

No.: 818 /CSTB-TCKT

Tay Ninh, June 30, 2026

CHANGE IN PERSONNEL

To:

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

Based on Resolution of the General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company No. 186/NQ-ĐHĐCĐCSTB dated June 29, 2026;

Based on Resolution No. 184/NQ-HĐQT CSTB dated June 29, 2026 of the Board of Directors of Tan Bien Rubber Joint Stock Company;

Based on Resolution No. 813/NQ-BKSCSTB dated June 29, 2026 of the Supervisory Board of Tan Bien Rubber Joint Stock Company.

We would like to announce the change in personnel of Tan Bien Rubber Joint Stock Company as follows:

In case of appointment:

1. Mr. Truong Van Cu

- Former position in the organization: Chairman of the Board of Directors of the Company.

- Newly appointed position: Chairman of the Board of Directors of the Company.

- Term: 2026 -2031

- Effective date: June 29, 2026

2. Mr. Lam Thanh Phu

- Former position in the organization: Member of Board of Directors and General Director of the Company.

- Newly appointed position: Member of Board of Directors and General Director of the Company.



- Term: 2026 -2031

- Effective date: June 29, 2026

3. Mr. Duong Tan Phong

- Former position in the organization: Member of Board of Directors and Deputy General Director of the Company.

- Newly appointed position: Member of Board of Directors and Deputy General Director of the Company

- Term: 2026 -2031

- Effective date: June 29, 2026

4. Mr. Do Quoc Tuan

- Former position in the organization: Member of Board of Directors of the Company.

- Newly appointed position: Member of Board of Directors of the Company .

- Term: 2026 -2031

- Effective date: June 29, 2026

5. Mr. Nguyen Van Sang

- Former position in the organization: Head of Board of Supervisors of the Company.

- Newly appointed position: Head of Board of Supervisors of the Company .

- Term: 2026 -2031

- Effective date: June 29, 2026

6. Mr. Hoang Van Vinh

- Former position in the organization: Member of Board of Supervisors of the Company .

- Newly appointed position: Member of Board of Supervisors of the Company.

- Term: 2026 -2031

- Effective date: June 29, 2026

7. Mr. To Minh Tai

- Former position in the organization: Member of Board of Supervisors of the Company.

- Newly appointed position: Member of Board of Supervisors of the Company.

- Term: 2026 -2031

- Effective date: June 29, 2026

This information was published on the company's website on June 30, 2026 as in the link: <http://www.tabiruco.vn/quan-he-co-dong/>

*** Attached documents**

- Resolution of the General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company dated June 29, 2026;
- Board of Directors Resolution No. 184/NQ-HĐQTCSTB dated June 29, 2026;
- Resolution No. 813/NQ-BKSCSTB dated June 29, 2026
- Information Disclosure Form of each individual.

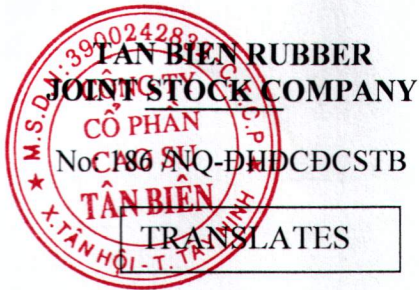
Organization representative

Person authorized to disclose information
(Signature, full name, position, and seal)



Nguyễn Trần Thiên Phúc





SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Tay Ninh, June 29, 2026

RESOLUTION
The Annual General Meeting of Shareholders 2026
Of Tan Bien Rubber Joint Stock Company

THE GENERAL MEETING OF SHAREHOLDERS OF
TAN BIEN RUBBER JOINT STOCK COMPANY

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on Organization and Operation (as amended and supplemented) of Tan Bien Rubber Joint Stock Company, which was approved by the General Meeting of Shareholders on June 25, 2025;

Pursuant to the Minutes of the Annual General Meeting of Shareholders 2026 of Tan Bien Rubber Joint Stock Company dated June 29, 2026.

RESOLVES:

Article 1. Approval of the Report on Corporate Governance, results of the Board of Directors' operations, duties of the Board of Directors' members in 2025, and direction and duties of the Board of Directors for 2026. Approval of the report on operational situation of the Board of Supervisors in 2025, and direction and duties for 2026. Approval of the Report of the Board of Management on the results of 2024 production-business activities and direction and tasks for the 2026 production-business plan.

Article 2. Approval of the Proposal for approval of the audited separate and consolidated Financial Statement for 2025 and 2026 Profit Distribution Plan of Tan Bien Rubber Joint Stock Company.

1. Based on the audited Separate and Consolidated Financial Statements for the year 2025 (from January 1, 2025 to December 31, 2025):

The financial statements are posted on the Company's website www.tabiruco.vn and information is disclosed in accordance with regulations.

2. Approval of the Profit Distribution Plan for 2025:

No.	Content	Amount
1	Total distributed profit	270,535,555,763
	Net profit after tax of 2025	270,535,555,763
2	Profit distribution	270,535,555,763
2.1	Appropriation to Investment and Development Fund	107,942,055,763
2.2	Appropriation to Bonus and Welfare Fund. <i>In which:</i>	12,810,000,000
2.2.1	<i>Appropriation to Bonus Fund</i>	8,967,000,000
2.2.2	<i>Appropriation to Welfare Fund</i>	3,843,000,000

No.	Content	Amount
2.3	Appropriation to Management Bonus Fund	277,000,000
2.4	Dividend payment (17%/Charter capital)	149,506,500,000
3	Retained profit	0

Article 3. Approval of the Proposal for approval of the 2026 production-business plan of Tan Bien Rubber Joint Stock Company, specifically as follows:

A.	Volume Indicators	Units	Value
1.	Rubber Area	hectares	5,893.62
	- Area of rubber in tapping	hectares	2,541.63
	+ Area of company-operated rubber tapping	hectares	2,328.45
	+ Area of rubber where tapping rights are transferred	hectares	213.18
	- Immature rubber area	hectares	2,801.74
	- Area of rubber under replanting	hectares	550.25
2.	Rubber Yield	tons/hectare	1.40
	- <i>Yield of company-operated</i>	<i>tons/hectare</i>	<i>1.49</i>
3.	Rubber Output from company-operated tapping	tons	3,550
	- Output from company-operated tapping	tons	3,470
	- Output from transferred tapping rights	tons	80
4.	Purchased Rubber Output	tons	1,000
5.	Rubber Processing	tons	4,500
	- Processing of company-operated rubber	tons	3,500
	- Processing of purchased rubber	tons	1,000
6.	Purchase of finished rubber products	tons	5,000
7.	Consumption. Of which:	tons	9,500
	+ Export & Entrusted Export	tons	1,400
	+ Domestic Consumption	tons	8,100
B.	Value Indicators		
1.	Total Revenue. Of which:	Million VND	824,007
1.1	Rubber Production and Business. Including:	Million VND	460,470
	+ <i>Revenue from Self-Tapped Rubber</i>	<i>Million VND</i>	<i>178,150</i>
	+ <i>Revenue from purchased rubber latex (including rubber commodities)</i>	<i>Million VND</i>	<i>281,200</i>
	+ <i>Revenue from outsourced rubber exploitation rights</i>	<i>Million VND</i>	<i>1,120</i>
1.2	Other Production and Business	Million VND	600
1.3	Financial Activities	Million VND	203,460
1.4	Other Activities. Of which:	Million VND	159,477
	+ <i>Liquidation of Plantations</i>	<i>Million VND</i>	<i>159,277</i>
2.	Total Expenses	Million VND	444,809
3.	Profit Before Tax	Million VND	379,198
	<i>Of which:</i>		
	<i>Profit from self-exploited rubber (including deposit interest from financial activities)</i>	<i>Million VND</i>	<i>34,465</i>

	<i>Profit from other activities</i>	<i>Million VND</i>	147,862
4.	Profit After Tax	Million VND	348,766
5.	Profit Before Tax Margin / Revenue	%	46.02%
6.	Profit Before Tax Margin / Charter Capital at Report End Period	%	43.12%
7.	Minimum Dividend Payout Ratio (% of share face value)	%	17.99%
8.	Budget Contribution (Amount payable)	Million VND	72,292
C.	Investment Indicators		
I	Total Capital Requirement	Million VND	126,303
1.	Capital Investment for Basic Construction for 2026	Million VND	119,047
	- Construction and Installation	Million VND	75,523
	<i>Of which: Agricultural Construction and Installation</i>	<i>Million VND</i>	<i>55,493</i>
	- Equipment	Million VND	20,969
	- Other Basic Construction Investments	Million VND	19,950
	<i>Of which: plantation land rent</i>	<i>Million VND</i>	<i>12,794</i>
	- Bank Loan Interest Payment	Million VND	2,605
2.	Payment for prior year's capital deficit	Million VND	4,056
3.	Long-term Credit Debt Repayment	Million VND	3,200
II	Capital Sources	Million VND	126,303
1.	Owner's Equity. <i>Of which:</i>	Million VND	111,478
	- Depreciation of fixed assets	Million VND	10,730
	- Investment and development fund	Million VND	100,748
2.	Domestic Loans	Million VND	14,825

The General Meeting of Shareholders authorizes the Company's Board of Directors to approve the 2026 Production Plan after receiving the official plan from the Vietnam Rubber Industry Group.

Article 4. Approval of the remuneration and salaries of Management for 2025 and the remuneration and salary plan for 2026.

a. Remuneration and Salaries of Management for 2025

No.	Full name	Position	2025 Actual salary fund, remuneration, and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
I	Salary fund for full-time managers		1,108,800,000	1,048,471,655	60,328,345
1	Truong Van Cu	Chairman of the BOD	604,800,000	573,069,964	31,730,036
2	Nguyen Van Sang	Head of the Board of	504,000,000	475,401,691	28,598,309

No.	Full name	Position	2025 Actual salary fund, remuneration , and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
		Supervisors			
II	Salary fund for the Board of Management		2,060,504,196	1,951,275,855	109,228,341
1	Lam Thanh Phu	Member of the BOD - General Director	540,814,752	513,650,976	27,163,776
2	Duong Tan Phong	Member of the BOD - Deputy General Director	508,365,864	481,850,179	26,515,685
3	Tran Van Toan	Deputy General Director	508,365,864	481,138,150	27,227,714
4	Lam Quang Phuc	Chief Accountant	502,957,716	474,636,550	28,321,166
III	Remuneration fund for non-executive managers		154,800,000	146,070,000	8,730,000
1	Lam Thanh Phu	Member of the BOD - General Director	32,400,000	29,160,000	3,240,000
2	Duong Tan Phong	Member of the BOD - Deputy General Director	32,400,000	29,160,000	3,240,000
3	Do Quoc Tuan	Independent members of the BOD	32,400,000	31,590,000	810,000
4	Hoang Quoc Hung	Member of the	28,800,000	28,080,000	720,000

No.	Full name	Position	2025 Actual salary fund, remuneration, and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
		BOS			
5	Hoang Van Vinh	Member of the BOS	28,800,000	28,080,000	720,000
	Total		3,324,104,196	3,145,817,510	178,286,686

b. 2025 Compensation and remuneration plan for Managers:

+ Remuneration for non-executive Board members: 2,975,000 VND/person/month.

+ Remuneration for non-executive Supervisors: 2,500,000 VND/person/month.

- After the 2026 salary, remuneration, and allowance plan for members of the Board of Directors, the Executive Board, and the Board of Supervisors is agreed upon by Vietnam Rubber Group, it will be paid for the correct purpose and in accordance with regulations.

- Propose that the General Meeting of Shareholders authorizes the Board of Directors to approve the 2026 salary, remuneration, and allowance plan for the Board of Directors, the Executive Board, and the Board of Supervisors after it has been agreed upon by Vietnam Rubber Group.

Article 5. The General Meeting of Shareholders authorizes the Board of Directors to select 01 audit firm from the following 03 firms to review the 6-month financial statements and audit the 2026 financial statements of Tan Bien Rubber Joint Stock Company:

a. AASC Auditing Firm Company Limited;

c. Moore AISC Auditing and Informatics Services Company Limited;

b. NVA Auditing Company Limited.

At the same time, authorize the General Director of the Company to carry out procedures to sign an Audit Contract with the selected Auditing Company according to regulations.

In case the 03 (three) aforementioned entities do not participate in providing auditing services, the General Meeting of Shareholders to authorize the Board of Directors to select another qualified independent auditing firm to conduct the review of the semi-annual financial statements and the audit of the financial statements for the fiscal year 2026.

Article 6. Approval of the Proposal for Amendments and Supplements to the Company Charter. (Attached to the Proposal for Publication with the Shareholders' General Meeting documents)

Article 7. Approval of the Proposal for Amendments to the Company's Internal Governance Regulations (Attached to the Proposal for Publication with the Shareholders' General Meeting documents)

Article 8. Approval of the Proposal for Requesting Adjustment of the Business Code and Name on the Business Registration Certificate.

No.	Before adjustment	After adjustment	Basis for adjustment
1	Other financial service activities not elsewhere classified (except insurance and social insurance) (Industry Code 6499);	Other financial service activities not elsewhere classified (except insurance <u>and pension funding activities</u>) (Industry Code 6499);	Adjusting industries and industry codes to align with the Vietnam Standard Industrial Classification issued with Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister
2	Retail sale of other new goods in specialized stores (Industry Code 4773);	Retail sale of other new goods (<u>except automobiles, motorcycles, motorbikes, and spare parts</u>) (Industry Code 4773);	
3	Manufacture of beds, wardrobes, tables, and chairs (Industry Code 3100);	Manufacture of beds, wardrobes, tables, and chairs <u>by wooden</u> (Industry Code <u>3101</u>);	
4	Electricity generation (Industry Code 3511);	Electricity generation <u>from renewable energy sources</u> (Industry Code <u>3512</u>);	
5	Electricity transmission and distribution (Industry Code 3512);	Electricity transmission and distribution (Industry Code <u>3513</u>);	
6	Wholesale of other construction materials and installation equipment (Industry Code 4663);	Wholesale of other construction materials and installation equipment (Industry Code <u>4673</u>);	
7	Manufacture of non-alcoholic beverages, mineral water (Industry Code 1104);	Manufacture of non-alcoholic beverages, mineral water (Industry Code <u>1105</u>);	
8	Other specialized wholesale not elsewhere classified (Industry Code 4669);	Other specialized wholesale not elsewhere classified (Industry Code <u>4679</u>);	

Article 9. Approval of the Proposal regarding the structure and introduction of personnel for the Board of Directors and the Board of Supervisors for the 2026-2031 term.

- 1. Results of the election for the Board of Directors and Supervisory Board for the term 2026-2031

No	Full name	Position	Number of votes	Voting rate
I	Board of Directors			
1	Mr Truong Van Cu	BOD Member	86.857.264	100,016%
2	Mr Lam Thanh Phu	BOD Member	86.847.264	100,005%
3	Mr Duong Tan Phong	BOD Member	86.837.264	99,993%
4	Mr Do Quoc Tuan	BOD Member	86.830.056	99,985%

No	Full name	Position	Number of votes	Voting rate
II	Board of Supervisors			
1	Mr Nguyen Van Sang	BOS Member	87.057.264	100,247%
2	Mr Hoang Van Vinh	BOS Member	86.737.264	99,878%
3	Mr To Minh Tai	BOS Member	86.734.358	99,875%

2. Results of the election for the positions of Chairman of the Board of Directors and Head of the Supervisory Board of Tan Bien Rubber Joint Stock Company for the term 2026-2031:

- Mr. Truong Van Cu was elected to the position of Chairman of the Board of Directors with 100% of the votes in favor.

- Mr. Nguyen Van Sang was elected to the position of Head of the Supervisory Board with 100% of the votes in favor.

This Resolution was read in full before the Annual General Meeting of Shareholders 2026 of Tan Bien Rubber Joint Stock Company on June 29, 2026 and took effect from the date of signing.

The Company's Board of Directors is responsible for directing the implementation of the contents approved by the Annual General Meeting of Shareholders 2026 in this Resolution and disclosing information in accordance with regulations./.

Recipients:

- RTB Shareholders;
- The BOD, BOS, General Director;
- Archived: Admin, Secretary of the BOD.

(Document of AGM 2026).

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
PRESIDING COMMITTEE**

(signed and sealed)

Truong Van Cu





VIETNAM RUBBER GROUP -
JOINT STOCK COMPANY
**TAN BIEN RUBBER
JOINT STOCK COMPANY**

No. 184/NQ-HĐQTCSTB

TRANSLATES

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Tay Ninh, June 29, 2026

RESOLUTION

**Regarding the election results for the position of Chairman of the Board of Directors of
Tan Bien Rubber Joint Stock Company for the term 2026-2031**

BOARD OF DIRECTORS OF TAN BIEN RUBBER JOINT STOCK COMPANY

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

*Pursuant to the Charter on Organization and Operation (as amended and
supplemented) of Tan Bien Rubber Joint Stock Company, which was approved by the General
Meeting of Shareholders on June 25, 2025;*

*Pursuant to Decision No. 155/QĐ-HĐQTCSVN dated June 10, 2021, of the Board of
Directors of Vietnam Rubber Group on the re-appointment of the Group's capital
representative in Tan Bien Rubber Joint Stock Company for the term 2021-2026;*

*Pursuant to Decision No. 354/QĐ-HĐQTCSVN dated June 22, 2026, of Vietnam Rubber
Industry Group on the re-appointment of the Group's capital representative in Tan Bien Rubber
Joint Stock Company for the term 2026-2031;*

*Pursuant to the Minutes of the meeting dated June 29, 2026, of the Board of Directors of
Tan Bien Rubber Joint Stock Company.*

RESOLVES:

Article 1. The election results unanimously confirm Mr. Truong Van Cu as Chairman of
the Board of Directors of Tan Bien Rubber Joint Stock Company for the term 2026-2031.

Article 2. This resolution takes effect from the date of signing.

Article 3. Members of the Board of Directors, the General Director, Heads of
departments and units under the Company, and Mr. Truong Van Cu are responsible for
implementing the contents of this Resolution./.

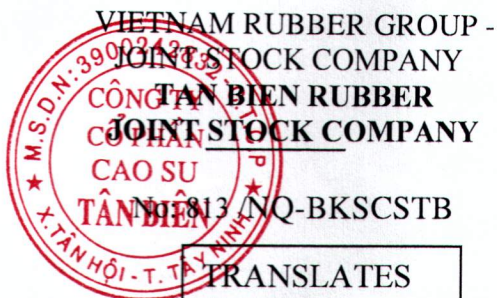
**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- As Article 3;
- Supervisory Board, Board of
Directors;;
- Human Resources Department,
Information Dispatcher.
- Filed: Secretariat, Board of
Directors' Secretariat.

(signed and sealed)

Truong Van Cu



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Tay Ninh, June 29, 2026

RESOLUTION

Regarding the election results for the position of Head of the Supervisory Board of Tan Bien Rubber Joint Stock Company for the term 2026-2031

BOARD OF DIRECTORS OF TAN BIEN RUBBER JOINT STOCK COMPANY

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on Organization and Operation (as amended and supplemented) of Tan Bien Rubber Joint Stock Company, which was approved by the General Meeting of Shareholders on June 25, 2025;

Pursuant to Official Letter No. 547/HDQTCSVN-TCCB dated June 22, 2026, from the Board of Directors of Vietnam Rubber Group regarding the agreement on personnel matters at Tan Bien Rubber Joint Stock Company;

Pursuant to the Minutes of the Supervisory Board Meeting of Tan Bien Rubber Joint Stock Company dated June 29, 2026.

RESOLVES:

Article 1. The election results unanimously confirm Mr. Nguyen Van Sang as Head of the Supervisory Board of Tan Bien Rubber Joint Stock Company for the term 2026-2031.

Article 2. This resolution takes effect from the date of signing.

Article 3. Members of the Supervisory Board, individuals named in Article 1, and relevant departments and units shall implement the contents of this Resolution correctly./.

**ON BEHALF OF THE BOARD OF OF SUPERVISORS
CHIEF**

Recipients:

- As Article 3;
- Supervisory Board, Board of Directors;
- Filed: Secretariat.

(signed and sealed)

Nguyen Van Sang



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Tay Ninh, June 29, 2026

CIRRICULLUM VITAE

To:

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

1/ Full name: Truong Van Cu

2/ Gender: Male

3/ Date of birth: June 30, 1968

4/ Place of birth: Binh Minh Ward, Tay Ninh Province

5/ Citizen ID number:

Date of issue:

Place of issue:

6/ Nationality: Vietnamese

7/ Ethnicity: Kinh

8/ Permanent address:

9/ Phone number:

10/ Email:

11/ Name of organization subject to information disclosure: Tan Bien Rubber Joint Stock Company

12/ Current position at the organization subject to information disclosure: Chairman of the Board of Directors

13/ Other positions currently held at other organizations: None

14/ Number of shares held: 60,254,008 shares, accounting for 68.513% of the Charter capital, in which:

+ Representative of Vietnam Rubber Group: 60,207,053 shares

+ Personally owned: 46,955 shares

15/ Holding commitments (if any): None

16/ List of related persons of the declarant:



No.	Stock Code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/insider	Type of ID (Citizen ID/ Passport/ Business Registration Certificate)	ID 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	Date of becoming a related person of the company/ insider	Date of ceasing to be a related person of the company/ insider	Reason (when changes related to items 13 and 14 occur)	Notes (regarding the absence of ID number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	RTB	Truong Van Giau			Father	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
2	RTB	Ngo Thi Tho			Mother	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
3	RTB	Truong Thi Ngoc Thu			Wife	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
4	RTB	Truong Quang Dong			Child	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
5	RTB	Truong To Tran			Child	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
6	RTB	Truong Thi Kim Huong			Sister	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
7	RTB	Nguyen Van Hai			Brother-in-law	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
8	RTB	Truong Van De			Younger sibling	Citizen ID	-	-	-	-	10,200	0.01%	June 29, 2026			
9	RTB	Huynh Khanh Giang			Sister-in-law	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened

No.	Stock Code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/insider	Type of ID (Citizen ID/ Passport/ Business Registration Certificate)	ID 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	Date of becoming a related person of the company/insider	Date of ceasing to be a related person of the company/insider	Reason (when changes related to items 13 and 14 occur)	Notes (regarding the absence of ID number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
10	RTB	Truong Thi Kim Hue			Younger sibling	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
11	RTB	Truong Thi Kim Trang		Deputy Head of Technical and Product Management Department	Younger sibling	Citizen ID	-	-	-	-	2,500	0.0030%	June 29, 2026			
12	RTB	Le Tan Loi			Brother-in-law	Citizen ID	-	-	-	-	0		June 29, 2026			
13	RTB	Truong Thi Thanh Loi			Younger sister	Citizen ID	-	-	-	-	0		June 29, 2026			No securities account opened
14	RTB	Ho Hoang Ha			Brother-in-law	Citizen ID	-	-	-	-	0		June 29, 2026			No securities account opened
15	RTB	Vietnam Rubber Group – Joint Stock Company			Representative of capital contribution	Business Registration Certificate	0301266564	October 10, 2025	Ho Chi Minh City Department of Finance	236 Nam Ky Khoi Nghia, Xuan Hoa Ward, Ho Chi Minh City	86,590,553	98.46%	June 22, 2026			Representative of the Group's capital at RTB



17/ Related interests in public companies or public funds (if any): None

18/ Conflicting interests with public companies or public funds (if any): None

I hereby certify that the above information is true and correct, and I take full responsibility before the law if any information is incorrect.

DECLARANT
(Signature, full name)

Truong Van Cu



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tay Ninh, June 29, 2026

CIRRICULLUM VITAE

To:

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

1/ Full name: Lam Thanh Phu.

2/ Gender: Male.

3/ Date of birth: August 29, 1971.

4/ Place of birth: Long Hoa Ward, Tay Ninh Province.

5/ ID Card No.:

Date of issue:

Place of issue:

6/ Nationality: Vietnamese

7/ Ethnicity: Kinh

8/ Permanent address:

9/ Phone number:

10/ Email:

11/ Name of the organization subject to information disclosure: Tan Bien Rubber Joint Stock Company

12/ Current position at the organization subject to information disclosure: Board of Directors' members - General Director of the Company

13/ Positions currently held at other organizations: Chairman of the Board of Directors of Tan Bien - Kampong Thom Rubber Joint Stock Company.

14/ Number of shares held: 13,196,950 shares, accounting for 15.006% of the charter capital, in which:

- + Representative of Vietnam Rubber Group: 13,191,750 shares
- + Individually owned: 5,200 shares

15/ Holding commitments (if any): None

16/ List of related persons of the declarant:



No.	Stock Ticker	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/insider	Type of ID document (ID Card/Passport/Business Registration Certificate)	ID document 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	Date of becoming a related person of the company/insider	Date of ceasing to be a related person of the company/insider	Reason (when changes related to items 13 and 14 occur)	Notes (regarding the absence of ID document number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	RTB	Nguyen My Ngoc			Wife	ID Card	-	-	-	-	0		June 29, 2026			No trading account opened
2	RTB	Lam Thi Truong An			Younger sister	ID Card	-	-	-	-	0		June 29, 2026			No trading account opened
3	RTB	Lam Thanh Hung			Younger brother	ID Card	-	-	-	-	1,100	0.0010%	June 29, 2026			
4	RTB	Lam Thanh Tung			Younger brother	ID Card	-	-	-	-	690	0.0008%	June 29, 2026			
5	RTB	Tran Nguyen Thanh Truc			Sister-in-law	ID Card	-	-	-	-	900	0.0010%	June 29, 2026			
6	RTB	Vietnam Rubber Group – Joint Stock Company			Representative of capital contribution	Business Registration Certificate	0301266564	October 10, 2025	Ho Chi Minh City Department of Finance	236 Nam Ky Khoi Nghia, Xuan Hoa Ward, Ho Chi Minh City	86,590,553	98.46%	June 22, 2026			Representative of the Group's capital at RTB
7	RTB	Tan Bien - Kampong Thom Rubber Joint Stock Company			Chairman of the Board of Directors, representative of capital contribution of Tan Bien Rubber Joint Stock Company	Business Registration Certificate	3900419448	July 30, 2025	Tay Ninh Province Department of Finance	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province			April 8, 2026			Representative of RTB's capital at TKR

17/ Related interests with public companies, public funds (if any): None

18/ Conflicting interests with public companies, public funds (if any): None

I hereby certify that the above information is true and correct, and I take full responsibility before the law for any inaccuracies.

DECLARANT

(Sign and write full name)

Lam Thanh Phu





SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Tay Ninh, June 29, 2026

CIRRICULLUM VITAE

To:

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

1/ Full name: Duong Tan Phong.

2/ Gender: Male.

3/ Date of birth: April 18, 1968.

4/ Place of birth: Tan Ninh Ward, Tay Ninh Province

5/ Citizen ID number:

Date of issue:

Place of issue:

6/ Nationality: Vietnamese.

7/ Ethnicity: Kinh.

8/ Permanent address:

9/ Phone number:

10/ Email:

11/ Name of the organization subject to information disclosure: Tan Bien Rubber Joint Stock Company.

12/ Current position at the organization subject to information disclosure: Board of Directors' member - Deputy General Director of the Company.

13/ Positions currently held at other organizations: Board of Directors' member of Quasa Geruco Joint Stock Company.

14/ Number of shares held: 13,195,950 shares, accounting for 15.004% of the charter capital, in which:

+ Representing Vietnam Rubber Group: 13,191,750 shares

+ Personally owned: 4,200 shares

15/ Holding commitments (if any): None

16/ List of related persons of the declarant:



No.	Stock Code	Full Name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/insider	Type of ID document (Citizen ID/ Passport/ Business Registration Certificate)	ID document 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	Time of becoming a related person of the company/insider	Time of ceasing to be a related person of the company/insider	Reason (when changes related to items 13 and 14 occur)	Notes (regarding the absence of ID document number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	RTB	Le Thi Kim Tuong			Wife	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
2	RTB	Duong Tuong Vy			Child	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
3	RTB	Nguyen Vinh Phuc			Son-in-law	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
4	RTB	Ta Thi Tam			Mother	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
5	RTB	Duong Kim Phuong			Sister	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
6	RTB	Duong Tan Phuc			Brother	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
7	RTB	Duong Tan Nha			Younger sibling	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
8	RTB	Duong Thi To Van			Younger sibling	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
9	RTB	Nguyen Nam Thang			Brother-in-law	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
10	RTB	Vo Mong Yem			Sister-in-law	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
11	RTB	Truong Thi Hieu Thao			Sister-in-law	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened

No.	Stock Code	Full Name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/insider	Type of ID document (Citizen ID/Passport/Business Registration Certificate)	ID document 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	Time of becoming a related person of the company/insider	Time of ceasing to be a related person of the company/insider	Reason (when changes related to items 13 and 14 occur)	Notes (regarding the absence of ID document number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
12	RTB	Nguyen Truong Son			Brother-in-law	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
13	RTB	Vietnam Rubber Group - Joint Stock Company			Capital contribution representative	Business Registration Certificate	0301266564	October 10, 2025	Ho Chi Minh City Department of Finance	236 Nam Ky Khoi Nghia, Xuan Hoa Ward, Ho Chi Minh City	86,590,553	98.46%	June 22, 2026			Group representative at RTB
14	RTB	Quasa Geruco Rubber Joint Stock Company			Board of Directors' member, RTB capital contribution representative	Business Registration Certificate	3200243534	October 10, 2025	Quang Tri Province Department of Finance	D21 Southeast Asia Trade Center, Lao Bao Commune, Quang Tri			January 29, 2021			RTB Company representative



17/ Related interests with the public company or public fund (if any): None

18/ Conflicting interests with the public company or public fund (if any): None

I hereby certify that the above information is true and correct, and I take full responsibility before the law if any information is incorrect.

DECLARANT
(Signature, full name)

Duong Tan Phong



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Tay Ninh, June 29, 2026

CIRRICULLUM VITAE

To:

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

1/ Full name: Do Quoc Tuan.

2/ Gender: Male.

3/ Date of birth: 12/12/1977.

4/ Place of birth: Tay Ninh.

5/ ID Card No.:

Date of issue:

Place of issue:

6/ Nationality: Vietnamese.

7/ Ethnicity: Kinh.

8/ Permanent address:

9/ Phone number:

10/ Email:

11/ Name of the organization subject to information disclosure: Tan Bien Rubber Joint Stock Company.

12/ Current position at the organization subject to information disclosure: Independent member of the Board of Directors.

13/ Positions currently held at other organizations: Director of Mekong Rubber Co., Ltd.

14/ Number of shares held: 0 shares, accounting for 0% of Charter capital, in which:

+ Representative ownership: 0 shares

+ Individual ownership: 0 shares

15/ Commitments to holding (if any): None

16/ List of related persons of the declarant:



No.	Ticker symbol	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/ insider	Type of ID document (ID Card/ Passport/ Business Registration Certificate)	ID document number	Date of issue	Place of issue	Head office address/ Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period	Time of becoming a related person of the company /insider	Time of ceasing to be a related person of the company /insider	Reason (when changes related to items 13 and 14 occur)	Notes (regarding the absence of ID document number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	RTB	Nguyen Thi Bich Chi			Wife	ID Card	-	-	-	-	0	0	June 29, 2026			
2	RTB	Do Thi Quynh Nhu			Child	ID Card	-	-	-	-	0	0	June 29, 2026			
3	RTB	Do Thi Quynh Lam			Child	-	-	-	-	-	0	0	June 29, 2026			Minor
4	RTB	Do Van Phe			Biological father	ID Card	-	-	-	-	0	0	June 29, 2026			
5	RTB	Le Thi Nhanh			Biological mother	ID Card	-	-	-	-	0	0	June 29, 2026			
6	RTB	Do Thanh An			Sibling	ID Card	-	-	-	-	0	0	June 29, 2026			
7	RTB	Do Thanh Dien			Sibling	ID Card	-	-	-	-	0	0	June 29, 2026			
8	RTB	Do Thi Quyen			Sibling	ID Card	-	-	-	-	0	0	June 29, 2026			
9	RTB	Do Thanh Nha			Sibling	ID Card	-	-	-	-	0	0	June 29, 2026			
10	RTB	Caoutchouc Mekong Co., Ltd			Mr. Do Quoc Tuan is the Director of Caoutchouc Mekong Co., Ltd; Caoutchouc Mekong Co., Ltd is an indirect subsidiary of Tan Bien Rubber Joint Stock Company	Business Registration Certificate	MOC-67389473 TM.ĐKDN	10/09/2014	Kingdom of Cambodia - Ministry of Commerce	Kroyea Commune, Prasat Balang District, Kampong Thom Province, Kingdom of Cambodia			June 29, 2026			

17/ Related interests with the public company or public fund (if any): None

18/ Conflicting interests with the public company or public fund (if any): None

I hereby certify that the above information is true and correct, and I shall be fully responsible before the law if any information is incorrect.

DECLARANT

(Sign and write full name)

Do Quoc Tuan





SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tay Ninh, June 29, 2026

CIRRICULLUM VITAE

To:

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

1/ Full name: Nguyen Van Sang

2/ Gender: Male

3/ Date of birth: February 12, 1977

4/ Place of birth: An Thuan Hamlet, An Ninh Commune, Tay Ninh Province

5/ Citizen ID number:

Date of issue:

Place of issue:

6/ Nationality: Vietnamese

7/ Ethnicity: Kinh

8/ Permanent address:

9/ Phone number:

10/ Email:

11/ Name of the organization subject to information disclosure: Tan Bien Rubber Joint Stock Company

12/ Current position at the organization subject to information disclosure: Head of the Board of Supervisors

13/ Other positions currently held at other organizations: concurrently Head of the Board of Supervisors of Tan Bien - Kampong Thom Rubber Joint Stock Company

14/ Number of shares held: 0 shares, accounting for 0% of Charter capital, in which:

+ Representative ownership: 0 shares

+ Personal ownership: 0 shares

15/ Holding commitments (if any): None

16/ List of related persons of the declarant:



No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/insider	Type of ID document (Citizen ID/ Passport/ Business Registration Certificate)	ID document number	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period	Time of becoming a related person of the company/insider	Time of ceasing to be a related person of the company/insider	Reason (when changes related to items 13 and 14 occur)	Notes (regarding the absence of an ID document number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	RTB	Le Thi My Dien			Wife	Citizen ID	-	-	-	-			June 29, 2026			
2	RTB	Nguyen Thi Lung			Mother	Citizen ID	-	-	-	-			June 29, 2026			
3	RTB	Lam Thi Gai			Sister-in-law	Citizen ID	-	-	-	-			June 29, 2026			
4	RTB	Nguyen Thi Thuoc			Sister	Citizen ID	-	-	-	-			June 29, 2026			
5	RTB	Nguyen Van Tu			Brother-in-law	Citizen ID	-	-	-	-			June 29, 2026			
6	RTB	Nguyen Thanh Dung			Sister	Citizen ID	-	-	-	-			June 29, 2026			
7	RTB	Nguyen Van Giau			Younger brother	Citizen ID	-	-	-	-			June 29, 2026			
8	RTB	Vo Thi Thuy Dung			Sister-in-law	Citizen ID	-	-	-	-			June 29, 2026			
9	RTB	Nguyen Thi Thu Ha			Younger sister	Citizen ID	-	-	-	-			June 29, 2026			
10	RTB	Le Thanh Han			Brother-in-law	Citizen ID	-	-	-	-			June 29, 2026			
11	RTB	Nguyen Hoang Trong Nhan			Younger brother	Citizen ID	-	-	-	-			June 29, 2026			
12	RTB	Tran Thi Bach Vien			Sister-in-law	Citizen ID	-	-	-	-			June 29, 2026			
13	RTB	Tan Bien - Kampong Thom Rubber Joint Stock Company			Head of the BOS of Tan Bien – Kampong Thom Rubber Joint Stock Company	Business Registration Certificate	3900419448	July 30, 2025	Tay Ninh Department of Finance	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province			April 08, 2026			

17/ Related interests in public companies, public funds (if any): None

18/ Conflicts of interest with public companies, public funds (if any): None

I hereby certify that the above information is true and correct, and I take full responsibility before the law if it is incorrect.

DECLARANT

(Signature, full name)

Nguyen Van Sang





SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tay Ninh, June 29, 2026

CIRRICULLUM VITAE

To:

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

1/ Full name: Hoang Van Vinh

2/ Gender: Male

3/ Date of birth: November 10, 1973

4/ Place of birth: Tan Chau Commune, Tay Ninh Province

5/ Citizen ID number:

Date of issue: Place of issue:

6/ Nationality: Vietnamese

7/ Ethnicity: Kinh

8/ Permanent address:

9/ Phone number:

10/ Email:

11/ Name of organization subject to information disclosure: Tan Bien Rubber Joint Stock Company

12/ Current position at the organization subject to information disclosure: Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company

13/ Positions currently held at other organizations: Member of the Board of Supervisors of Tan Bien - Kampong Thom Rubber Joint Stock Company

14/ Number of shares held: 0 shares, accounting for 0% of charter capital, in which:

+ Representative ownership: 0 shares

+ Individual ownership: 0 shares

15/ Commitments to holding (if any): None

16/ List of related persons of the declarant:



No.	Stock Ticker	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company /insider	Type of ID (Citizen ID/Passport/ Business Registration Certificate)	ID Number	Date of issue	Place of issue	Head office address/Contact address	Number of shares held at the end of the period	Ownership ratio at the end of the period	Time of becoming a related person of the company/insider	Time of ceasing to be a related person of the company/insider	Reason (when changes related to items 13 and 14 occur)	Notes (regarding the absence of ID number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	RTB	Le Thi Phuong Loan			Wife wife	Citizen ID	-	-	-	-			June 29, 2026			
2	RTB	Hoang Le Thong Nhat			Child Child	Citizen ID	-	-	-	-			June 29, 2026			
3	RTB	Truong Le Anh			Child	Citizen ID	-	-	-	-			June 29, 2026			
4	RTB	Hoang Van Vui			Father	Citizen ID	-	-	-	-			June 29, 2026			
5	RTB	Nguyen Thi Xuan			Mother	Citizen ID	-	-	-	-			June 29, 2026			
6	RTB	Hoang Van Dau			Older Brother	Citizen ID	-	-	-	-			June 29, 2026			
7	RTB	Older Brother			Older Brother	Citizen ID	-	-	-	-			June 29, 2026			
8	RTB	Hoang Van Nam			Younger Brother	Citizen ID	-	-	-	-			June 29, 2026			
9	RTB	Hoang Van Dong			Younger Brother	Citizen ID	-	-	-	-			June 29, 2026			
10	RTB	Hoang Thi Hong Thuy			Younger Sister	Citizen ID	-	-	-	-			June 29, 2026			
11	RTB	Tan Bien - Kampong Thom Rubber Joint Stock Company			Member of the BOS	Business Registration Certificate	3900419448	July 30, 2025	Tay Ninh Department of Finance	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province			April 08, 2026			

17/ Related interests with public companies, public funds (if any): None

18/ Conflicting interests with public companies, public funds (if any): None

I hereby certify that the above information is true and correct, and I take full responsibility before the law if any information is incorrect.

DECLARANT

(Signature, full name)

Hoang Van Vinh





SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Tay Ninh, June 29, 2026

CIRRICULLUM VITAE

To:

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

1/ Full name: To Minh Tai.

2/ Gender: Male.

3/ Date of birth: July 25, 1987.

4/ Place of birth: Tan Chau Commune, Tay Ninh Province.

5/ Citizen ID No.:

Date of issue: Place of issue:

6/ Nationality: Vietnamese

7/ Ethnicity: Kinh

8/ Permanent address:

9/ Phone number:

10/ Email:

11/ Name of the organization subject to information disclosure: Tan Bien Rubber Joint Stock Company

12/ Current position at the organization subject to information disclosure: Member of the Board of Supervisors.

13/ Positions currently held at other organizations: Member of the Board of Supervisors of Tan Bien - Kampong Thom Rubber Joint Stock Company.

14/ Number of shares held: 600 shares, accounting for 0.0006% of charter capital, in which:

+ Representative ownership: 0 shares

+ Individual ownership: 600 shares

15/ Commitments on holding (if any): None

16/ List of related persons of the declarant:



No.	Stock Ticker	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/insider	Type of ID (Citizen ID/Passport/Business Registration Certificate)	ID Number	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period	Date of becoming a related person of the company/insider	Date of ceasing to be a related person of the company/insider	Reason (when changes related to items 13 and 14 occur)	Notes (regarding the absence of ID number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	RTB	To Minh Truong	0101021103		Father	Citizen ID	-	-	-	-	0		June 29, 2026			
2	RTB	Pham Thi Van			Mother	Citizen ID	-	-	-	-	0		June 29, 2026			No account opened
3	RTB	Van Thi Thuy Tien	0101021045		Wife	Citizen ID	-	-	-	-	200	0.0002	June 29, 2026			
4	RTB	Van Ba Kiet	0101020882		Father-in-law	Citizen ID	-	-	-	-	2,300	0.002	June 29, 2026			
5	RTB	Vo Ngoc Lan			Mother-in-law	Citizen ID	-	-	-	-	0		June 29, 2026			
6	RTB	Tan Bien - Kampong Thom Rubber Joint Stock Company			Member of the BOS	Business Registration Certificate	3900419448	July 30, 2025	Tay Ninh Department of Finance	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province			April 08, 2026			

17/ Related interests in public companies or public funds (if any): None

18/ Conflicting interests with public companies or public funds (if any): None

I hereby certify that the above information is true and correct, and I shall be fully responsible before the law for any inaccuracies.

DECLARANT

(Signature and full name)

To Minh Tai

