

PROPOSAL
Regarding the Approval of the 2024 Profit Distribution Plan

To: General Meeting of Shareholders of Tay Ninh Rubber Joint Stock Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 of the National Assembly dated 17/06/2020;

Pursuant to the Charter of Tay Ninh Rubber Joint Stock Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders dated June 25, 2024.

The Board of Directors of Tay Ninh Rubber Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the Profit Distribution Plan in 2024 as follows:

1. Profit distribution plan in 2024:

	INDICATOR	Amount (million VND)
1	Retained earnings after tax (Individual Financial Statements)	153.694
1.1	Undistributed after-tax profit in 2023	12.970
1.2	Profit after tax in 2024	140.724
2	Undistributed profit after tax (Consolidated Financial Statements)	221.412
2.1	Undistributed after-tax profit in 2023	127
2.2	Profit after tax in 2024	221.285
3	Profit distribution in 2024	140.701
3.1	Deduction of funds in 2024	67.888
	<i>- Deduction from the Development Investment Fund</i>	<i>42.217</i>
	<i>- Deduction of reward and welfare funds</i>	<i>25.515</i>
	<i>- Deduction of the Manager's Bonus Fund</i>	<i>156</i>
3.2	Dividend payment in 2024 (25%/Par value)	72.813

2. Assign the Board of Directors of the Company to direct and implement the setting up of funds and dividend distribution to shareholders in accordance with current regulations.

In case the competent authority inspects, if there is a difference according to the above data, it will be assigned to the Board of Directors of the Company to handle according to regulations.

The above is the content submitted to the Profit Distribution Plan in 2024 of Tay Ninh Rubber Joint Stock Company, which is submitted to the General Meeting of Shareholders for consideration and approval.

Respect./.

Recipient:

- General Meeting of Shareholders 2025;
- Storage location: Company records office.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

(Signed)

**Vo Tran Minh Dang
Chairman of the Board of Directors**