

Form 08_CBTT/SGDHN

(Issued with the Decision No. 606/QĐ-SGDHN dated September 29, 2016 of the CEO of Hanoi Stock Exchange on the Information Disclosure Regulation of Hanoi Stock Exchange)

VIET NAM RUBBER INDUSTRIAL ZONE
AND URBAN DEVELOPMENT JOINT
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 25 /CBTT-VRG
Re: Information disclosure

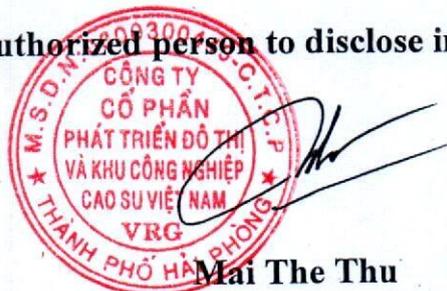
Hai Phong, January 23, 2026

INFORMATION DISCLOSURE ON THE INFORMATION DISCLOSURE
SYSTEM OF THE STATE SECURITIES COMMISSION OF VIETNAM

To : - State Securities Commission
- Hanoi Stock Exchange
- Shareholders of the Company

1. Name of organization: Viet Nam Rubber Industrial zone and Urban development Joint Stock Company
2. Stock code: **VRG**
3. Address: Cong Hoa Industrial Park, Tran Hung Dao Ward, Hai Phong City.
4. Tel: (0220) 3838025 Fax: (0220) 3838024
5. Information discloser: **Mr. Mai The Thu**, position: Chief accountant
6. Type of information disclosure: **Periodic**
7. Content of the disclosed information: 2025 Annual Report on Corporate governance of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company.
8. This information will be published on the Company's website at the link: **<http://vrg-vn.com>**
9. We hereby commit that the information disclosed above is true and take full legal responsibility for the content of the disclosed information.

Authorized person to disclose information



Mai The Thu

Tran Hung Dao, January 23, 2026

No.: 28/BC-HĐQT

REPORT ON CORPORATE GOVERNANCE

(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance guiding information disclosure on the stock market)

To: - State Securities Commission;
- Hanoi Stock Exchange.

- Name of company: **Viet Nam Rubber Industrial zone and Urban development Joint Stock Company.**
- Address of headoffice: Cong Hoa Industrial Park, Tran Hung Dao Ward, Hai Phong City.
- Telephone: 0220 3838 025; Email: vphdqt.vrg@gmail.com
- Charter capital: 258.948.680.000 VND, Equivalent to: 25.894.868 shares, Equal to: 100% Charter capital.
- Stock code: VRG; The Company's shares are listed at the Vietnam Securities Depository and Clearing Corporation (VSDC) and registered for trading at the Hanoi Stock Exchange
- UpCoM Exchange.
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, Board of Managements.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders:

The Company's 2025 Annual General Meeting of Shareholders held on June 27, 2025 passed the following Resolution:

No.	Number	Date	Summary of content
1	149/2025/NQ-ĐHĐCĐ	27/06/2025	Resolution of the 2025 Annual General Meeting of Shareholders of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company

II. Activities of the Board of Directors:

1. Information about Board members

No.	Full name	Position	Date of appointment	Resignation date
1.	Mr. Pham Trung Thai	Chairman of the Board of Director	2005	
2.	Mr. Dang Van Thieu	Member of the Board of Director	April 22, 2022	

3.	Mr. Nguyen Trong Hung	Member of the Board of Director	Year 2020	Dismissed on June 27, 2025
4.	Mrs. Tran Thi Thanh Binh	Member of the Board of Director	June 30, 2021	
5.	Mrs. Pham Thi Tuyet	Member of the Board of Director	June 28, 2024	
6.	Mr. Nguyen Duc Huynh	Member of the Board of Director	June 28, 2024	
7.	Mr. Nguyen Hong Thai	Member of the Board of Director	June 28, 2024	
8.	Ms. Vo Thi Quynh Tien	Member of the Board of Director	June 27, 2025	

2. Board of Directors Meetings

- 1st Meeting: March 19, 2025, meeting of the Company's Board of Directors (By written opinion collection method) on the time to hold the 2025 Annual General Meeting of Shareholders.

- 2nd Meeting: April 25, 2025, meeting of the Company's Board of Directors (By written opinion collection method) on the time to hold the 2025 Annual General Meeting of Shareholders.

- 3rd Meeting: June 26, 2025, regular meeting of the Board of Directors of the Company in 2025.

- 4th Meeting: July 11, 2025, the Company's Board of Directors met to discuss the establishment of the company's representative office: CENTRAL REGION PROJECT MANAGEMENT AND DEVELOPMENT BOARD OF VIETNAM RUBBER INDUSTRIAL AND URBAN DEVELOPMENT CORPORATION – REPRESENTATIVE OFFICE.

- 5th Meeting: September 3, 2025, the Company's Board of Directors held a meeting (through written consultation) to seek the opinion and vote of the Board members on the reappointment of the Company's General Director and Chief Accountant.

No.	Full name	Position	Number of meetings	Meeting attendance rate (%)	Reason for not attending
1.	Mr. Pham Trung Thai	Chairman of the Board of Director	5	100%	

2.	Mr. Dang Van Thieu	Member of the Board of Director	5	100%	
3.	Mr. Nguyen Duc Huynh	Member of the Board of Director	5	100%	
4.	Mr. Nguyen Trong Hung	Member of the Board of Director	3	60%	Term ends on June 27, 2025
5.	Mr. Nguyen Hong Thai	Member of the Board of Director	4	80%	Due to work-related reasons and with written authorization.
6.	Mrs. Tran Thi Thanh Binh	Member of the Board of Director	5	100%	
7.	Mrs. Pham Thi Tuyet	Member of the Board of Director	5	100%	
8.	Ms. Vo Thi Quynh Tien	Member of the Board of Director	2	40%	Appointment dated June 27, 2025

3. Supervisory activities of the Board of Directors over the Board of Managements:

- The Board of Directors regularly organizes inspections and supervision of the management and operation activities of the Board of Managements and management staff to ensure that the Company's production and business activities always comply with the provisions of law, the Charter of Operations and Resolutions of the Board of Directors and the General Meeting of Shareholders .

- The Board of Directors regularly urges the Board of Managements and all employees of the Company to uphold a sense of discipline and responsibility in organizing and implementing production and business tasks.

- Together with the Board of Managements, focus on implementing and completing production and business plan targets.

- Conduct inspection and supervision of the Board of Managements in compliance with current regulations and the Company's governance regulations in information disclosure activities for periodic financial statements, internal management reports, annual reports and other information disclosure documents .

- The Board of Directors always closely works with the Company's Executive Board to work directly with the Provincial People's Committee, local authorities, and relevant

authorities to remove difficulties in supporting investors; research to implement new projects; Support investment promotion activities, etc.

- The Board of Directors proactively supports the Board of Managements in foreign affairs activities, specifically connecting with local authorities to register the Company's needs for research to implement new investment projects, all research projects have high competitiveness (Industrial parks and industrial clusters are all on the list approved by the Prime Minister for the Provincial Planning and are included in the land use plan and planning for the period 2021-2025). This is the strength of the VRG brand through the provinces' approval to assign VRG Company as the investor of industrial park projects; Industrial clusters are proof of the Company's reputation and ability to develop the brand nationwide.

- In addition, the Board of Directors also worked with authorities at all levels to consider approaching the proposal to become the Investor of Solar Power Projects (Approved by the Prime Minister in Decision No. 768/QĐ-TTg dated April 15, 2025, Power Planning VIII) and the High-tech Forestry Zone Project in the North Central region (Approved by the Prime Minister in Decision No. 746/QĐ-TTg dated April 10, 2025). The above projects have development potential, the ability to quickly recover capital; have long-term effectiveness and are consistent with the Company's long-term sustainable development orientation.

- On the other hand, the Board of Directors always facilitates regular monitoring and control activities or when requested by the Board of Managements.

4. Activities of subcommittees under the Board of Directors: The Company does not establish subcommittees under the Board of Directors.

5. Resolutions and Decisions of the Board of Directors in 2025:

a. Resolutions of the Board of Directors in 2025:

No.	Number	Date	Summary of content
1	45/NQ-HĐQT	28/03/2025	Resolution Postponement of the 2025 Annual General Meeting of Shareholders of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company
2	73/NQ-HĐQT	29/04/2025	Resolution Time to hold the 2025 Annual General Meeting of Shareholders
3	136/NQ-HĐQT	26/06/2025	Resolution Regular Board of Directors Meeting 2025

b. Decisions of the Board of Directors in 2025:

No.	Number	Date	Summary of content
1	13/01/2025	07/QĐ-HĐQT	Decision on approving the plan and implementing unit for the Landscape Renovation project to serve the

			Lunar New Year (Year of the Snake) 2025 and to support investment promotion and image building in the Cong Hoa Industrial Park.
2	20/03/2025	38/QĐ-HĐQT	Decision regarding the removal from office of the Deputy General Director of the Company
3	28/03/2025	47/QĐ-HĐQT	Decision regarding the assignment of staff and workers for secondment
4	09/05/2025	79/QĐ-HĐQT	Decision on approving the results of the contractor selection for the following packages: Consulting services for surveying and evaluating the current status, design drawings, and cost estimates; Consulting services for verifying construction drawings and cost estimates for the lightning protection and surge arrester system at the wastewater treatment plants of the Cong Hoa Industrial Park, Chi Linh.
5	21/05/2025	87/QĐ-HĐQT	Decision on Approval of Construction Drawings and Cost Estimates for the Item: Surge Protection and Lightning Arrester System at the Wastewater Treatment Plants of Cong Hoa Industrial Park, Chi Linh Project: Investment in Infrastructure Construction of Cong Hoa Industrial Park, Chi Linh
6	26/05/2025	92/QĐ-HĐQT	Decision on Approving the Results of Contractor Selection for the Package: Construction Supervision Consultant for the Item: Surge Protection and Lightning Arrester System at the Wastewater Treatment Plants of Cong Hoa Industrial Park, Chi Linh
7	26/05/2025	93/QĐ-HĐQT	Decision on Approving the Results of Contractor Selection for the Package: Construction of the Surge Protection and Lightning Arrester System at the Wastewater Treatment Plants of Cong Hoa Industrial Park, Chi Linh
8	09/06/2025	108/QĐ-HĐQT	Decision on the Establishment of a Working Group to Survey Projects in Nghe An and Ha Tinh Provinces
9	09/06/2025	109/QĐ-HĐQT	Decision regarding the reassignment of staff
10	20/06/2025	128/QĐ-HĐQT	Decision regarding the dismissal of Mr. Nguyen Trong Anh from the position of Deputy Chief of the Board of Directors' Office.
11	27/06/2025	151/QĐ-HĐQT	Decision regarding the assignment of staff and workers to seconded assignments.

12	03/07/2025	156/QĐ-HĐQT	Decision on the Establishment of a Working Group to Survey the Project in Nghe An Province
13	07/07/2025	159/QĐ-HĐQT	Decision on the establishment of a working group to survey the project in Nghe An province.
14	07/07/2025	161/QĐ-HĐQT	Decision on the Appointment of the Chief of the Board of Directors' Office of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company
15	07/07/2025	163/QĐ-HĐQT	Decision on the Appointment of the Deputy Head of the Planning and Investment Department of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company
16	07/07/2025	164/QĐ-HĐQT	Decision on the Appointment of the Deputy Director of the Investment Promotion Support Center of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company
17	10/07/2025	171/QĐ-HĐQT	Decision on the Acceptance and Appointment of the Director of the Central Region Project Management and Development Board of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company
18	10/07/2025	173/QĐ-HĐQT	Decision on the Appointment of the Chief Accountant for the Central Region Project Management and Development Board of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company
19	11/07/2025	174/QĐ-HĐQT	Decision on the Establishment of the Central Region Project Management and Development Board of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company - Representative Office
20	31/07/2025	196/QĐ-HĐQT	Decision on the acceptance and appointment of the Director of the Investment Promotion Support Center of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company
21	01/08/2025	201/QĐ-HĐQT	Decision on the Recruitment and Appointment of Officials
22	11/08/2025	214/QĐ-HĐQT	Decision on the Establishment of a Working Group to Survey Projects in the Central Provinces
23	11/08/2025	215/QĐ-HĐQT	Decision on the Establishment of a Working Group to Access and Collect Project Documents in Nghe An Province
24	11/08/2025	221/QĐ-HĐQT	Decision on the Recruitment of Staff

25	11/08/2025	222/QĐ-HĐQT	Decision on the Recruitment of Staff
26	14/08/2025	224/QĐ-HĐQT	Decision on the Recruitment of Staff
27	22/08/2025	230/QĐ-HĐQT	Decision regarding the assignment of staff and employees to seconded work assignments .
28	03/09/2025	241/QĐ-HĐQT	Decision on Approving the Final Settlement of the Project: Completion of Greenery and Grass Infrastructure on the Sidewalks of Roads RD05, RD07, RD09 adjacent to Lot B2, and the sidewalk of Road RD05 adjacent to Lot B4 in Cong Hoa Industrial Park. Project: Investment in Infrastructure Construction of Cong Hoa Industrial Park
29	03/09/2025	242/QĐ-HĐQT	Decision on Approving the Final Settlement of the Project: Renovation of sidewalks, urban beautification combined with completion of infrastructure in Cong Hoa Industrial Park, section from Km40+550.07 ÷ Km41+157.26/QL.18 (PT) and traffic organization at the intersection at Km 40+887/QL.18(PT), Tran Hung Dao Ward, Hai Phong City, under the project: Investment in the construction of infrastructure in Cong Hoa Industrial Park
30	03/09/2025	243/QĐ-HĐQT	Decision on Approving the Final Settlement of the Project: Completion of Greenery and Shade Infrastructure on Roads RD05, RD07, and RD09 of Cong Hoa Industrial Park. Project: Investment in Infrastructure Construction of Cong Hoa Industrial Park.
31	03/09/2025	244/QĐ-HĐQT	Decision on Approving the Final Settlement of the Project: Planting Shade Trees in the Central Administration Area of the Cong Hoa Industrial Park
32	03/09/2025	245/QĐ-HĐQT	Decision on Approving the Final Settlement of the Project: Completion of several rooms in the Company's office building and the (old) security guard house to serve investment attraction activities in the Cong Hoa Industrial Park.
33	03/09/2025	246/QĐ-HĐQT	Decision on Approving the Final Settlement of the Project: Relocation of the 22kV power line section 474E8.5 from pole 51 to pole 58 and the 320KV-22/0.4KV substation in Cong Hoa Industrial Park.

			Project: Investment in the construction of infrastructure in Cong Hoa Industrial Park.
34	03/09/2025	247/QĐ-HĐQT	Decision on Approving the Final Settlement of Works: Land Leveling for Lots B6 and B7 of the Cong Hoa Industrial Park Infrastructure Investment and Construction Project
35	03/09/2025	248/QĐ-HĐQT	Decision on Approving the Final Settlement of the Project: Completion of Greenery Infrastructure on Road RD01 (Phase 1) of Cong Hoa Industrial Park Project: Investment in Infrastructure Construction of Cong Hoa Industrial Park
36	05/09/2025	250/QĐ-HĐQT	Decision on the Establishment of a Working Group to Survey New Projects in Tay Ninh
37	15/09/2025	253/QĐ-HĐQT	Decision regarding the reappointment of the Company's General Director
38	15/09/2025	254/QĐ-HĐQT	Decision regarding the reappointment of the Company's Chief Accountant
39	16/09/2025	255/QĐ-HĐQT	Decision on the Recruitment of Staff
40	16/09/2025	256/QĐ-HĐQT	Decision regarding the Report approving the policy of attracting investors to the Cong Hoa Industrial Park.
41	18/09/2025	257/QĐ-HĐQT	Decision on the Establishment of a Support Team for Investment Procedures for Investors Investing in Cong Hoa Industrial Park
42	02/10/2025	265/QĐ-HĐQT	Decision on Approving the Adjustment of the Economic and Technical Report for the Project: Company Office Garage at Cong Hoa Industrial Park Project: Investment in the Construction of Infrastructure at Cong Hoa Industrial Park
43	09/10/2025	271/QĐ-HĐQT	Decision on Approving the Adjustment of the Contractor Selection Plan for the Construction Project: Company Office Parking Garage in Cong Hoa Industrial Park Project: Investment in Infrastructure Construction of Cong Hoa Industrial Park
44	13/10/2025	275/QĐ-HĐQT	Decision on Approving the Results of Contractor Selection for Package No. 04: Construction of the Company Office's Parking Garage in Cong Hoa Industrial Park
45	14/10/2025	280/QĐ-HĐQT	Decision on Approving the Results of Contractor Selection for Package No. 01: Construction

			Supervision Consultant for the Company Office Parking Garage at Cong Hoa Industrial Park
46	30/10/2025	292/QĐ-HĐQT	Decision on approving the investment policy for construction and the contractor selection plan for the following packages: Consulting services for design drawings and cost estimates, and consulting services for verification of construction drawings and cost estimates, for the project: Construction of an outdoor lighting system for the central management area of the Cong Hoa Industrial Park.
47	05/11/2025	294/QĐ-HĐQT	Decision on Approving the Results of Contractor Selection for the Package: "Consulting services for design drawings and cost estimates, and the Package: Consulting services for verification of construction drawings and cost estimates, for the project: Construction of an outdoor lighting system for the central management area of Cong Hoa Industrial Park"
48	24/11/2025	302/QĐ-HĐQT	Decision on Approval of Design Drawings and Cost Estimates for the Construction Project: Construction of Outdoor Lighting System for the Central Administration Area of Cong Hoa Industrial Park
49	25/11/2025	303/QĐ-HĐQT	Decision on Approving the Contractor Selection Plan for the Construction of the Outdoor Lighting System in the Cộng Hòa Industrial Park Management Center.
50	08/12/2025	310/QĐ-HĐQT	Decision on Approving the Results of Contractor Selection for Package No. 04: Construction of the Outdoor Lighting System for the Central Administration Area of Cong Hoa Industrial Park
51	15/12/2025	312/QĐ-HĐQT	Decision on the Establishment of an Investment Promotion Task Force in Tay Ninh Province

III. Board of Supervisors

1. Information of Board of Supervisors members

The list of members of the Board of Supervisors is as follows:

No.	Full name	Position	Appointment Date	Professional qualifications
1	Mr. Nguyen Dinh Duc	Head of the Board	June 28, 2024	Master of Environment
2	Do Phu Hong Quan	Member	June 23, 2023	Bachelor of Accounting

3	Tran Duc Nam	Member	June 28, 2024	Bachelor of Economics
---	--------------	--------	---------------	-----------------------

2. Meeting of the Supervisory Board

In 2025, the Company's Supervisory Board held four meetings to solicit opinions in writing:

- To approve the 2024 Activity Report of the Supervisory Board and the 2025 Activity Plan of the Supervisory Board.
- To approve the appraisal report on the Company's 2024 financial statements after audit.
- To approve the draft reports and proposals submitted to the 2025 Annual General Meeting of Shareholders.
- To approve the report on operating results for the first six months and the last six months of the year.

No.	Full name	Position	Number of meetings	Meeting attendance rate	Voting percentage (%)	Reason for not attending
1	Mr. Nguyen Dinh Duc	Head of the Board	4	100%	100%	
2	Mr. Do Phu Hong Quan	Member	4	100%	100%	
3	Mr. Tran Duc Nam	Member	4	100%	100%	

3. Activities of the Board of Supervisors towards the Board of Directors, Executive Board and shareholders.

The Company's Board of Supervisors consists of 3 members (01 head and 02 members). The members of the Board of Supervisors are assigned specific tasks in supervision and control, regularly exchange information with each other and fully participate in meetings of the Board of Directors when invited to attend.

In 2025, the Board of Supervisors has monitored and inspected compliance with the provisions of the Enterprise Law, the Company's Charter, the implementation of the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors of the Company, specifically as follows:

- Supervise the implementation of infrastructure investment projects, investment promotion,...
- Examine the implementation of financial indicators;
- Examine the implementation of salary fund and employee policies and regimes.
- Review the Company's 2024 Financial Statements (audited) to ensure that there are no material errors in the financial data and that they honestly and reasonably reflect the Company's assets and capital situation.

- Inspect and supervise information disclosure activities of public companies according to current laws.

In 2025, the Board of Supervisors did not receive any requests from shareholders or groups of shareholders holding 5% or more of shares to review the Company's operations or the management of the Board of Directors or the Company's Executive Board.

4. Coordination of activities between the Supervisory Board and the Board of Directors, Board of Managements and other managers.

- The Board of Supervisors fully participated in the meetings of the Annual General Meeting of Shareholders, the Board of Directors and the Board of Managements.

- Coordination and information exchange between the Board of Supervisors, the Board of Directors and the Board of Management are maintained regularly through direct exchanges, documents and emails.

- During its operation, the Board of Supervisors receives the coordination and support of the Board of Directors, the Board of Managements as well as specialized departments and divisions so that the Board of Supervisors can properly perform its functions, powers and duties.

4. Other activities of the Board of Supervisors: None

IV. Executive Board

No.	Board Member	Date of birth	Professional qualifications	Date of appointment	Date of dismissal
1	Mr. Dang Van Thieu	04/03/1968	Master of Science in Economics	24/06/2020	
2	Mr. Bui Gia Hung	14/09/1972	Bachelor of Economics	25/10/2005	
3	Mr. Luong Van Duc	14/08/1977	Civil engineer	01/02/2021	20/3/2025
4	Mr. Nguyen Van Luong	07/10/1960	Bachelor of Finance - Accounting	06/07/2021	

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment
Mai The Thu	October 20, 1966	Bachelor of Finance and Accounting	24/06/2020

VI. Training on corporate governance.

The Company always creates conditions for members of the Board of Directors, members of the Supervisory Board, the Executive Board, and other managers to participate in training courses on corporate governance organized by local authorities, the State Securities Commission, and the Vietnam Rubber Industry Group .

VII. List of related persons of the Public Company and transactions of related persons of the company with the Company itself.

List of people related to the Company

No.	Name of position/individual	Position at the Company (if any)	Relationship with insiders	ID number/NSH certificate number*, date of issue, place of issue	Head office address/contact address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
I. LIST OF INSIDER								
1	Pham Trung Thai	Chairman of the Board				0	0,00%	
2	Tran Thi Thanh Binh	Board Member				0	0,00%	
3	Nguyen Trong Hung	Board Member				0	0,00%	The term expires on June 27, 2025.
4	Nguyen Duc Huynh	Board Member				0	0,00%	
5	Nguyen Hong Thai	Board Member				0	0,00%	
6	Pham Thi Tuyet	Board Member, Head of Organization and Administration				10.000	0,04%	

7	Vo Thi Quynh Tien	Board Member				2000	0,01%	Appointm ent dated June 27, 2025
8	Nguyen Dinh Duc	Head of the Supervi sory Board				0	0,00%	
9	Do Phu Hong Quan	Supervi sory Board Member				0	0,00%	
10	Tran Duc Nam	Supervi sory Board Member				0	0,00%	
11	Dang Van Thieu	Member s, Board of Director s, General Director				0	0,00%	
12	Bui Gia Hung	Deputy General Director				0	0,00%	
13	Luong Van Duc	Deputy General Director				0	0,00%	Dismissal date: March 20, 2025
14	Mai The Thu	Chief Account ant, Authori zed person to disclose informat ion				0	0,00%	

15	Nguyen Van Luong	Secretary and Head of Administration of the Company				0	0,00%	
II. LIST OF PERSONS INVOLVED								
II.1. LIST OF ORGANIZATIONAL PARTIES								
1	Vietnam Rubber Industry Group		This organization is affiliated with Mr. Pham Trung Thai - Chairman of the Board of Directors.			3.907.880	15,09%	
2	TB.Group Vietnam Co., Ltd.		This organization is affiliated with Mr. Pham Trung Thai and Ms. Tran Thi Thanh Binh.			1.192.200	4,60%	
3	Tay Ninh Rubber Joint Stock Company		This organization is affiliated with Mr. Nguyen Hong Thai - Member of the Board of Directors.			1.766.000	6,82%	
4	Phu Rieng Rubber Company Limited		This organization is affiliated with Mr. Tran Duc Nam - Member of the Supervisory Board.			1.200.000	4,63%	

5	Loc Ninh Rubber Company Limited		This organization is affiliated with Mr. Nguyen Duc Huynh – Member of the Board of Directors.			444.300	1,72%	
6	Dong Nai Rubber Corporation Limited		This organization is affiliated with Ms. Vo Thi Quynh Tien – Member of the Board of Directors.			1.432.600	5,53%	
II.2. LIST OF INDIVIDUALS INVOLVED								
1	Pham Trung Thai	Chairman of the Board				0	0,00%	
1.1	Tran Thi Thanh Binh		Wife			0	0,00%	
1.2	Pham Trung Kien		Child			0	0,00%	
1.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	
1.4	Pham Thang Long		Child			0	0,00%	
1.5	Pham Trung Hung		Brother			0	0,00%	
1.6	Pham Trung Duong		Brother			0	0,00%	
1.7	Pham Trung Binh		Brother			0	0,00%	
1.8	Pham Trung Phong	Director of Cong Hoa Industrial Park Management Board	Brother			0	0,00%	
1.9	Pham Trung Thu		Brother			0	0,00%	
1.10	Do Thi Toan		Sister in law			0	0,00%	
1.11	Nhu Thi Van		Sister in law			0	0,00%	

1.12	Bui Thuy Mai		Sister in law			0	0,00%	
2	Tran Thi Thanh Binh	Board Member				0	0,00%	
2.1	Pham Trung Thai	Chairman of the Board	Husband			0	0,00%	
2.2	Pham Trung Kien		Son			0	0,00%	
2.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	
2.4	Pham Thang Long		Son			0	0,00%	
3	Nguyen Hung Trong	Board Member				0	0,00%	The term expires on June 27, 2025
3.1	Le Thi Ich		Wife			0	0,00%	
3.2	Nguyen Hung Hai		Child			0	0,00%	
3.3	Nguyen Hung Hoang		Child			0	0,00%	
3.4	Nguyen Thi Tich		Mom			0	0,00%	
3.5	Nguyen Thi Hanh		Sister			0	0,00%	
3.6	Nguyen Thi Hoa		Siblings			0	0,00%	
3.7	Nguyen Trong Hao		Siblings			0	0,00%	
3.8	Nguyen Thi Huyen		Siblings			0	0,00%	
4	Nguyen Duc Huynh	Board Member				0	0,00%	
4.1	To Thi My Dung		Wife			0	0,00%	
4.2	Nguyen Ngoc Bao Han		Child			0	0,00%	

4.3	Nguyen Ha Thanh		Child			0	0,00%	
5	Nguyen Hong Thai	Board Member				0	0,00%	
5.1	Le Thi Tieu Tho		Wife			0	0,00%	
5.2	Nguyen Thi Hong Lien		Child			0	0,00%	
5.3	Nguyen Thi Luyen		Child			0	0,00%	
5.4	Le Hoang Luan		Son in law			0	0,00%	
5.5	Nguyen Van Phong		Brother			0	0,00%	
5.6	Nguyen Van Quang		Brother			0	0,00%	
5.7	Nguyen Minh Van		Younger brother			0	0,00%	
5.8	Nguyen Thi Thanh Binh		Younger brother			0	0,00%	
6	Pham Thi Tuyet	Board Member, Head of Organization and Administration				10.000	0,04%	
6.1	Pham Khac Toan		Father			0	0,00%	
6.2	Do Thi Xung		Mother			0	0,00%	
6.3	Bui Diep Chi		Child			0	0,00%	
6.4	Bui Van Cao		Child			0	0,00%	
7	Vo Thi Quynh Tien	Board Member				2000	0,01%	Appointment dated June 27, 2025
7.1	Vo Van Sot		Father					
7.2	Nguyen Thi Chau		Mother					
7.3	Nguyen Ngoc Khanh		Father in law					

7.4	Nguyen Thi Hiem		Mother in law					
7.5	Nguyen Ngoc Khiem		Husband					
7.6	Nguyen Cat Tuong Van		Child					
7.7	Nguyen Ngoc Han		Child					
7.8	Nguyen Ngoc Lam		Child					
8	Nguyen Dinh Duc	Head of the Supervisory Board				0	0,00%	
8.1	Nguyen Dinh An		Father			0	0,00%	
8.2	Tu Thi Van		Mother			0	0,00%	
8.3	Mai Van Lan		Father in law			0	0,00%	
8.4	Nguyen Thi Hoa		Mother in law			0	0,00%	
8.5	Mai Thi Kieu Vy		Wife			0	0,00%	
8.6	Nguyen Mai Vi An		Child			0	0,00%	
8.7	Nguyen Mai Duc An		Child			0	0,00%	
8.8	Nguyen Dinh Hieu		Siblings			0	0,00%	
8.9	Nguyen Khanh Linh		Siblings			0	0,00%	
9	Do Phu Hong Quan	Supervisory Board Member				0	0,00%	
9.1	Tran Thi Thu Huong		Mother			0	0,00%	
9.2	Do Phu Ly		Father			0	0,00%	
9.3	Do Hong Hanh		Older sister			0	0,00%	
9.4	Nguyen Thi Thao Nhien		Wife			0	0,00%	
9.5	Nguyen Dinh Soan		Father in law			0	0,00%	
9.6	Nguyen Thi Luong		Mother in law			0	0,00%	

10	Tran Duc Nam	Supervisory Board Member				0	0,00%
10.1	Hoang Thi Phuong		Wife			0	0,00%
10.2	Tran Thi Kim Ngan		Child			0	0,00%
10.3	Tran Thi My Hanh		Child			0	0,00%
10.4	Tran Duc Binh		Father			0	0,00%
10.5	Tran Thi Roi		Mother			0	0,00%
10.6	Tran Thi Loan		Sister			0	0,00%
10.7	Tran Thi Men		Sister			0	0,00%
10.8	Tran Thi Huyen Phuong		Sister			0	0,00%
11	Dang Van Thieu	Board of Director Member, General Director				0	0,00%
11.1	Le Thi Hue	Deputy Director of the Center for Investment Support and Promotion	Wife			0	0,00%
11.2	Dang Le Phuong Thao		Child			0	0,00%
11.3	Dang Le Thao Phuong		Child			0	0,00%
11.4	Dang Thi Anh		Sister			0	0,00%
11.5	Dang Thi Quang		Sister			0	0,00%
11.6	Dang Thi Uyen		Sister			0	0,00%
11.7	Dang Van Nhan		Siblings			0	0,00%
12	Bui Gia Hung	Deputy General Director				0	0,00%
12.1	Tran Hi Thanh Tam		Wife			0	0,00%
12.2	Bui Thanh Huyen		Child			0	0,00%
12.3	Bui Gia Hieu		Child			0	0,00%

12.4	Bui Thi Kim Thanh		Sister			0	0,00%	
13	Luong Van Duc	Deputy General Director				0	0,00%	Dismissal date: March 20, 2025
13.1	Dao Thi Nhai		Wife			0	0,00%	
13.2	Luong Duc Hai		Child			0	0,00%	
13.3	Luong Thai Ngoc Ha		Child			0	0,00%	
14	Mai The Thu	Chief Accountant, Authorized person to disclose information				0	0,00%	
14.1	Nguyen Thi Thanh Hai		Wife			0	0,00%	
14.2	Mai The Thanh		Child			0	0,00%	
14.3	Mai Thanh Binh		Child			0	0,00%	
14.4	Mai Thu An		Child			0	0,00%	
14.5	Tran Thi Vinh		Mother			0	0,00%	
14.6	Mai Thi Tho		Older sister			0	0,00%	
14.7	Tran Xuan Kieu		Younger brother			0	0,00%	
14.8	Tran Thi Ngan		Younger sister			0	0,00%	
15	Nguyen Van Luong		Secretary and Head of Administration of the Company			0	0,00%	
15.1	Nguyen Thi Xuan Thuy		Wife			0	0,00%	
15.2	Nguyen Quang Minh		Son			0	0,00%	
15.3	Nguyen Xuan Thao		Daughter			0	0,00%	

2. Transactions between the Company and related persons of the Company or between the Company and major Shareholders, insiders and related persons: **None**

3. Transactions between company insiders, related persons of insiders and Subsidiaries, Companies controlled by the company: **None**

4. Transactions between the Company and other entities: **None**

VIII. Stock transactions of insiders and related parties of insiders

List of insiders and related parties of insiders

No.	Name of organization/individual	Position at the Company (if any)	Relationship with insiders	ID number/NSH certificate number*, date of issue, place of issue	Head office address/contact address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
I. LIST OF INSIDER								
1	Pham Trung Thai	Chairman of the Board				0	0,00%	
2	Tran Thi Thanh Binh	Board Member				0	0,00%	
3	Nguyen Trong Hung	Board Member				0	0,00%	The term expires on June 27, 2025.
4	Nguyen Duc Huynh	Board Member				0	0,00%	
5	Nguyen Hong Thai	Board Member				0	0,00%	
6	Pham Thi Tuyet	Board Member, Head of Organization and Administration				10.000	0,04%	
7	Vo Thi Quynh Tien	Board Member				2000	0,01%	Appointment dated June 27, 2025

8	Nguyen Dinh Duc	Head of the Supervisory Board				0	0,00%	
9	Do Phu Hong Quan	Supervisory Board Member				0	0,00%	
10	Tran Duc Nam	Supervisory Board Member				0	0,00%	
11	Dang Van Thieu	Members, Board of Directors, General Director				0	0,00%	
12	Bui Gia Hung	Deputy General Director				0	0,00%	
13	Luong Van Duc	Deputy General Director				0	0,00%	Dismissal date: March 20, 2025
14	Mai The Thu	Chief Accountant, Authorized person to disclose information				0	0,00%	
15	Nguyen Van Luong	Secretary and Head of Administration of the Company				0	0,00%	
II. LIST OF PERSONS INVOLVED								
II.1. LIST OF ORGANIZATIONAL PARTIES								

1	Vietnam Rubber Industry Group		This organization is affiliated with Mr. Pham Trung Thai - Chairman of the Board of Directors.			3.907.880	15,09%	
2	TB.Group Vietnam Co., Ltd.		This organization is affiliated with Mr. Pham Trung Thai and Ms. Tran Thi Thanh Binh.			1.192.200	4,60%	
3	Tay Ninh Rubber Joint Stock Company		This organization is affiliated with Mr. Nguyen Hong Thai - Member of the Board of Directors.			1.766.000	6,82%	
4	Phu Rieng Rubber Company Limited		This organization is affiliated with Mr. Tran Duc Nam - Member of the Supervisory Board.			1.200.000	4,63%	
5	Loc Ninh Rubber Company Limited		This organization is affiliated with Mr. Nguyen Duc Huynh - Member of the Board of Directors.			444.300	1,72%	
6	Dong Nai Rubber Corporation Limited		This organization is affiliated with Ms. Vo Thi Quynh Tien - Member of			1.432.600	5,53%	

			the Board of Directors.					
II.2. LIST OF INDIVIDUALS INVOLVED								
1	Pham Trung Thai	Chairman of the Board				0	0,00%	
1.1	Tran Thi Thanh Binh		Wife			0	0,00%	
1.2	Pham Trung Kien		Child			0	0,00%	
1.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	
1.4	Pham Thang Long		Child			0	0,00%	
1.5	Pham Trung Hung		Brother			0	0,00%	
1.6	Pham Trung Duong		Brother			0	0,00%	
1.7	Pham Trung Binh		Brother			0	0,00%	
1.8	Pham Trung Phong	Director of Cong Hoa Industrial Park Management Board	Brother			0	0,00%	
1.9	Pham Trung Thu		Brother			0	0,00%	
1.10	Do Thi Toan		Sister in law			0	0,00%	
1.11	Nhu Thi Van		Sister in law			0	0,00%	
1.12	Bui Thuy Mai		Sister in law			0	0,00%	
2	Tran Thi Thanh Binh	Board Member				0	0,00%	
2.1	Pham Trung Thai	Chairman of the Board	Husband			0	0,00%	
2.2	Pham Trung Kien		Son			0	0,00%	

2.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	
2.4	Pham Thang Long		Son			0	0,00%	
3	Nguyen Trong Hung	Board Member				0	0,00%	The term expires on June 27, 2025
3.1	Le Thi Ich		Wife			0	0,00%	
3.2	Nguyen Hung Hai		Child			0	0,00%	
3.3	Nguyen Hung Hoang		Child			0	0,00%	
3.4	Nguyen Thi Tich		Mom			0	0,00%	
3.5	Nguyen Thi Hanh		Sister			0	0,00%	
3.6	Nguyen Thi Hoa		Siblings			0	0,00%	
3.7	Nguyen Trong Hao		Siblings			0	0,00%	
3.8	Nguyen Thi Huyen		Siblings			0	0,00%	
4	Nguyen Duc Huynh	Board Member				0	0,00%	
4.1	To Thi My Dung		Wife			0	0,00%	
4.2	Nguyen Ngoc Bao Han		Child			0	0,00%	
4.3	Nguyen Ha Thanh		Child			0	0,00%	
5	Nguyen Hong Thai	Board Member				0	0,00%	
5.1	Le Thi Tieu Tho		Wife			0	0,00%	
5.2	Nguyen Thi Hong Lien		Child			0	0,00%	
5.3	Nguyen Thi Luyen		Child			0	0,00%	

5.4	Le Hoang Luan		Son in law			0	0,00%	
5.5	Nguyen Van Phong		Brother			0	0,00%	
5.6	Nguyen Van Quang		Brother			0	0,00%	
5.7	Nguyen Minh Van		Younger brother			0	0,00%	
5.8	Nguyen Thi Thanh Binh		Younger brother			0	0,00%	
6	Pham Thi Tuyet	Board Member, Head of Organization and Administration				10.000	0,04%	
6.1	Pham Khac Toan		Father			0	0,00%	
6.2	Do Thi Xung		Mother			0	0,00%	
6.3	Bui Diep Chi		Child			0	0,00%	
6.4	Bui Van Cao		Child			0	0,00%	
7	Vo Thi Quynh Tien	Board Member				2000	0,01%	Appointment dated June 27, 2025
7.1	Vo Van Sot		Father					
7.2	Nguyen Thi Chau		Mother					
7.3	Nguyen Ngoc Khanh		Father in law					
7.4	Nguyen Thi Hiem		Mother in law					
7.5	Nguyen Ngoc Khiem		Husband					
7.6	Nguyen Cat Tuong Van		Child					
7.7	Nguyen Ngoc Han		Child					
7.8	Nguyen Ngoc Lam		Child					

8	Nguyen Dinh Duc	Head of the Supervisory Board				0	0,00%
8.1	Nguyen Dinh An		Father			0	0,00%
8.2	Tu Thi Van		Mother			0	0,00%
8.3	Mai Van Lan		Father in law			0	0,00%
8.4	Nguyen Thi Hoa		Mother in law			0	0,00%
8.5	Mai Thi Kieu Vy		Wife			0	0,00%
8.6	Nguyen Mai Vi An		Child			0	0,00%
8.7	Nguyen Mai Duc An		Child			0	0,00%
8.8	Nguyen Dinh Hieu		Siblings			0	0,00%
8.9	Nguyen Khanh Linh		Siblings			0	0,00%
9	Do Phu Hong Quan	Supervisory Board Member				0	0,00%
9.1	Tran Thi Thu Huong		Mother			0	0,00%
9.2	Do Phu Ly		Father			0	0,00%
9.3	Do Hong Hanh		Older sister			0	0,00%
9.4	Nguyen Thi Thao Nhien		Wife			0	0,00%
9.5	Nguyen Dinh Soan		Father in law			0	0,00%
9.6	Nguyen Thi Luong		Mother in law			0	0,00%
10	Tran Duc Nam	Supervisory Board Member				0	0,00%
10.1	Hoang Thi Phuong		Wife			0	0,00%
10.2	Tran Thi Kim Ngan		Child			0	0,00%
10.3	Tran Thi My Hanh		Child			0	0,00%
10.4	Tran Duc Binh		Father			0	0,00%
10.5	Tran Thi Roi		Mother			0	0,00%
10.6	Tran Thi Loan		Sister			0	0,00%
10.7	Tran Thi Men		Sister			0	0,00%
10.8	Tran Thi Huyen Phuong		Sister			0	0,00%

11	Dang Van Thieu	Board of Director Member, General Director				0	0,00%	
11.1	Le Thi Hue	Deputy Director of the Center for Investment Support and Promotion	Wife			0	0,00%	
11.2	Dang Le Phuong Thao		Child			0	0,00%	
11.3	Dang Le Thao Phuong		Child			0	0,00%	
11.4	Dang Thi Anh		Sister			0	0,00%	
11.5	Dang Thi Quang		Sister			0	0,00%	
11.6	Dang Thi Uyen		Sister			0	0,00%	
11.7	Dang Van Nhan		Siblings			0	0,00%	
12	Bui Gia Hung	Deputy General Director				0	0,00%	
12.1	Tran Hi Thanh Tam		Wife			0	0,00%	
12.2	Bui Thanh Huyen		Child			0	0,00%	
12.3	Bui Gia Hieu		Child			0	0,00%	
12.4	Bui Thi Kim Thanh		Sister			0	0,00%	
13	Luong Van Duc	Deputy General Director				0	0,00%	Dismissal date: March 20, 2025
13.1	Dao Thi Nhai		Wife			0	0,00%	
13.2	Luong Duc Hai		Child			0	0,00%	
13.3	Luong Thai Ngoc Ha		Child			0	0,00%	
14	Mai The Thu	Chief Accountant, Authorized person to disclose				0	0,00%	

		information					
14.1	Nguyen Thi Thanh Hai		Wife			0	0,00%
14.2	Mai The Thanh		Child			0	0,00%
14.3	Mai Thanh Binh		Child			0	0,00%
14.4	Mai Thu An		Child			0	0,00%
14.5	Tran Thi Vinh		Mother			0	0,00%
14.6	Mai Thi Tho		Older sister			0	0,00%
14.7	Tran Xuan Kieu		Younger brother			0	0,00%
14.8	Tran Thi Ngan		Younger sister			0	0,00%
15	Nguyen Van Luong		Secretary and Head of Administration of the Company			0	0,00%
15.1	Nguyen Thi Xuan Thuy		Wife			0	0,00%
15.2	Nguyen Quang Minh		Son			0	0,00%
15.3	Nguyen Xuan Thao		Daughter			0	0,00%

2. Transactions by insiders and related parties involving the Company's stock:

IX. Other significant issues: None

Receipts:

- As sent;
- Board of Supervisors (For information);
- Board of Managements (For information);
- Archived: Office, Board of Directors' office.



LEGAL REPRESENTATIVE
Pham Trung Thai
CHAIRMAN OF THE BOARD OF DIRECTORS