

No.: 1195/QĐ-HĐQTCSBR

Ho Chi Minh City, June 01, 2026

DECISION

**The reception and appointment of the Deputy General Director of
Ba Ria Rubber Joint Stock Company**

BOARD OF DIRECTORS OF BA RIA RUBBER JOINT STOCK COMPANY

Pursuant to the Charter of Ba Ria Rubber Joint Stock Company;

Pursuant to Decision 235/QĐ-HĐQTCSVN dated August 17, 2023, on the issuance of the Regulations on the management of persons holding titles and positions at the Group and Representatives of the capital portion of the Vietnam Rubber Group at enterprises;

Pursuant to Official Dispatch No. 453/HĐQTCSVN-TCCB dated May 27, 2026 of the Vietnam Rubber Group regarding the agreement on the secondment and assignment of duties at Ba Ria Rubber Joint Stock Company and the appointment to the position of Deputy General Director of the Company;

Pursuant to Resolution No. 43-NQ/ĐU dated May 28, 2026 of the Executive Committee of the Company's Party Committee (7th Tenure, 2025 - 2030 Term) and Resolution No. 254/NQ-HĐQT dated May 28, 2026 of the Board of Directors of the Company regarding personnel affairs;

Considering the proposal in Submission No. 525/TTr-CSBR dated May 29, 2026 of the General Director of Ba Ria Rubber Joint Stock Company.

DECISION:

Article 1: To receive and appoint Mr. **Pham Nguyen Khang** - Member of the Civil Board and General Director of Binh Thuan Rubber Company Limited to the position of Deputy General Director of Ba Ria Rubber Joint Stock Company, effective from June 01, 2026.

Article 2: Mr. **Pham Nguyen Khang** shall be entitled to a salary of VND 21,048,500 (Step 1/3 - Rank of Deputy General Director) in accordance with the current regulations.

Article 3: The Board of Directors, the General Director, the Personnel Management Department, and Mr. **Pham Nguyen Khang** shall be responsible for implementing this Decision./.

Recipients:

- As Article 3;
- Vietnam Rubber Group (for reporting purposes);
- Board of Supervisors
- Affiliated units;
- Archived: Administration, Personnel Management.

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

(Signed and sealed)

Pham Hai Duong