

Form 02_CBT/SGDHN

(Issued to Decision No. 606 /QD-SGDHN dated September 29, 2016 of the General Director of the Hanoi Stock Exchange on the Regulations on Information Disclosure at the Hanoi Stock Exchange)

**VIET NAM RUBBER INDUSTRIAL ZONE AND
URBAN DEVELOPMENT JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: ~~170~~/TB -VRG

Hai Phong, May 08, 2026

NOTICE OF PERSONNEL CHANGES

(Template used for appointments and/or dismissals/resignations)

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

Based on Resolution No. 02/2026/NQ-DHĐCĐ dated May 7, 2026, of the Annual General Meeting of Shareholders of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company, we respectfully announce the following personnel changes of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company:

Appointment of Mr. Vu Xuan Nghiem

- Previous position before appointment: None
- Appointed position: Member of the Supervisory Board of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company
- Term of appointment: 5 years (2026 – 2031)
- Effective date: May 7, 2026.

This information was published on the company's website on May 8, 2026, at the following link: <http://vrg-vn.com>

**Authorized person to disclose
information**


Mai The Thu

Hai Phong, May 7, 2026

Resolution No.: 02/2026/NQ-DHĐCĐ

Election of Members to the Company's
Supervisory Board

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Based on the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2020/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines;

Based on the Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

Based on Minutes of Meeting No. 01/2026/BB-DHĐCĐ dated May 7, 2026, of the Annual General Meeting of Shareholders 2026 of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company.

RESOLUTION APPROVED:

Article 1: The election of the Company's Supervisory Board members for the term 2026 – 2031 is as follows:

No.	Full Name	Position
1	VU XUAN NGHIEM - Date of birth: January 2, 1966 - Citizen Identification Card No.: 030066003237 issued on December 3, 2025 At the Department of Administrative Police for Social Order - Place of permanent residence registration: 42 Long Chuong Street, Thanh Dong Ward, Hai Phong City.	Member of the Supervisory Board

Article 2: This Resolution was approved by the 2026 Annual General Meeting of Shareholders on May 7, 2026, and takes effect from the date of signing.

Article 3: The Company's Board of Directors is authorized to disclose information in accordance with regulations.

Article 4: Mr. Vu Xuan Nghiem; Shareholders, Members of the Board of Directors, Supervisory Board, General Director, Chief Accountant, Heads of Departments and Divisions of the Company and member units shall implement this Resolution accordingly.

Recipient:

- As per Article 4;
- State Securities Commission and relevant authorities (Report);
- Company website (for publishing information);
- Archived: Office, BoD Office

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE MEETING
CHAIRMAN OF THE BOARD OF
DIRECTORS**



Pham Trung Thai

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, May 7, 2026.

INFORMATION PROVISION FORM

Dear:

- State Securities Commission;
- Hanoi Stock Exchange.

1/ Full name: **VU XUAN NGHIEM**

2/ Gender: Male

3/ Date of birth: January 2, 1966

4/ Place of birth: Hai Phong City

5/ ID Card Number: 030066003237

Date of issue: December 3, 2025. Issuing authority: Police Department of Management. Administration of Social Order

6/ Nationality: Vietnam

7. Ethnicity: Kinh

8. Permanent address: 42 Long Chuong Street, Thanh Dong Ward, Hai Phong City

9/ Phone number: 0982534569

10. Email address : vunghiemsv@gmail.com

11/ Name of the organization required to disclose information: Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company

12/ Current position within the organization subject to information disclosure: Member of the Supervisory Board

13/ Current positions held in other organizations: None

14/ Number of shares held: 0, equivalent to 0% of charter capital, of which/

+ Representative owns: None

+ Individual owns: None

15/ Holding commitments (if any) : None

16/ List of related parties of the declarant:

* Related parties as defined in Clause 46, Article 4 of the Securities Law dated November 26, 2019.

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents/ ID/Passport/ Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address of Head office address	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes)
1																
		Pham Thi Nhan			Wife	ID	030172018820	03/07/2021	Police Department of Management, Administration of Social Order	No. 42 Long Chuong Street, Thanh Dong Ward, Hai Phong City			07/5/2026			

2	Vu Duc Loc			Child	ID	030202006780	15/5/2021	Police Department of Management. Administration of Social Order	No. 42 Long Chuong Street, Thanh Dong Ward, Hai Phong City					07/5/2026			
3	Nguyen Thi Nha			Mother in law	ID	030143003789	14/08/2021	Police Department of Management. Administration of Social Order	Hai Duong Ward, Hai Phong City					07/5/2026			
4	Vu Hong Khanh			Brother					Thanh Dong Ward, Hai Phong City								
5	Vu Thi Binh			Sister					Kien Hung Ward, Hanoi City								
6	Vu Van Do			Brother					Duong An Commune, Hai Phong City								
7	Vu Van Chung			Brother					Duong An Commune, Hai Phong City								
8	Vu Thi Quynh			Sister					Duong An Commune, Hai Phong City								
9	Vu Thi Chinh			Sister					Duong An Commune,								

LIST OF INSIDERS AND RELATED PERSONS (INDIVIDUALS, ORGANIZATIONS) TO INSIDERS

(Newly appointed on May 07, 2026)

Stock code:

VRG

Company name:

Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company

No.	Stock code	Name	Position at the company	Relationship with the internal person	Type of documents(ID/Passport/ Business Registration Certificate)	NSH No.	Date of issue	Note
1	2	3	4	5	6	7	8	9
1	VRG	Vu Xuan Nghiem	Supervisory Board Member		ID			
1.1	VRG	Pham Thi Nhan		Wife	ID	030172018820	3/7/2021	
1.2	VRG	Vu Duc Loc		Child	ID	0302020006780	15/5/2021	
1.3	VRG	Nguyen Thi Nha		Mother in law	ID	030143003789	14/08/2021	
1.4	VRG	Vu Hong Khanh		Brother	ID			
1.5	VRG	Vu Thi Binh		Sister	ID			
1.6	VRG	Vu Van Do		Brother	ID			

No.	Stock code	Name	Position at the company	Relationship with the internal person	Type of documents(ID/Passport/ Business Registration Certificate)	NSH No.	Date of issue	Note
1	2	3	4	5	6	7	8	9
1.7	VRG	Vu Van Chung		Brother	ID			
1.8	VRG	Vu Thi Quyen		Sister	ID			
1.9	VRG	Vu Thi Chinh		Sister	ID			
1.10	VRG	Pham Thi Kim Anh		Sister in law	ID			
1.11	VRG	Pham Trung Hung		Brother in law	ID			



DECLARANT

[Handwritten signature]

Hoang Thi Nham

REPRESENTATIVE OF THE ORGANIZATION
AUTHORIZED INFORMATION DISCLOSURE PERSON



MAI THE THU