

*Tp.HCM, Date .. Month .... Year 2026*

## REPORT

*Regarding the adjustment of the 2025 business production plan*

**Dear: General Shareholders' Meeting of Thuan An Wood Processing Joint Stock Company**

- Based on Agreement No. 545/HĐQTCSVN-QLĐTXD dated July 16, 2025, of the Vietnam Rubber Industry Group regarding the 2025 plan agreement of Thuan An Wood Processing Joint Stock Company
- Căn cứ Based on Resolution No. 01/2025/NQDHDCD-TAC dated March 21, 2025, of the Annual General Meeting of Shareholders 2025 of Thuan An Wood Processing Joint Stock Company
- Based on the actual situation at the company

The Board of Directors of the Company would like to explain to the General Meeting of Shareholders the situation regarding the implementation of the 2025 production and business plan as follows:

The 2025 plan was developed in November 2024 with a model consisting of two production plants. At that time, the company did not yet have a plan to merge the Central Refining Plant into the Binh Phuoc branch; therefore, the initial plan targets were for both plants.

Following the Group's policy of streamlining the company's organizational structure for efficient and effective operation, at the beginning of the year, the Company merged the two plants into one, and the Central Refining Plant ceased operations from April 1, 2025.

In 2025, the company will face difficulties in the export market: 80% of its export market share is the US market, directly affected by US reciprocal tariffs. In the initial phase, when the US imposed a 10% retaliatory tariff, the company reduced prices by 2.5% at the request of customers exporting to the US market, while the profit margin on refined products remained low. Therefore, the company faced significant difficulties in achieving its revenue and profit targets for 2025.

The company is facing labor difficulties: due to the large number of orders, there is immense pressure on delivery deadlines as two factories are operating under one roof. The biggest challenge is the labor shortage at the branch office, due to the long geographical distance between the two locations. Most of the existing employees are unable to continue working with the company, while recruitment faces significant

obstacles due to competitive pressure on income from FDI and private enterprises, especially for unskilled and skilled workers.

Meanwhile, the backlog of orders transferred from the Thuan An factory, all of which are new orders with high technical requirements and short delivery times, has put significant pressure on the company's production. To adapt, the company has simultaneously implemented several solutions such as increasing wages for workers to retain them; outsourcing processing; organizing continuous overtime; and intensifying recruitment of new workers. However, due to insufficient resources, fully meeting the requirements regarding order schedules and volume remains challenging. Therefore, business performance during this period has not met expectations.

Due to the impact of the US retaliatory tax policy, finding tenants for factory space in Thuan An has been difficult, resulting in revenue from leasing activities only starting to be recorded from September 2025.

Some basic indicators are as follows:

No	Target	Unit of calculation	Plan for the beginning of the year	Adjustment plan	Percentage
<b>I</b>	<b>QUANTITY TARGETS</b>				
1	Production output	M3	5,300	5,300	100.00%
2	Consumption output	"	5,300	8,300	156.60%
<b>II</b>	<b>VALUE TARGETS</b>				
1	Total revenue	Million dong	275,092	247,720	90.05%
2	Total cost	"	263,881	240,200	91.03%
3	Profit before tax	"	11,211	7,520	67.08%
4	Profit after tax	"	8,969	5,950	66.34%
5	Dividends	%	5.0	3.50	70.00%
6	Investment in Construction Capital	Million dong	12,444	12,444	100.00%

We sincerely hope that our shareholders will approve the adjustment to the 2025 business plan and work together with the company to overcome this difficult period, giving us more motivation to strive for better results in 2026 and the following years.

Thank you very much!

**On behalf of the Board of  
Directors of the Company  
CHAIRPERSON**