

No: 99 /CSTB-TCKT

Tay Ninh, January 23, 2025

INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Organization name: Công ty Cổ phần Cao su Tân Biên
- Stock code: RTB
- Address: Group 2, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province.
- Contact phone number: (0276) 3875266 Fax: (0276) 3875307
- E-mail: tbrc@tabiruco.vn

2. Content of disclosed information:

The Report on Corporate Governance of Company for 2024, No. 32/BC-HĐQTCSTB dated January 23, 2025.

3. This information has been published on the company's website on January 23, 2025 at the link: <http://www.tabiruco.vn/quan-he-co-dong/>

We hereby certify that the information disclosed above is true and we take full responsibility before the law for the content of the disclosed information.

*** Attached document:**

Report No. 32/BC-HĐQTCSTB dated January 23, 2025

Authorized Information Disclosure

Representative

(Signature, full name, and seal)



Nguyễn Trần Thiên Phúc

**TAN BIEN RUBBER JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 32.../BC-HĐQCSTB

Tay Ninh, January 23, 2025

**REPORT ON
CORPORATE GOVERNANCE 2024**

To:

- The State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

- Name of company: Tan Bien Rubber Joint Stock Company.
- Address of headoffice: Group 2, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province.
- Telephone: 0276.3875.193; Fax: 0276.3875.307; Email: tbrc@tabiruco.vn
- Charter Capital: 879,450,000,000 VND.
- Stock Symbol: RTB
- Governance Model: General Meeting of Shareholders, Board of Directors, the Board of Supervisors, and General Director.
- The implementation of internal audit: implemented.

I. Activities of the General Meeting of Shareholders:

Information on the meetings, Resolutions and Decisions of the General Meeting of Shareholders:

No.	Resolution No.	Date	Content
01	01/BB- ĐHĐCĐCSTB	5/13/2024	Minutes of the 2024 Annual General Meeting of Shareholders - Tan Bien Rubber Joint Stock Company.
02	02/NQ- ĐHĐCĐCSTB	5/13/2024	Resolution of the 2024 Annual General Meeting of Shareholders - Tan Bien Rubber Joint Stock Company.
03	03/BB- ĐHĐCĐCSTB	12/20/2024	Minutes of the 2024 Extraordinary General Meeting of Shareholders - Tan Bien Rubber Joint Stock Company.
04	04/NQ- ĐHĐCĐCSTB	12/20/2024	Resolution of the 2024 Extraordinary General Meeting of Shareholders - Tan Bien Rubber Joint Stock Company.

II. Board of Directors

1. Information about on members of the Board of Directors

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors for 2021-2026 Term	
			Date of appointment	Date of dismissal
01	Mr. Truong Van Cu	Chairman of the Board of Directors	12/20/2024	
02	Mr. Lam Thanh Phu	Member of the Board of Directors - General Director	6/24/2021	
03	Ms. Le Thi Bich Loi	Member of the Board of Directors	6/24/2021	12/20/2024
04	Mr. Duong Tan Phong	Executive Board Member	6/24/2021	
05	Mr. Do Quoc Tuan	Independent Board Member	6/24/2021	

2. Meetings of the Board of Directors

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absencex
01	Ms. Le Thi Bich Loi	4/4	100%	
02	Mr. Truong Van Cu	4/4	100%	
03	Mr. Duong Tan Phong	4/4	100%	
04	Mr. Lam Thanh Phu	4/4	100%	
05	Mr. Do Quoc Tuan	3/4	75%	Participating in an advanced political theory course

3. Supervising the Board of Management by the Board of Directors:

Based on the Company's Charter and Internal Governance Regulations, the Board of Directors (BOD) has overseen the activities of the Board of Management in issuing resolutions regarding production and business operations, ensuring alignment with the resolutions set forth by the General Meeting of Shareholders (GMS).

The BOD supervises the Board of Management by requiring adherence to the resolutions and directives established by the GMS and BOD. Monthly, the BOD participates in briefings with the Board of Management to provide guidance and gather information on the implementation of resolutions and policies. Quarterly, the BOD holds meetings as stipulated, requiring the Board of Management to report on business performance and audited or reviewed financial statements, enabling the BOD to monitor and provide directives.

In 2024, the global economy continues to face numerous risks and challenges due to prolonged geopolitical tensions (the conflict in Ukraine and issues in the Middle East), competition between major economies in trade and technology, persistent risks to energy security, and increasingly unpredictable climate change, among other factors.

Regarding the Company's production and business activities in 2024, alongside favorable conditions, the Company continues to face significant challenges. These include adverse weather conditions, with prolonged heatwaves from January to May 2024 due to the El Nino phenomenon, causing difficulties for businesses operating in the agricultural sector. The Company's rubber plantation area under exploitation is 2,369.62 hectares (including 1,738.97 hectares self-operated and 630.65 hectares under exploitation rights). Over 40% of the plantation area is aged, with high tapping cuts (group 3 and final-harvest plantations: 966.50 hectares, accounting for 40.79%). The group 1 plantation area comprises 1,403.12 hectares, accounting for 59.21%. The plantation yield remains low at 1.34 tons/hectare, compounded by a labor shortage of direct workers, posing further challenges to production operations. Amid these industry difficulties, the Board of Management has outlined comprehensive directions and solutions, including: Staying aligned with the production and business plans approved by the GMS to ensure exceeding targets in production, exploitation, processing, and consumption; Strictly controlling costs, pricing, and investment expenses to balance with sales prices; Implementing high economic-efficiency projects to optimize land use advantages; Continuing to use the welfare fund to support exploitation unit prices, contributing to increasing workers' incomes.

According to the BOD's assessment, the Company's Board of Management has operated production and business activities in alignment with the resolutions set forth by the GMS and BOD. In 2024, the Board of Management demonstrated high determination in guiding and managing the Company to overcome difficulties and achieve the following key business performance indicators:

No.	Indicator	2024 Plan (Billion VND)	2024 Actual (Billion VND)	Completion Rate (%)
1	Total Revenue	647.586	903.148	139.46
2	Profit Before Tax	229.001	280.842	122.63
3	Profit After Tax	192.366	239.211	124.35

(Note: Actual figures for 2024 are based on the separate financial statements for Q4/2024.)

4. Activities of the Board of Directors' subcommittees: None

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution No.	Date	Content	Approval Rate
1	01/QĐ-HĐQTCSTB	01/02/2024	Decision on approving the Salary System and Salary Adjustment (amendments and supplements)	100%
2	02/QĐ-HĐQTCSTB	01/04/2024	Decision on issuing the Regulation on regular and early salary raises (amendments and supplements)	100%
3	05/NQ-HĐQTCSTB	01/04/2024	Resolution on production and business activities	100%
4	13/NQ-HĐQTCSTB	01/22/2024	Resolution on approving the emulation results and bonus plan for 2023	100%
5	28/NQ-HĐQTCSTB	01/23/2024	Resolution on production and business activities	100%
6	14/QĐ-HĐQTCSTB	01/24/2024	Decision on approving the liquidation of broken rubber trees	100%
7	25/NQ-HĐQTCSTB	01/30/2024	Resolution on agreeing on the plan for supplementary salary payment for 2023	100%
8	26/NQ-HĐQTCSTB	01/30/2024	Resolution on salary-related matters	100%
9	31/NQ-HĐQTCSTB	02/02/2024	Resolution on agreeing on transactions between the Company and related parties in 2024	100%
10	33/QĐ-HĐQTCSTB	02/05/2024	Decision on temporary salary payment matters	100%
11	36/QĐ-HĐQTCSTB	02/16/2024	Decision on approving the Salary Fund Implementation for 2023	100%
12	42/QĐ-HĐQTCSTB	02/21/2024	Decision on consolidating the Sustainable Development Steering Committee	100%
13	44/NQ-HĐQTCSTB	02/21/2024	Resolution on production and business activities	100%
14	48/QĐ-HĐQTCSTB	02/23/2024	Decision on approving the budget estimate for survey and technical report on repairing the Workers' Cultural House	100%
15	49/QĐ-HĐQTCSTB	02/23/2024	Decision on approving the budget estimate for survey and technical report on the Fire Protection System	100%
16	50/QĐ-HĐQTCSTB	02/26/2024	Decision on approving the budget estimate for survey and technical report on repairing roads	100%

No.	Resolution No.	Date	Content	Approval Rate
17	56/NQ-HĐQTCSTB	03/12/2024	Resolution on agreeing on staffing policies	100%
18	59/NQ-HĐQTCSTB	03/14/2025	Resolution on the Board of Directors' quarterly meeting for Q1/2024	100%
19	59/QĐ-HĐQTCSTB	03/14/2024	Decision on issuing regulations for managing personnel in leadership positions in the company	100%
20	64/NQ-HĐQTCSTB	03/25/2024	Resolution on scheduling the Annual General Meeting of Shareholders for 2024	100%
21	68/QĐ-HĐQTCSTB	03/26/2024	Decision on approving the list for review and supplementation of leadership and management positions planning	100%
22	71/NQ-HĐQTCSTB	04/03/2024	Resolution on production and business activities	100%
23	73/QĐ-HĐQTCSTB	04/04/2024	Decision on approving the plan for organizing the auction of assets: Rights to exploit rubber latex	100%
24	74/QĐ-HĐQTCSTB	04/04/2024	Decision on adjusting the starting prices of asset packages No. 3, 4, 5 in the liquidation asset lot	100%
25	82/QĐ-HĐQTCSTB	04/09/2024	Decision on personnel matters	100%
26	77/NQ-HĐQTCSTB	04/09/2024	Resolution on personnel matters	100%
27	80/NQ-HĐQTCSTB	04/09/2024	Resolution on production and business activities	100%
28	83/NQ-HĐQTCSTB	04/09/2024	Resolution on production organization activities	100%
29	84/QĐ-HĐQTCSTB	04/10/2024	Decision on approving the method for liquidating broken rubber trees at Xa Mat Rubber Plantation	100%
30	89/QĐ-HĐQTCSTB	04/11/2024	Decision on approving the budget estimate for maintaining 1 hectare of Acacia hybrid trees in 2024	100%
31	100/QĐ-HĐQTCSTB	04/16/2024	Decision on assigning staff to work abroad	100%
32	98/NQ-HĐQTCSTB	04/16/2024	Resolution on production organization activities	100%
33	99/NQ-HĐQTCSTB	04/16/2024	Resolution on production organization activities	100%
34	101/NQ-HĐQTCSTB	04/17/2024	Resolution on production organization activities	100%
35	116/NQ-HĐQTCSTB	04/23/2024	Resolution on production and business activities	100%
36	112/NQ-HĐQTCSTB	04/24/2024	Resolution on production and business activities	100%

No.	Resolution No.	Date	Content	Approval Rate
37	113/NQ-HĐQTCSTB	04/24/2024	Resolution on production and business activities	100%
38	120/QĐ-HĐQTCSTB	05/02/2024	Decision on approving the adjustment of investment capital for the project: 'Repairing the Workers' Cultural House'	100%
39	122/HĐQTCSTB	05/03/2024	Decision on approving the technical-economic report for the project: "Renovating and repairing the Workers' Cultural House"	100%
40	123/NQ-HĐQTCSTB	05/04/2024	Resolution on personnel matters	100%
41	124/NQ-HĐQTCSTB	05/06/2024	Resolution on approving the adjustment of certain documents for the Annual General Meeting of Shareholders 2024	100%
42	135/NQ-HĐQTCSTB	05/15/2024	Resolution on personnel matters	100%
43	140/QĐ-HĐQTCSTB	05/15/2024	Decision on salary adjustment for specialized union staff	100%
44	137/NQ-HĐQTCSTB	05/16/2024	Resolution on personnel matters	100%
45	144/QĐ-HĐQTCSTB	05/17/2024	Decision on approving the replanting and maintenance investment cost for 1 hectare of rubber trees in 2024	100%
46	154/QĐ-HĐQTCSTB	05/23/2024	Decision on adjusting the starting price of package No. 4 of the used tools and equipment lot	100%
47	155/QĐ-HĐQTCSTB	05/24/2024	Decision on approving the labor plan for 2024	100%
48	156/QĐ-HĐQTCSTB	05/24/2024	Decision on approving the budget plan for occupational safety and health (OSH) in 2024	100%
49	157/QĐ-HĐQTCSTB	05/24/2024	Decision on approving the training and short-term workshop budget plan for 2024	100%
50	159/NQ-HĐQTCSTB	05/30/2024	Resolution on production organization activities	100%
51	165A/NQ-HĐQTCSTB	05/31/2024	Resolution on personnel matters	100%
52	165/QĐ-HĐQTCSTB	05/31/2024	Decision on approving the agricultural budget estimate for 2024	100%
53	163/NQ-HĐQTCSTB	06/03/2024	Resolution on the Company Board of Directors' quarterly meeting for Q2/2024	100%
54	164/QĐ-HĐQTCSTB	06/04/2024	Decision on approving the production and business plan for 2024	100%
55	168/NQ-HĐQTCSTB	06/10/2024	Resolution on agreeing to select the auditing firm for the six-month financial review and annual financial audit for 2024	100%

No.	Resolution No.	Date	Content	Approval Rate
56	169/QĐ-HĐQTCSTB	06/12/2024	Decision on issuing regulations for intercropping short-term crops	100%
57	172/NQ-HĐQTCSTB	06/13/2024	Resolution on production and business activities	100%
58	175/QĐ-HĐQTCSTB	06/20/2024	Decision on production and business matters	100%
59	177/QĐ-HĐQTCSTB	06/26/2024	Decision on production organization matters	100%
60	179/QĐ-HĐQTCSTB	07/01/2024	Decision on re-establishing the Company's Salary Council	100%
61	184/NQ-HĐQTCSTB	07/02/2024	Resolution on personnel matters at Tan Bien-KamPong Thom Rubber Development Co., Ltd.	100%
62	183/QĐ-HĐQTCSTB	07/03/2024	Decision on salary raises for staff	100%
63	186/QĐ-HĐQTCSTB	07/03/2024	Decision on salary raises for staff	100%
64	188/NQ-HĐQTCSTB	07/11/2024	Resolution on personnel matters - agreement on the process for appointing the Deputy Head of Inspection, Security, and Military Mobilization Department	100%
65	189/QĐ-HĐQTCSTB	07/15/2024	Decision on approving the salary plan	100%
66	193/NQ-HĐQTCSTB	07/16/2024	Resolution on personnel matters at Tan Bien Rubber Joint Stock Company	100%
67	195/NQ-HĐQTCSTB	07/18/2024	Resolution on agreeing to implement the process of reappointing management personnel	100%
68	196/NQ-HĐQTCSTB	07/18/2024	Resolution on agreeing to implement the process of reappointing the Director of Mechanical Processing Enterprise	100%
69	197/NQ-HĐQTCSTB	07/19/2024	Resolution on production and business activities	100%
70	198/QĐ-HĐQTCSTB	07/19/2024	Decision on approving the plan to organize the auction of assets: Rights to exploit rubber latex in 2024 and 2025 at Bo Tuc Rubber Plantation	100%
71	203/QĐ-HĐQTCSTB	07/23/2024	Decision on approving the liquidation and starting price of broken rubber trees at Bo Tuc Rubber Plantation and Suoi Ngo Rubber Plantation	100%
72	204/QĐ-HĐQTCSTB	07/24/2024	Decision on approving the technical-economic report for the project: "Renovation, upgrading, and repairing of roads in 2024"	100%
73	209/QĐ-HĐQTCSTB	07/26/2024	Decision on approving the contractor selection plan for the project: "Renovation, upgrading, and repairing of roads in 2024"	100%
74	207/NQ-HĐQTCSTB	07/26/2024	Resolution on agreeing on the plan to reorganize the structure, operating model, and	100%

No.	Resolution No.	Date	Content	Approval Rate
			ratio of indirect labor	
75	211/QĐ-HĐQTCSTB	08/05/2024	Decision on approving the cost estimate: Survey, design, and technical-economic report; Contractor selection plan for packages related to the project: "Gate and fence at Bo Tuc Rubber Plantation Office"	100%
76	212A/NQ-HĐQTCSTB	08/07/2024	Resolution on agreeing to appoint the Deputy Head of Inspection, Security, and Military Mobilization Department	100%
77	213A/QĐ-HĐQTCSTB	08/08/2024	Decision on approving the design file and cost estimate for the project: "Renovating and repairing the workers' cultural house, restroom, and connecting hallway"	100%
78	214/NQ-HĐQTCSTB	08/12/2024	Resolution on agreeing to reappoint management personnel at department and unit levels	100%
79	221/NQ-HĐQTCSTB	08/12/2024	Resolution on production and business activities	100%
80	221A/QĐ-HĐQTCSTB	08/14/2024	Decision on approving the cost estimate: Survey, design, and preparation of technical-economic report; Design review and cost estimate for the project: "Workers' canteen at Production Team 3 - Bo Tuc Rubber Plantation"	100%
81	222A/QĐ-HĐQTCSTB	08/15/2024	Decision on approving the cost estimate: Survey, design, and preparation of technical-economic report; Design review and cost estimate for the project: "Establishment of production zone at Production Team 1 - Bo Tuc Rubber Plantation"	100%
82	223/QĐ-HĐQTCSTB	08/20/2024	Decision on the financial plan for 2024	100%
83	224/NQ-HĐQTCSTB	08/21/2024	Resolution on agreeing on the policy to liquidate 04 latex centrifuges	100%
84	237/NQ-HĐQTCSTB	08/26/2024	Resolution on personnel matters at Tan Bien Rubber Joint Stock Company	100%
85	247/NQ-HĐQTCSTB	08/26/2024	Resolution on personnel matters for the capital representative	100%
86	225/QĐ-HĐQTCSTB	08/27/2024	Decision on approving the liquidation and starting price of broken rubber trees at Suoi Ngo Rubber Plantation	100%
87	230/QĐ-HĐQTCSTB	08/28/2024	Decision on re-establishing the Fixed Asset Liquidation Council of Tan Bien Rubber Joint Stock Company	100%
88	231/QĐ-HĐQTCSTB	08/28/2024	Decision on re-establishing the Study Promotion and Educational Development Association at Tan Bien Rubber Joint Stock Company	100%

No.	Resolution No.	Date	Content	Approval Rate
89	232/QĐ-HĐQTCSTB	08/28/2024	Decision on re-establishing the Emulation and Commendation Council of Tan Bien Rubber Joint Stock Company	100%
90	233/QĐ-HĐQTCSTB	08/28/2024	Decision on re-establishing the Debt Settlement Council of Tan Bien Rubber Joint Stock Company	100%
91	234/QĐ-HĐQTCSTB	08/28/2024	Decision on re-establishing the Evaluation Committee for bidding documents and results for construction works, procurement of materials, equipment, and working facilities	100%
92	227/NQ-HĐQTCSTB	08/28/2024	Resolution on the Board of Directors' quarterly meeting for Q3/2024 of Tan Bien Rubber Joint Stock Company	100%
93	245/NQ-HĐQTCSTB	08/28/2024	Resolution on agreeing to pay dividends for 2023	100%
94	250/QĐ-HĐQTCSTB	09/04/2024	Decision on retirement to enjoy social insurance benefits	100%
95	253/QĐ-HĐQTCSTB	09/06/2024	Decision on approving the technical-economic report for the item: Investment in purchasing one forklift	100%
96	255/QĐ-HĐQTCSTB	09/10/2024	Decision on approving the policy for experimental planting of Chiêu liêu and Thanh thât trees on swampy land, near streams, and reclaimed land	100%
97	260/QĐ-HĐQTCSTB	09/13/2024	Decision on approving the contractor selection plan for the item: "Investment in purchasing one forklift"	100%
98	265/QĐ-HĐQTCSTB	09/20/2024	Decision on approving the liquidation and starting price of broken rubber trees at Bo Tuc Rubber Plantation	100%
99	268/QĐ-HĐQTCSTB	09/24/2024	Decision on consolidating the Steering Committee and its subcommittees for managing the rubber latex content in exploitation, purchase, and processing activities of Tan Bien Rubber Joint Stock Company	100%
100	269/QĐ-HĐQTCSTB	09/25/2024	Decision on approving the budget estimate for planting and maintaining one hectare of Myrobalan tree and Ailanthus tree in 2024	100%
101	271/NQ-HĐQTCSTB	09/25/2024	Resolution on personnel matters	100%
102	278/QĐ-HĐQTCSTB	09/26/2024	Decision on issuing the Financial Management Regulations (amended and supplemented) of Tan Bien Rubber Joint Stock Company	100%
103	280/QĐ-HĐQTCSTB	10/01/2024	Decision on approving the technical-economic report for the project: "Workers' canteen at Production Team 3 - Bo Tuc Rubber Plantation"	100%
104	283/NQ-HĐQTCSTB	10/01/2024	Resolution on personnel matters	100%

No.	Resolution No.	Date	Content	Approval Rate
105	284/QĐ-HĐQTCSTB	10/04/2024	Decision on approving the contractor selection plan for the project: "Workers' canteen at Production Team 3 - Bo Tuc Rubber Plantation"	100%
106	285/QĐ-HĐQTCSTB	10/07/2024	Decision on approving the technical-economic report for the item: "Investment in purchasing 4 pickup trucks"	100%
107	285A/QĐ-HĐQTCSTB	10/09/2024	Decision on assigning staff to work abroad	100%
108	286/QĐ-HĐQTCSTB	10/09/2024	Decision on approving the liquidation and starting price of broken rubber trees at Bo Tuc Rubber Plantation	100%
109	287/QĐ-HĐQTCSTB	10/10/2024	Decision on approving the technical-economic report for the project: "Fire protection system for the latex warehouse (warehouse no. 2) and the rubber processing workshop"	100%
110	293/QĐ-HĐQTCSTB	10/10/2024	Decision on approving the contractor selection plan for the project: "Fire protection system for the latex warehouse (warehouse no. 2) and the rubber processing workshop"	100%
111	298/QĐ-HĐQTCSTB	10/11/2024	Decision on approving the contractor selection plan for the item: "Investment in purchasing 4 pickup trucks"	100%
112	302/QĐ-HĐQTCSTB	10/14/2024	Decision on approving the list for review and supplementation of leadership positions at department and unit levels for the 2021-2026 period (as of 2024)	100%
113	303/QĐ-HĐQTCSTB	10/15/2024	Decision on approving the list for review and supplementation of leadership positions at department and unit levels for the 2026-2031 period (as of 2024)	100%
114	308/QĐ-HĐQTCSTB	10/15/2024	Decision on approving the adjustment of replanting and maintenance investment costs for 1 hectare of rubber trees in 2024	100%
115	306/NQ-HĐQTCSTB	10/18/2024	Resolution on agreeing on the plan to sell and recover the right to exploit rubber latex at Suoi Ngo Rubber Plantation	100%
116	311/NQ-HĐQTCSTB	10/18/2024	Resolution on scheduling the Extraordinary General Meeting of Shareholders in 2024	100%
117	312/QĐ-HĐQTCSTB	10/21/2024	Decision on approving the policy to use a 5% contingency fund to pay for young plantation care costs in 2024	100%
118	314/NQ-HĐQTCSTB	10/21/2024	Resolution on agreeing on prices and plans to select partners for short-term intercropping	100%
119	315/NQ-HĐQTCSTB	10/22/2024	Resolution on personnel matters - appointing a Capital Representative	100%
120	320/QĐ-HĐQTCSTB	10/22/2024	Decision on approving the technical-economic report for the project: "Establishment of production zone at Production Team 1 - Bo Tuc Rubber Plantation"	100%

No.	Resolution No.	Date	Content	Approval Rate
121	324/QĐ-HĐQTCSTB	10/29/2024	Decision on reappointing the Deputy General Director of Tan Bien Rubber Joint Stock Company	100%
122	329/NQ-HĐQTCSTB	11/05/2024	Resolution on changing the schedule for the Extraordinary General Meeting of Shareholders in 2024	100%
123	332/QĐ-HĐQTCSTB	11/06/2024	Decision on approving the adjustment of the agricultural budget estimate for 2024 (Replanting and maintaining young rubber trees from the second to eighth year)	100%
124	338/QĐ-HĐQTCSTB	11/08/2024	Decision on approving the adjustment of the budget estimate for planting and maintaining 1 hectare of " Myrobalan tree and Ailanthus tree in 2024	100%
125	340/QĐ-HĐQTCSTB	11/08/2024	Decision on approving the liquidation and starting price of broken Acacia hybrid trees at Bo Tuc Rubber Plantation and Suoi Ngo Rubber Plantation	100%
126	343/QĐ-HĐQTCSTB	11/11/2024	Decision on approving the contractor selection plan for the project: "Establishment of production zone at Production Team 1 - Bo Tuc Rubber Plantation"	100%
127	345/NQ-HĐQTCSTB	11/13/2024	Resolution on organizational restructuring matters	100%
128	349/QĐ-HĐQTCSTB	11/13/2024	Decision on approving the liquidation and starting price of broken rubber trees at Suoi Ngo Rubber Plantation	100%
129	359/NQ-HĐQTCSTB	11/19/2024	Resolution on personnel matters	100%
130	120/QĐ-HĐQTCSTB	11/21/2024	Decision on re-establishing the Management Council for the Science and Technology Development Fund	100%
131	358/QĐ-HĐQTCSTB	11/27/2024	Decision on reappointing the Chief Accountant of Tan Bien Rubber Joint Stock Company	100%
132	361/QĐ-HĐQTCSTB	11/27/2024	Decision on approving the adjustment of the sustainable forest management plan for the 2021-2025 period	100%
133	369/QĐ-HĐQTCSTB	11/28/2024	Decision on issuing the regulation on monitoring State capital investment in Tan Bien Rubber Joint Stock Company, financial supervision, performance evaluation, and disclosure of financial information of the Company and its invested enterprises	100%
134	364/NQ-HĐQTCSTB	11/28/2024	Resolution on the Board of Directors' quarterly meeting for Q4/2024 of Tan Bien Rubber Joint Stock Company	100%
135	368/NQ-HĐQTCSTB	11/28/2024	Resolution on agreeing on prices and plans to select partners for short-term intercropping	100%

No.	Resolution No.	Date	Content	Approval Rate
136	370/NQ-HĐQTCSTB	11/29/2024	Resolution on agreeing to relieve and recognize the election result for the Chairman of the Board of Directors of Tan Bien Rubber Joint Stock Company for the 2021-2026 term	100%
137	373/NQ-HĐQTCSTB	12/02/2024	Resolution on agreeing to relieve the General Director of Tan Bien Rubber Joint Stock Company	100%
138	371/QĐ-HĐQTCSTB	12/02/2024	Decision on resigning from the position of Chairman of the Board of Directors of Tan Bien Rubber Joint Stock Company	100%
139	372/QĐ-HĐQTCSTB	12/02/2024	Decision on recognizing the election result for the Chairman of the Board of Directors for the 2021-2026 term	100%
140	374/QĐ-HĐQTCSTB	12/02/2024	Decision on resigning from the position of General Director of Tan Bien Rubber Joint Stock Company	100%
141	376/NQ-HĐQTCSTB	12/02/2024	Resolution on personnel matters	100%
142	380/QĐ-HĐQTCSTB	12/03/2024	Decision on approving the performance completion level of the Capital Representative	100%
143	384/QĐ-HĐQTCSTB	12/05/2024	Decision on approving the policy to liquidate rubber plantations for replanting in 2024	100%
144	385/QĐ-HĐQTCSTB	12/13/2024	Decision on re-establishing the Advisory Council for evaluating and accepting scientific and technological tasks at the grassroots level	100%
145	386/QĐ-HĐQTCSTB	12/16/2024	Decision on establishing the Scientific and Technological Council for evaluating and accepting the results of the project "Renovating and upgrading the wastewater treatment system (capacity of 950 m ³ /day-night) at Mechanical Processing Enterprise"	100%
146	389/QĐ-HĐQTCSTB	12/16/2024	Decision on issuing the revised and supplemented Charter of Organization and Operation of Tan Bien Rubber Joint Stock Company	100%
147	392/QĐ-HĐQTCSTB	12/20/2024	Decision on approving the policy to build a database system and design applications for collecting plantation data according to EUDR standards	100%
148	397/QĐ-HĐQTCSTB	12/23/2024	Decision on appointing the General Director of Tan Bien Rubber Joint Stock Company	100%
149	400/NQ-HĐQTCSTB	12/30/2024	Resolution on agreeing on leadership personnel for departments after the merger	100%
150	404/QĐ-HĐQTCSTB	12/30/2024	Decision on approving the budget estimate and contractor selection plan for purchasing rubber seedlings for replanting in 2025	100%
151	407/QĐ-HĐQTCSTB	12/31/2024	Decision on issuing the task assignment table for the Board of Directors' members of Tan	100%

No.	Resolution No.	Date	Content	Approval Rate
			Bien Rubber Joint Stock Company	
152	402/NQ-HDQTCSTB	12/31/2024	Resolution on approving the policy to sign long-term contracts for rubber consumption with Tan Bien - Kampong Thom Rubber Development Co., Ltd. and Mekong Rubber Co., Ltd. for 2025	100%

(Attached is the Appendix of the Board of Directors' Decision Book for 2024)

III. Board of Supervisors:

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors for 2021-2026 Term	Qualification
01	Mr. Nguyen Van Sang	Head of the Board of Supervisors	6/24/2021	Bachelor of Economics
02	Mr. Hoang Quoc Hung	Member of the Board of Supervisors	6/24/2021	Bachelor of Economics
03	Mr. Hoang Van Vinh	Member of the Board of Supervisors	6/24/2021	Bachelor of Economics Bachelor of Laws

2. Meetings of Board of Supervisors:

No.	Member of the Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
01	Mr. Nguyen Van Sang	4/4	100%	100%	
02	Mr. Hoang Quoc Hung	4/4	100%	100%	
03	Mr. Hoang Van Vinh	4/4	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

a. SUPERVISOR

- At the beginning of 2024, the Board of Supervisors (BOS) of Tan Bien Rubber Joint Stock Company developed a monitoring and inspection plan for 2024 and submitted it to the Company's Board of Directors (BOD) for agreement as a basis for task execution. The 2024 monitoring and inspection plan was also submitted to the Vietnam Rubber Industry Group for oversight..

- Responsibilities were assigned to each member of the BOS to facilitate task performance. Regular meetings within the BOS's authority were organized..

- Proposed the selection of an independent auditing firm to review the semi-annual financial statements and audit the annual financial statements for 2024 (including separate and consolidated financial statements)..

- In 2024, the BOS carried out tasks according to the proposed plan, such as:

a. Supervising the activities of the Board of Directors:

- The BOD developed an operational plan for 2024 and organized regular and extraordinary meetings with full participation of members. Discussions focused on key topics: business production strategies, organizational models, policies, financial investments, with all attendees contributing opinions.

- + For policies and investment projects, the group of Capital Representatives reached agreements, and the General Capital Representative signed submissions to the Vietnam Rubber Industry Group for approval according to regulations. In 2024, policies and decisions requiring a vote at the General Meeting of Shareholders were submitted for agreement by the Group before being presented at the General Meeting for approval.

- + Policies agreed upon by the Group were included in regular BOD meeting agendas or resolved via written consultation for unified implementation by the Company's BOD.

- + The BOD agreed on voting content for the Company's Capital Representatives at joint ventures or associated companies to present at the 2024 annual or extraordinary General Meeting of Shareholders.

- In 2024, the BOD directed the Board of Management to successfully organize: (i) The 2023 Business Summary Conference, (ii) The 2024 Employee Representative Conference, (iii) The 2023-2024 Dry Season Fire Prevention and Fighting Summary Conference, (iv) The 2024 Annual General Meeting of Shareholders. The BOD issued Resolutions and Decisions for the Board of Management to implement. An extraordinary General Meeting of Shareholders was also organized in 2024 to amend and supplement the Company's Charter and dismiss a BOD member who reached the retirement age.

b. Supervising the activities of the Board of Management and shareholders.

- Based on the 2024 targets agreed upon by the Vietnam Rubber Industry Group, the Company incorporated these targets into key resolutions for 2024 (BOD Resolutions, Employee Representative Conference Resolutions, and Annual General Meeting Resolutions).

- The Board of Management organized and directed the Company's production and business plans, striving to achieve the 2024 targets set by the Group.

The Company set a target for pre-tax profit in 2024 at 229 billion VND, a 2.7% decrease compared to 2023. The expected dividend payout ratio is 10%, compared to 22% in 2023.

The Board of Management implemented BOD Resolutions and Decisions with a high level of responsibility. The Board of Management efforts ensured timely response to work requirements, profitable business operations, and the preservation and development of the Company's capital.

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

The Company's BOS consistently receives timely guidance and direction from the leadership of the Vietnam Rubber Industry Group, along with the cooperation and facilitation from members of the BOD and the Board of Management, enabling the Board of Supervisors to successfully fulfill its duties.

The Board of Supervisors has worked closely with the BOD and the General Director Board while maintaining its independence in performing the assigned functions and duties. It has collaborated in the inspection, supervision, management of the owner's capital, and oversight of the Company's capital invested in two rubber projects in the Kingdom of Cambodia.

Between the two Annual General Meetings of Shareholders of 2023-2024, the Company ensured the provision of information, and the coordination between the BOD and the Board of Management adhered to the principle of serving the legitimate interests of the Company and its shareholders in compliance with the law, the Charter, and operational regulations.

During its operation, the BOS did not receive any written requests or complaints from shareholders or shareholder groups regarding the activities of the BOD or the Board of Management.

5. Other activities of the Board of Supervisors: None.

IV. Board of Management

No.	Member of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /
01	Mr. Lam Thanh Phu	9/29/1971	Bachelor's Degree	12/30/2024
02	Mr. Tran Van Toan	02/06/1966	Bachelor's Degree	5/5/2021
03	Mr. Duong Tan Phong	04/19/1968	Bachelor's Degree	8/19/2024

V. Chief Accountant:

Full name	Date of birth	Qualifications	Date of appointment
Mr. Lam Quang Phuc	10/22/1974	Bachelor's Degree	8/19/2024

VI. Training courses on corporate governance: Completed.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company: *Attached is Appendix I.*

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: *Attached is Appendix II.*

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

4. Transactions between the Company and other objects:

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): *None.*

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None.

4.3. Other transactions of the Company (if any) may bring material or non-

material benefits for members of Board of Directors, members of the Board of Supervisors, General Director and other managers: *None*.

VIII. Share transactions of internal persons and their affiliated persons:

1. Transactions of internal persons and affiliated persons with shares of the Company: *Attached in Appendix III.*

2. Transactions of internal persons and affiliated persons with shares of the company.

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
01	To Minh Truong	To Minh Tai	1,100	0.00125	1,000	0.00113	selling

IX. Other significant issues: *None.*

Recipients:

- As above;
- BOD, BOS of the Company;
- Disclosure person;
- Archived: Clerk, Secretary to BOD.

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



Trương Văn Cư

Appendix I
(Attached to the Report on Corporate Governance of 2024 Tan Bien Rubber Joint Stock Company)
The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
ORGANIZATION											
1	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	01/06/2018	Ho Chi Minh City Department of Planning and Investment	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City				Parent Company - Major Shareholder (holding 98.46% of shares) and represented by 4 capital-contributing members on the BOD (Ms. Le Thi Bich Loi, Mr. Truong Van Cu, Mr. Duong Tan Phong, Mr. Lam Thanh Phu)
2	Tan Bien - Kangpongthom Rubber JSC			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment.	Group 8, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province				Subsidiary Company
BOARD OF DIRECTORS											

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Truong Van Cu	0101021033	Chairman of the BOD.	-	-	-	-	02/12/2024			Capital Contribution Representative of Vietnam Rubber Industry Group – Joint Stock Company, Member of the BOD
1.01	Truong Van Giau			-	-	-	-	02/12/2024			Father
1.02	Ngo Thi Tho			-	-	-	-	02/12/2024			Mother
1.03	Truong Thi Ngoc Thu			-	-	-	-	02/12/2024			Wife
1.04	Truong Quang Dong			-	-	-	-	02/12/2024			Child
1.05	Truong To Tran			-	-	-	-	02/12/2024			Child
1.06	Truong Thi Kim Huong			-	-	-	-	02/12/2024			Sister
1.07	Nguyen Van Hai			-	-	-	-	02/12/2024			Brother-in-law
1.08	Truong Van De	0101021155		-	-	-	-	02/12/2024			Younger sibling
1.09	Huynh Khanh Giang			-	-	-	-	02/12/2024			Sister-in-law
1.10	Truong Thi Kim Hue			-	-	-	-	02/12/2024			Younger sibling

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1.11	Truong Thi Kim Trang	0101027176	Deputy Manager of Technical and Product Management Department	-	-	-	-	02/12/2024			Younger sibling
1.12	Le Tan Loi		Staff Member of Mechanical Processing Enterprise	-	-	-	-	02/12/2024			Brother-in-law
1.13	Truong Thi Thanh Loi			-	-	-	-	02/12/2024			Younger sibling
1.14	Ho Hoang Ha			-	-	-	-	02/12/2024			Brother-in-law
	Organization										
1.15	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	01/06/2018	Ho Chi Minh City Department of Planning and Investment	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	10/06/2021			Capital Contribution Representative
1.16	Tan Bien - Kangpongthom Rubber JSC			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment.	Group 8, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	26/06/2018			Chairman of the BOD, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
2	Lam Thanh Phu	0101021094	General Director and Member of the BOD.	-	-	-	-	30/12/2024			Capital Contribution Representative of Vietnam Rubber Industry Group - Joint Stock Company, Member of the BOD
2.01	Nguyen My Ngoc			-	-	-	-	30/12/2024			Wife
2.02	Lam Thi Truong An			-	-	-	-	30/12/2024			Younger sibling
2.03	Lam Thanh Hung	0101021701	Staff Member of Mechanical Processing Enterprise	-	-	-	-	30/12/2024			Younger sibling
2.04	Lam Thanh Tung	0101021509		-	-	-	-	30/12/2024			Younger sibling
2.05	Tran Nguyen Thanh Truc	0101039115	Staff Member of the Administrative and Organization Department.	-	-	-	-	30/12/2024			Sister-in-law
	Organization										
2.06	Vietnam Rubber Group - Joint Stock Company			0301266564	01/06/2018	Ho Chi Minh City Department of Planning and Investment	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	10/06/2021			Capital Contribution Representative

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
2.07	Tan Bien - Kangpongthom Rubber JSC			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment.	Group 8, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	26/06/2018			Member of the BOD and General Director, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company
3	Duong Tan Phong	0101020638	De.General Director and Member of the BOD.	-	-	-	-	05/11/2024			Capital Contribution Representative of Vietnam Rubber Industry Group - Joint Stock Company, Member of the BOD
3.01	Le Thi Kim Tuong			-	-	-	-	05/11/2024			Wife
3.02	Duong Tuong Vy			-	-	-	-	05/11/2024			Child
3.03	Nguyen Vinh Phuc			-	-	-	-	05/11/2024			Son-in-law
3.04	Ta Thi Tam			-	-	-	-	05/11/2024			Mother
3.05	Duong Kim Phuong			-	-	-	-	05/11/2024			Sister
3.06	Duong Tan Phuc			-	-	-	-	05/11/2024			Brother
3.07	Duong Tan Nha			-	-	-	-	05/11/2024			Younger sibling

11/01/2024

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
3.08	Duong Thi To Van			-	-	-	-	05/11/2024			Younger sibling
3.09	Nguyen Nam Thang			-	-	-	-	05/11/2024			Brother-in-law
3.10	Vo Mong Yem			-	-	-	-	05/11/2024			Sister-in-law
3.11	Truong Thi Hieu Thao			-	-	-	-	05/11/2024			Sister-in-law
3.12	Nguyen Truong Son			-	-	-	-	05/11/2024			Brother-in-law
	Organization										
3.13	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	01/06/2018	Ho Chi Minh City Department of Planning and Investment	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	10/06/2021			Capital Contribution Representative
3.14	Quasa Geruco Rubber Joint Stock Company			3200243534	22/08/2016	Quang Tri Department of Planning and Investment.	Lot D21, Southeast Asia Trade Center, Special Economic and Trade Zone, Lao Bao Town, Huong Hoa District, Quang Tri Province	29/01/2021			Member of the BOD, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company
4	Do Quoc Tuan		Independent Member of the BOD.	-	-	-	-	24/06/2021			Independent Member of the BOD
4.01	Nguyen Thi Bich Chi			-	-	-	-	24/06/2021			Wife
4.02	Do Thi Quynh Nhu			-	-	-	-	24/06/2021			Child
4.03	Do Thi Quynh Lam			-	-	-	-	24/06/2021			Child

Nguyen

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
4.04	Do Van Phe			-	-	-	-	24/06/2021			Biological Father
4.05	Le Thi Nhanh			-	-	-	-	24/06/2021			Biological Mother
4.06	Do Thanh An			-	-	-	-	24/06/2021			Younger sibling
4.07	Do Hong Thoi			Deceased due to illness.				24/06/2021			Younger sibling
4.08	Do Thanh Dien			-	-	-	-	24/06/2021			Younger sibling
4.09	Do Thi Quyen			-	-	-	-	24/06/2021			Younger sibling
4.10	Do Thanh Nha			-	-	-	-	24/06/2021			Younger sibling
	Organization										
4.11	<i>Caoutchouc Mekong Co., Ltd</i>						Kroyea Commune, Prasat Balang District, Kampong Thom Province, Kingdom of Cambodia	24/06/2021			General Director of the Company
BOARD OF MANAGEMENT											
5	Tran Van Toan		Vice General Directors	-	-	-	-	25/05/2021			Deputy General Director
5.01	Ho Thi Bich Loan	0101021049		-	-	-	-	25/05/2021			Wife
5.02	Tran Tuan Tai			-	-	-	-	25/05/2021			Child
5.03	Tran Tuan Duc		Staff Member of the Planning and Business Department.	-	-	-	-	25/05/2021			Child
5.04	Tran Thi Thuong	0101020907		-	-	-	-	25/05/2021			Younger sibling

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
5.05	Tran Thi Ngoc Be	0101021099	Staff Member of the Company's Labor Union.	-	-	-	-	25/05/2021			Younger sibling
5.06	Nguyen Tri An	0101020949	Staff Member of the Technical and Product Management Department.	-	-	-	-	25/05/2021			Brother-in-law
	Organization										
5.07	<i>Vietnam Rubber Urban and Industrial Zone Development Joint Stock Company</i>			0800300443	22/08/2014	Hai Duong Department of Planning and Investment.	No. 12 Nguyen An Street, Hai Tan Ward, Hai Duong City, Hai Duong Province	29/01/2021			Capital Contribution Representative of Tan Bien Rubber Joint Stock Company
5.08	<i>Tan Bien - Kampong Thom Rubber Joint Stock Company</i>			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment.	Group 8, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	15/06/2024			Deputy General Director, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company
6	Lam Quang Phuc		Chief Accountant.	-	-	-	-	27/11/2024			Chief Accountant
6.01	Nguyen Thi Miet			-	-	-	-	27/11/2024			Wife
6.02	Lam Kim Hang			-	-	-	-	27/11/2024			Child

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
6.03	Lam Quang Duc			-	-	-	-	27/11/2024			Child
6.04	Vu Thi Hong Loan			-	-	-	-	27/11/2024			Mother
6.05	Lam Tuan Anh			-	-	-	-	27/11/2024			Brother
6.06	Lam Vu Trung			-	-	-	-	27/11/2024			Younger sibling
	Organization										
6.07	Tay Ninh Import-Export Wood Processing Joint Stock Company			3900434887	02/07/2014	Tay Ninh Department of Planning and Investment.	Lot H1, Team G1, under Go Dau Rubber Plantation, Ben Muong Hamlet, Thanh Duc Commune, Go Dau District, Tay Ninh Province.	19/05/2023			Member of the BOS of Tay Ninh Import-Export Wood Processing Joint Stock Company
BOARD OF SUPERVISOR											
7	Nguyen Van Sang		Head of the BOS.	-	-	-	-	24/06/2021			Member of the BOS
7.01	Le Thi My Dien			-	-	-	-	24/06/2021			Wife
7.02	Nguyen Van Di			-	-	-	-	24/06/2021			Father (deceased)
7.03	Nguyen Thi Lung			-	-	-	-	24/06/2021			Mother
7.04	Nguyen Van Thanh			-	-	-	-	24/06/2021			Brother
7.05	Lam Thi Gai			-	-	-	-	24/06/2021			Sister-in-law
7.06	Nguyen Thi Thuoc			-	-	-	-	24/06/2021			Sister
7.07	Nguyen Van Tu			-	-	-	-	24/06/2021			Brother-in-law
7.08	Nguyen Thanh Dung			-	-	-	-	24/06/2021			Sister

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
7.09	Nguyen Van Giau			-	-	-	-	24/06/2021			Younger sibling
7.10	Vo Thi Thuy Dung			-	-	-	-	24/06/2021			Sister-in-law
7.11	Nguyen Thi Thu Ha			-	-	-	-	24/06/2021			Younger sibling
7.12	Le Thanh Han			-	-	-	-	24/06/2021			Brother-in-law
7.13	Nguyen Hoang Trong Nhan			-	-	-	-	24/06/2021			Younger sibling
7.14	Tran Thi Bach Vien			-	-	-	-	24/06/2021			Sister-in-law
	Organization										
7.15	Tan Bien - Kampong Thom Rubber Joint Stock Company			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment.	Group 8, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	25/06/2024			Head of the BOS of Tan Bien – Kampong Thom Rubber Joint Stock Company
8	Hoang Quoc Hung		Member of the BOS	-	-	-	-	24/06/2021			Member of the BOS
8.01	Hoang Van Son			-	-	-	-	24/06/2021			Father
8.02	Le Thi Loan			-	-	-	-	24/06/2021			Mother
8.03	Hoang Le Phuong Tram			-	-	-	-	24/06/2021			Younger sibling
	Organization										
8.04	Tan Bien - Kampong Thom Rubber Joint Stock Company			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment.	Group 8, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	25/06/2024			Member of the BOS of Tan Bien – Kampong Thom Rubber Joint Stock Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
9	Hoang Van Vinh		Member of the BOS	-	-	-	-	24/06/2021			Member of the BOS
9.01	Le Thi Phuong Loan		Staff Member of the Administrative and Organization Department.	-	-	-	-	24/06/2021			Wife
9.02	Truong Le Anh			-	-	-	-	24/06/2021			Child
9.03	Hoang Le Thong Nhat			-	-	-	-	24/06/2021			Child
9.04	Hoang Van Vui			-	-	-	-	24/06/2021			Father
9.05	Nguyen Thi Xuan			-	-	-	-	24/06/2021			Mother
9.06	Hoang Van Hoi			-	-	-	-	24/06/2021			Brother
9.07	Nguyen Thi Hong Van			-	-	-	-	24/06/2021			Sister-in-law
9.08	Hoang Van Dong			-	-	-	-	24/06/2021			Biological sibling
9.09	Nguyen Thi Kim Thoa			-	-	-	-	24/06/2021			Sister-in-law
9.10	Hoang Thi Hong Thuy			-	-	-	-	24/06/2021			Biological sibling
9.11	Hoang Van Dau			-	-	-	-	24/06/2021			Biological brother
9.12	Phan Thi Que			-	-	-	-	24/06/2021			Sister-in-law
9.13	Hoang Van Nam			-	-	-	-	24/06/2021			Biological sibling
9.14	Phan Thi Thao			-	-	-	-	24/06/2021			Sister-in-law
	Organization										

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
9.15	Tan Bien - Kangpongthom Rubber JSC			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment.	Group 8, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	25/06/2024			Member of the BOS of Tan Bien - Kampong Thom Rubber Joint Stock Company
OTHER											
10	Huynh Duy Hien	0101021044	Trưởng Phòng KHKD	-	-	-	-	24/03/2020			Capital Contribution Representative of Tan Bien Rubber Joint Stock Company at Quang Tri MDF VRG Wood Joint Stock Company
10.01	Le Thi Hong Son			-	-	-	-	24/03/2020			Wife
10.02	Huynh Lien			-	-	-	-	24/03/2020			Child
10.03	Huynh Huu Minh	0101021032		-	-	-	-	24/03/2020			Biological father
	Organization										
10.04	Quang Tri MDF VRG Wood Joint Stock Company			3200228141	23/05/2016	Quang Tri Department of Planning and Investment.	Quan Ngang Industrial Park, Gio Quang Commune, Gio Linh District, Quang Tri Province	24/03/2020			Member of the BOD, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
10.05	Tay Ninh Import-Export Wood Processing Joint Stock Company			3900434887	02/07/2014	Tay Ninh Department of Planning and Investment.	Lot H1, Team G1, under Go Dau Rubber Plantation, Ben Muong Hamlet, Thanh Duc Commune, Go Dau District, Tay Ninh Province	19/05/2023			Member of the BOD, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company
11	To Minh Tai	0101021086	Corporate Governance Officer.	-	-	-	-	30/12/2021			Corporate Governance Officer
11.01	To Minh Truong	0101021103	Retired.	-	-	-	-	30/12/2021			Biological father
11.02	Pham Thi Van			-	-	-	-	30/12/2021			Biological mother
11.03	Van Thi Thuy Tien	0101021045	Staff Member of the Planning and Business Department.	-	-	-	-	30/12/2021			Wife
11.04	Van Ba Kiet	0101020882	Retired.	-	-	-	-	30/12/2021			Father-in-law
11.05	Vo Ngoc Lan			-	-	-	-	30/12/2021			Mother-in-law
12	Nguyen Tran Thien Phuc	0001056288	Staff Member of the Finance and Accounting Department.	-	-	-	-	01/04/2022			Authorized Information Disclosure Officer
12.01	Nguyen Tu Cuong	0101021087		-	-	-	-	01/04/2022			Father
12.02	Tran Thi Ninh	0101021002		-	-	-	-	01/04/2022			Mother

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
12.03	Nguyen Nhan Hau			-	-	-	-	01/04/2022			Younger sibling
12.04	Doan Hai Dang	0101021119	Deputy Secretary of the Company Youth Union.	-	-	-	-	01/04/2022			Husband
12.05	Doan Kim Chung	0101021034		-	-	-	-	01/04/2022			Father-in-law
12.06	Pham Thi Lai	0101021050		-	-	-	-	01/04/2022			Mother-in-law
12.07	Doan Kim Quy	0101021025	Staff Member of the Inspection, Security, and Military Mobilization Department.	-	-	-	-	01/04/2022			Brother-in-law

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Appendix II

(Attached to the Report on Corporate Governance of 2024 Tan Bien Rubber Joint Stock Company)

1. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

No.	Name of organization/individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
1	Tay Ninh Import-Export Wood Processing Joint Stock Company	Affiliate Company	3900434887, issued: 07/02/2014, by the Tay Ninh Department of Planning and Investment	Lot H1, Team G1, within Gò Gầu Rubber Plantation, Bến Mương Hamlet, Thạnh Đức Commune, Gò Dầu District, Tay Ninh Province	2024	Board Resolution No. 31/NQ-HĐQTCSTB dated 02/02/2024	Purchase of auction dossier for fallen rubber trees, total transaction value: VND 462,963
2	Tan Bien - Kampongthom Rubber Co., Ltd.	Indirect Subsidiary			2024	Board Resolution No. 308/NQ-HĐQTCSTB dated 02/22/2023	Purchase of rubber latex, total transaction value: VND 199,504,834,586
3	Mekong Rubber Co., Ltd.	Indirect Subsidiary			2024	Board Resolution No. 308/NQ-HĐQTCSTB dated 02/22/2023	Purchase of rubber latex, total transaction value: VND 190,504,834,586
4	Vietnam Rubber Research Institute	Same Parent Company	3700258793, issued 05/05/2014, by the Binh Duong Department of Planning and Investment	236 BIS Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	2024	Board Resolution No. 31/NQ-HĐQTCSTB dated 02/02/2024	*
5	Vietnam Rubber Journal	Same Parent Company	301456773	236 BIS Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	2024	Board Resolution No. 31/NQ-HĐQTCSTB dated 02/02/2024	*
6	Rubber Mechanical Joint Stock Company	Same Parent Company	0300693348, issued: 11/06/2017, by the HCMC Department of Planning and Investment	12-HT25, Quarter 2, Hiep Thanh Ward, District 12, Ho Chi Minh City	2024	Board Resolution No. 31/NQ-HĐQTCSTB dated 02/02/2024	*

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No.	Name of organization/individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
7	Vietnam Rubber Urban and Industrial Zone Development JSC	Same Parent Company	0800300443, issued: 08/22/2014, by the Hai Duong Department of Planning and Investment	Cong Hoa Industrial Zone, Cong Hoa Ward, Chi Linh City, Hai Duong Province	2024	Board Resolution No. 187/NQ-HDQT dated 07/19/2024	Dividends distributed, total value: VND 932,800,000
8	Phu Rieng Rubber Co., Ltd.	Same Parent Company	3800100062, issued: 07/01/2010, by the Binh Phuoc Department of Planning and Investment	DT.741 Road, Phu Thinh Hamlet, Phu Rieng Commune, Phu Rieng District, Binh Phuoc Province	2024	Board Resolution No. 31/NQ-HDQTCSTB dated 02/02/2024	*
9	Tay Ninh Rubber Joint Stock Company	Same Parent Company	3900242776, issued 12/28/2006, by the Tay Ninh Department of Planning and Investment	National Highway 22B, Da Hang Hamlet, Hiep Thanh Commune, Go Dau District, Tay Ninh Province	2024	Board Resolution No. 31/NQ-HDQTCSTB dated 02/02/2024	Purchase of laminated rubber wood, total value: VND 235,480,000
10	Ben Thanh Rubber Joint Stock Company	Same Parent Company	0301150295, issued 04/20/2007, by the HCMC Department of Planning and Investment	Lot B 3-1, Northwest Cu Chi Industrial Park, Giap Hai Street (D3), Trung Lap Ha Commune, Cu Chi District, Ho Chi Minh City	2024	Board Resolution No. 31/NQ-HDQTCSTB dated 02/02/2024	Purchase of tires, total value: VND 53,790,000
11	Dong Phu Rubber Joint Stock Company	Same Parent Company	3800100376, issued 12/28/2006, by the Binh Phuoc Department of Planning and Investment	Thuan Phu I Hamlet, Thuan Phu Commune, Dong Phu District, Binh Phuoc Province	2024	Board Resolution No. 31/NQ-HDQTCSTB dated 02/02/2024	Purchase of laminated rubber wood, total value: VND 40,720,000

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No.	Name of organization/individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
12	Tan Bien - Kampongthom Rubber Joint Stock Company	Subsidiary	3900419448, issued 10/03/2007, by the Tay Ninh Department of Planning and Investment	Lot 8, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	2024	Annual General Meeting Resolution No. 88/NQ-AGM-TKR dated 06/25/2024	Dividends distributed, total value: VND 54,966,064,400
13	Quang Tri MDF VRG Wood Joint Stock Company	Same Parent Company	3200228141, issued 10/28/2005, by the Quang Tri Department of Planning and Investment	Quan Ngang Industrial Zone, Gio Quang Commune, Gio Linh District, Quang Tri Province	2024	Annual General Meeting Resolution No. 01.09/NQ-AGM.MDFQT dated 04/22/2022	Dividends distributed, total value: VND 200,000,000

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*Transactions between the Company and its major shareholders, and affiliated persons of the Company are as follows:

No.	Name of organization/individual	Relationship with the Company	Transaction Details	Transaction Value (VND)
1	Rubber Research Institute of Vietnam	Same parent company	Purchase of Hexin 5SC (treatment for powdery mildew, black leaf blight)	181.930.000
			Purchase of BDNH 2000 adhesive	56.920.000
			Issuance of inspection certificates	2.655.000
			Purchase of rubber latex stimulant 1.25%	30.590.000
			Testing rubber SVR and latex samples per contract No. 00000560 dated 07/09/2024 (serving quality and environmental management system assessment)	3.080.000
			Land allotment for cultivation	63.967.200
			Issuance of inspection certificates	8.800.000
			Cross-checking between SVR rubber inspection labs in 2024	13.600.000
			Technical consulting for plant protection against Pink Fungus and Leaf Spot on rubber plantations at 4 NT in 2024	76.150.400
			Total	437.692.600
2	Vietnam Rubber Journal	Same parent company	Advertising on the Lunar New Year 2024 edition	20.000.000
			Purchase of VRG SVR CV50 label printing roller (35Kgs)	3.250.000
			Purchase of VRG label	96.203.000
			Purchase of VRG SVR CV60 label printing roller (35Kg)	3.250.000
			Regular advertising on CSVN in 2024	60.000.000
			Vietnam Rubber Journal Lunar New Year edition 2024	2.250.000
			Total	184.953.000
3	Rubber Mechanical Joint Stock Company	Same parent company	Purchase of materials for machinery repair	66.342.000
			Repair of roller shaft 510 (milling, re-cutting according to old	7.252.000
			Total	73.594.000
4	Phu Rieng Rubber One Member Co., Ltd	Same parent company	Purchase of rubber wood branches	550.000.000
			Purchase of laminated wood RRIV 209	77.798.500
			Total	627.798.500

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Appendix III
(Attached to the 2024 Corporate Governance Report of Tan Bien Rubber Joint Stock Company)
The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Truong Van Cu	0101021033	Chairman of the BOD	-	-	-	-	46.955	0,05%	Capital Representative of Vietnam Rubber Industry Group - JSC, Member of the BOD
1.01	Truong Van Giau			-	-	-	-	0		Father
1.02	Ngo Thi Tho			-	-	-	-	0		Mother
1.03	Truong Thi Ngoc Thu			-	-	-	-	0		Wife
1.04	Truong Quang Dong			-	-	-	-	0		Child
1.05	Truong To Tran			-	-	-	-	0		Child
1.06	Truong Thi Kim Huong			-	-	-	-	0		Older Sister
1.07	Nguyen Van Hai			-	-	-	-	0		Brother-in-law
1.08	Truong Van De	0101021155		-	-	-	-	10.200	0,01%	Younger Sibling
1.09	Huynh Khanh Giang			-	-	-	-	0		Younger Sibling's Spouse
1.10	Truong Thi Kim Hue			-	-	-	-	0		Younger Sibling
1.11	Truong Thi Kim Trang	0101027176	Deputy Head of Product Engineering Department	-	-	-	-	2.500	0,0030%	Younger Sibling

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.12	Le Tan Loi		Employee of Mechanical Processing Enterprise	-	-	-	-	0		Brother-in-law
1.13	Truong Thi Thanh Loi			-	-	-	-	0		Younger Sibling
1.14	Ho Hoang Ha			-	-	-	-	0		Brother-in-law
	Organization									
1.15	<i>Vietnam Rubber Group - JSC</i>			0301266564	01/06/2018	Ho Chi Minh City Department of Planning and Investment	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	86.590.553	98,46%	Capital Representative
1.16	<i>Tan Bien Rubber Joint Stock Company - Kampong Thom</i>			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	84.563.176	58,97%	Chairman of the Board of Directors, Capital Representative of Tan Bien Rubber Joint Stock Company
2	Lam Thanh Phu	0101021094	General Director & Member of the BOD	-	-	-	-	5.200	0,01 %	Capital Representative of Vietnam Rubber Industry Group - JSC, Member of the BOD
2.01	Nguyen My Ngoc			-	-	-	-	0		Wife
2.02	Lam Thi Truong An			-	-	-	-	0		Younger Sibling

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.03	Lam Thanh Hung	0101021701	Worker of the Mechanical Processing Enterprise	-	-	-	-	1.100	0,0010%	Younger Sibling
2.04	Lam Thanh Tung	0101021509		-	-	-	-	690	0,0008%	Younger Sibling
2.05	Tran Nguyen Thanh Truc	0101039115	Staff of the Organization and Administration Department	-	-	-	-	900	0,0010%	Younger Sibling's Spouse
	Organization									
2.06	<i>Vietnam Rubber Group - JSC</i>			0301266564	01/06/2018	Ho Chi Minh City Department of Planning and Investment	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	86.590.553	98,46%	Capital Representative
2.07	<i>Tan Bien Rubber Joint Stock Company - Kampong Thom</i>			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	84.563.176	58,97%	Member of the BOD & General Director, Capital Representative of Tan Bien Rubber Joint Stock Company
3	Duong Tan Phong	0101020638	Vice General Director & Member of the BOD	-	-	-	-	4.200	0,01%	Capital Representative of Vietnam Rubber Group - JSC, Member of the BOD
3.01	Le Thi Kim Tuong			-	-	-	-	0		Wife

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.02	Duong Tuong Vy			-	-	-	-	0		Child
3.03	Nguyen Vinh Phuc			-	-	-	-	0		Son-in-law
3.04	Ta Thi Tam			-	-	-	-	0		Mother
3.05	Duong Kim Phuong			-	-	-	-	0		Older Sister
3.06	Duong Tan Phuc			-	-	-	-	0		Older Brother
3.07	Duong Tan Nha			-	-	-	-	0		Younger Sibling
3.08	Duong Thi To Van			-	-	-	-	0		Younger Sibling
3.09	Nguyen Nam Thang			-	-	-	-	0		Brother-in-law
3.10	Vo Mong Yem			-	-	-	-	0		Sister-in-law
3.11	Truong Thi Hieu Thao			-	-	-	-	0		Younger Sibling's Spouse
3.12	Nguyen Truong Son			-	-	-	-	0		Brother-in-law
	Organization									
3.13	Vietnam Rubber Group - JSC			0301266564	01/06/2018	Ho Chi Minh City Department of Planning and Investment	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	86.590.553	98,46%	Capital Representative

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.14	Quasa Geruco Rubber Joint Stock Company			3200243534	22/08/2016	Quang Tri Department of Planning and Investment	Lot D21, Southeast Asia Trade Center, Special Economic and Commercial Zone, Lao Bao Town, Huong Hoa District, Quang Tri Province	1.200.000	1,20%	Member of the Board of Directors, Capital Representative of Tan Bien Rubber Joint Stock Company
4	Do Quoc Tuan		Independent Member of the BOD	-	-	-	-	0		Independent Member of the BOD
4.01	Nguyen Thi Bich Chi			-	-	-	-	0		Wife
4.02	Do Thi Quynh Nhu			-	-	-	-	0		Child
4.03	Do Thi Quynh Lam			-	-	-	-	0		Child
4.04	Do Van Phe			-	-	-	-	0		Father
4.05	Le Thi Nhanh			-	-	-	-	0		Mother
4.06	Do Thanh An			-	-	-	-	0		Younger Sibling
4.07	Do Hong Thoi			Deceased due to illness	-	-	-	0		Younger Sibling
4.08	Do Thanh Dien			-	-	-	-	0		Younger Sibling
4.09	Do Thi Quyen			-	-	-	-	0		Younger Sibling
4.10	Do Thanh Nha			-	-	-	-	0		Younger Sibling
	Organization									

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.11	<i>Caoutchouc Mekong Co., Ltd</i>						Kroyea Commune, Prasat Balang District, Kampong Thom Province, Kingdom of Cambodia			General Director of the Company
5	Tran Van Toan		Vice General Director	-	-	-	-	0		Vice General Director
5.01	Ho Thi Bich Loan	0101021049		-	-	-	-	2.400	0,0030%	Wife
5.02	Tran Tuan Tai			-	-	-	-	0		Child
5.03	Tran Tuan Duc		Staff of the Planning and Business Department	-	-	-	-	0		Child
5.04	Tran Thi Thuong	0101020907		-	-	-	-	1.900	0,0020%	Younger Sibling
5.05	Tran Thi Ngoc Be	0101021099	Staff of the Company's Labor Union	-	-	-	-	1.100	0,0010%	Younger Sibling
5.06	Nguyen Tri An	0101020949	Staff of the Technical and Product Management Department	-	-	-	-	1.000	0,0010%	Brother-in-law
	Organization									

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.07	<i>Vietnam Rubber Urban and Industrial Park Development Joint Stock Company</i>			0800300443	22/08/2014	Hai Duong Department of Planning and Investment	No. 12, Nguyen An Street, Hai Tan Ward, Hai Duong City, Hai Duong Province	466.400	1,80%	Capital Representative of Tan Bien Rubber Joint Stock Company
5.08	<i>Tan Bien Rubber Joint Stock Company - Kampong Thom</i>			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	84.563.176	58,97%	Vice General Director, Capital Representative of Tan Bien Rubber Joint Stock Company
6	Lam Quang Phuc		Chief Accountant	-	-	-	-	0		Chief Accountant
6.01	Nguyen Thi Miet			-	-	-	-	0		Wife
6.02	Lam Kim Hang			-	-	-	-	0		Child
6.03	Lam Quang Duc			-	-	-	-	0		Child
6.04	Vu Thi Hong Loan			-	-	-	-	0		Mother
6.05	Lam Tuan Anh			-	-	-	-	0		Older Brother
6.06	Lam Vu Trung			-	-	-	-	0		Younger Sibling
	Organization									
6.07	<i>Tay Ninh Wood Joint Stock Company</i>			3900434887	02/07/2014	Tay Ninh Department of Planning and Investment	Lot H1, Group G1, Go Dau Rubber Plantation, Hamlet Ben Muong, Thanh Duc Commune, Go Dau District, Tay Ninh Province			Member of the Board of Supervisors of Tay Ninh Import-Export Wood Processing Joint Stock Company

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7	Nguyen Van Sang		Head of the BOS	-	-	-	-	0		Member of the BOS
7.01	Le Thi My Dien			-	-	-	-	0		Wife
7.02	Nguyen Van Di			-	-	-	-	0		Father (deceased)
7.03	Nguyen Thi Lung			-	-	-	-	0		Mother
7.04	Nguyen Van Thanh			-	-	-	-	0		Older Brother
7.05	Lam Thi Gai			-	-	-	-	0		Sister-in-law
7.06	Nguyen Thi Thuoc			-	-	-	-	0		Older Sister
7.07	Nguyen Van Tu			-	-	-	-	0		Brother-in-law
7.08	Nguyen Thanh Dung			-	-	-	-	0		Older Sister
7.09	Nguyen Van Giau			-	-	-	-	0		Younger Sibling
7.10	Vo Thi Thuy Dung			-	-	-	-	0		Younger Sibling's Spouse
7.11	Nguyen Thi Thu Ha			-	-	-	-	0		Younger Sibling
7.12	Le Thanh Han			-	-	-	-	0		Brother-in-law
7.13	Nguyen Hoang Trong Nhan			-	-	-	-	0		Younger Sibling
7.14	Tran Thi Bach Vien			-	-	-	-	0		Younger Sibling's Spouse
	Organization									

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.15	Tan Bien Rubber Joint Stock Company - Kampong Thom			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province			Head of the Board of Supervisors of Tan Bien Rubber Joint Stock Company - Kampong Thom
8	Hoang Quoc Hung		Member of the BOS	-	-	-	-	0		Member of the BOS
8.01	Hoang Van Son			-	-	-	-	0		Father
8.02	Le Thi Loan			-	-	-	-	0		Mother
8.03	Hoang Le Phuong Tram			-	-	-	-	0		Younger Sibling
	Organization									
8.04	Tan Bien Rubber Joint Stock Company - Kampong Thom			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province			Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company - Kampong Thom
9	Hoang Van Vinh		Member of the BOS	-	-	-	-	0		Member of the BOS
9.01	Le Thi Phuong Loan		Staff of the Organization and Administration Department	-	-	-	-	0		Wife
9.02	Truong Le Anh			-	-	-	-	0		Child
9.03	Hoang Le Thong Nhat			-	-	-	-	0		Child
9.04	Hoang Van Vui			-	-	-	-	0		Father

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
9.05	Nguyen Thi Xuan			-	-	-	-	0		Mother
9.06	Hoang Van Hoi			-	-	-	-	0		Older Brother
9.07	Nguyen Thi Hong Van			-	-	-	-	0		Sister-in-law
9.08	Hoang Van Dong			-	-	-	-	0		Younger Sibling
9.09	Nguyen Thi Kim Thoa			-	-	-	-	0		Younger Sibling's Spouse
9.10	Hoang Thi Hong Thuy			-	-	-	-	0		Younger Sibling
9.11	Hoang Van Dau			-	-	-	-	0		Older Brother
9.12	Phan Thi Que			-	-	-	-	0		Sister-in-law
9.13	Hoang Van Nam			-	-	-	-	0		Younger Sibling
9.14	Phan Thi Thao			-	-	-	-	0		Younger Sibling's Spouse
	Organization									
9.15	<i>Tan Bien Rubber Joint Stock Company - Kampong Thom</i>			3900419448	14/02/2019	Tay Ninh Department of Planning and Investment	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province			Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company - Kampong Thom
10	Huynh Duy Hien	0101021044	Head of the Planning and Business Department	-	-	-	-	500	0,0006%	Capital Representative of Tan Bien Rubber Joint Stock Company

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
10.01	Le Thi Hong Son			-	-	-	-	0		Wife
10.02	Huynh Lien			-	-	-	-	0		Child
10.03	Huynh Huu Minh	0101021032		-	-	-	-	3.900	0,0040%	Father
	Organization									
10.04	Quang Tri MDF VRG Wood Joint Stock Company			3200228141	23/05/2016	Quang Tri Department of Planning and Investment	Quan Ngang Industrial Zone, Gio Quang Commune, Gio Linh District, Quang Tri Province	3.367.155	6,11%	Member of the Board of Directors, Capital Representative of Tan Bien Rubber Joint Stock Company
10.05	Tay Ninh Wood Joint Stock Company			3900434887	02/07/2014	Tay Ninh Department of Planning and Investment	Lot H1, Group G1, Go Dau Rubber Plantation, Hamlet Ben Muong, Thanh Duc Commune, Go Dau District, Tay Ninh Province	1.080.000	21,60%	Member of the Board of Directors, Capital Representative of Tan Bien Rubber Joint Stock Company
11	To Minh Tai	0101021086	Person in Charge of Corporate Governance	-	-	-	-	600	0,0006%	Person in Charge of Corporate Governance
11.01	To Minh Truong	0101021103	Retired	-	-	-	-	1.000	0,0011%	Father
11.02	Pham Thi Van			-	-	-	-	0		Mother
11.03	Van Thi Thuy Tien	0101021045	Staff of the Planning and Business Department	-	-	-	-	200	0,0002%	Wife
11.04	Van Ba Kiet	0101020882	Retired	-	-	-	-	3.300	0,0037%	Father-in-law

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
11.05	Vo Ngoc Lan			-	-	-	-	0		Mother-in-law
12	Nguyen Tran Thien Phuc	0001056288	Staff of the Finance and Accounting Department	-	-	-	-	0		Authorized Information Disclosure Officer
12.01	Nguyen Tu Cuong	0101021087		-	-	-	-	2.900	0,0033%	Father
12.02	Tran Thi Ninh	0101021002		-	-	-	-	2.000	0,0023%	Mother
12.03	Nguyen Nhan Hau			-	-	-	-	0		Younger Sibling
12.04	Doan Hai Dang	0101021119	Deputy Secretary of the Company's Youth Union	-	-	-	-	0		Husband
12.05	Doan Kim Chung	0101021034		-	-	-	-	3.700	0,0042%	Father-in-law
12.06	Pham Thi Lai	0101021050		-	-	-	-	0		Mother-in-law

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
12.07	Doan Kim Quy	0101021025	Staff of the Inspection, Security, and Military Mobilization Department Inspection and Security - Asset Management Department	-	-	-	-	0		Brother-in-law

