

No.: 262/ NQ-HĐQTCSBR

Ho Chi Minh City, June 30, 2026

RESOLUTION OF THE BOARD OF DIRECTORS
On the election of the Chairman of the Board of Directors
for the 2026–2031 term

BOARD OF DIRECTORS OF BA RIA RUBBER JOINT STOCK COMPANY

Pursuant to Clause 1, Article 157 of the Law on Enterprises 2020;

Pursuant to Clause 1, Article 30 of the Company's Charter;

Pursuant to the 2026 Annual General Meeting of Shareholders' Resolution No. 15/NQ-DHĐCĐ dated June 29, 2026;

Pursuant to Decision No. 353/QĐ-HĐQTCSVN dated June 19, 2026, issued by the Board of Directors of Vietnam Rubber Group regarding the appointment and re-appointment of the Group's capital representatives at Ba Ria Rubber Joint Stock Company for the 2026–2031 term;

Pursuant to Official Document No. 534/HĐQTCSVN-TCCB dated June 19, 2026, issued by the Board of Directors of Vietnam Rubber Group regarding the appointment and re-appointment of capital representatives and the personnel structure of the Board of Directors and the Board of Supervisors of Ba Ria Rubber Joint Stock Company for the 2026–2031 tenure;

Pursuant to Minutes No 664/BB-HĐQTCSBR dated June 30, 2026, on the election of the Chairman of the Board of Directors of the Company for the 2026–2031 term.

RESOLVED:

Article 1. To unanimously approve the election results for the Chairman of the Board of Directors for the 2026–2031 term, with details as follows:

Mr. Pham Hai Duong – Deputy General Director of Vietnam Rubber Group - Chairman of the Board of Directors of Ba Ria Rubber Joint Stock Company for the 2021–2026 term.

+ Year of birth: September 09, 1966.

+ Professional qualification: Master of Cultivation.

+ Capital representative of the Group at the Company: 53,402,400 shares, equivalent to 47.47% of the Company's charter capital.

Article 2. This Resolution was unanimously approved by 04/04 members of the Board of Directors.

Article 3. Members of the Board of Directors and the Board of Management of the Company are responsible for implementing this Resolution./.

Recipients:

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

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



Pham Hai Duong