Danang Rubber Joint Stock Company

The Board of Directors of Danang Rubber Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the 2024 profit distribution plan and dividend payment as follows:

1/ Profit Distribution Plan and Dividend Payment

No.	Content	Percentage %	Amount (VNĐ)
1	Charter capital		1,187,926,050,000
2	Number of shares		118,792,605
3	Undistributed profit of 2023 carried forward		17,021,811,576
4	Total profit generated in 2024		289,023,116,099
	Corporate income tax	20%	57,404,553,750
	Profit after tax		231,618,562,349
	Total undistributed profit		248,640,373,925
5	Profit Distribution for 2024		
5.1	Appropriation to Development Investment Fund	30%	69,485,568,705
5.2	Appropriation to Bonus Fund	5%	11,580,928,118
5.3	Appropriation to Welfare Fund	5%	11,580,928,117
5.4	Appropriation to Management Bonus Fund		401,375,000
6	Dividend Payment for 2024		
	Cash dividend (11%)	11%	130,671,865,500
	Cash dividend already paid in advance: (5%)		59,396,302,500
	Remaining cash dividend to be paid (6%)		71,275,563,000
7	Undistributed profit carried forward to the following year		24,919,708,485

2. The General Meeting of Shareholders assigns and authorizes the Board of Directors of the Company to distribute the remaining 6% cash dividend in accordance with current legal regulations and the Company's Charter.



Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

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



Nguyen Xuan Bac

