

Form 08_CBT/SGDHN

(Issued with the Decision No. 606/QĐ-SGDHN dated September 29, 2016 of the CEO of Hanoi Stock Exchange on the Information Disclosure Regulation of Hanoi Stock Exchange)

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

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

**No.: 262 /CBTT-VRG
Re: Information disclosure**

Hai Phong, July 20, 2026

**INFORMATION DISCLOSURE ON THE INFORMATION DISCLOSURE
SYSTEM OF THE STATE SECURITIES COMMISSION OF VIETNAM**

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

1. Name of organization: Viet Nam Rubber Industrial zone and Urban development Joint Stock Company
2. Stock code: **VRG**
3. Address: Cong Hoa Industrial Park, Tran Hung Dao Ward, Hai Phong City.
4. Tel: (0220) 3838025 Fax: (0220) 3838024
5. Information discloser: **Mr. Mai The Thu**, position: Chief accountant
6. Type of information disclosure: **Periodic**
7. Content of the disclosed information: Report on Corporate Governance for the First Six Months of 2026 - Viet Nam Rubber Industrial zone and Urban development Joint Stock Company.
8. This information will be published on the Company's website at the link: **<http://vrg-vn.com>**
9. We hereby commit that the information disclosed above is true and take full legal responsibility for the content of the disclosed information.

Authorized person to disclose information



Mai The Thu

Hai Phong, July 20, 2026

No.: 215/BC-HĐQT

**REPORT ON CORPORATE GOVERNANCE OF A LARGE-SCALE
PUBLIC COMPANY**

To: - State Securities Commission;
- Hanoi Stock Exchange.

- Name of company: **Viet Nam Rubber Industrial zone and Urban development Joint Stock Company.**
- Enterprise Registration Number: 0800300443
- Address of headoffice: Cong Hoa Industrial Park, Tran Hung Dao Ward, Hai Phong City.
- Telephone: 0220 3838 025; Email: yphdqt.vrg@gmail.com
- Charter capital: 258.948.680.000 VND, Equivalent to: 25.894.868 shares, Equal to: 100% Charter capital.
- Stock code: VRG; The Company's shares are listed at the Vietnam Securities Depository and Clearing Corporation (VSDC) and registered for trading at the Hanoi Stock Exchange
- UpCoM Exchange.
- Governance model: General Meeting of Shareholders - Board of Supervisors - Board of Directors - Board of Managements.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders:

The Company's 2026 Annual General Meeting of Shareholders held on May 07, 2026 passed the following Resolution:

No.	Number	Date	Summary of content
1	01/2026/NQ-ĐHĐCĐ	07/05/2026	Amendment and supplementation of the Company's Charter
2	02/2026/NQ-ĐHĐCĐ	07/05/2026	Election of members of the Board of Supervisors
3	03/2026/NQ-ĐHĐCĐ	07/05/2026	Election of members of the Board of Directors
4	04/2026/NQ-ĐHĐCĐ	07/05/2026	Approval of the share issuance plan to increase the Company's charter capital and the plan for the use of proceeds from the issuance
5	05/2026/NQ-ĐHĐCĐ	07/05/2026	Reports on the 2025 business performance and the business plan for 2026
6	06/2026/NQ-ĐHĐCĐ	07/05/2026	Investment plan for capital construction and projects in Cong Hoa Industrial Park, Hai Phong City

7	07/2026/NQ-ĐHĐCĐ	07/05/2026	Investment projects in Tay Ninh Province
8	08/2026/NQ-ĐHĐCĐ	07/05/2026	Investment projects in Nghe An Province
9	09/2026/NQ-ĐHĐCĐ	07/05/2026	Approval in principle of the appointment of two Deputy General Directors to oversee the operation of the Company's new projects

II. Activities of the Board of Directors:

1. Information about Board members

No.	Full name	Position	Date of appointment	Resignation date
1.	Mr. Pham Trung Thai	Chairman of the Board of Director	June 28, 2024	
2.	Mr. Dang Van Thieu	Member of the Board of Director	April 22, 2022	
3.	Mrs. Tran Thi Thanh Binh	Member of the Board of Director	May 07, 2026	
4.	Mrs. Pham Thi Tuyet	Member of the Board of Director	June 28, 2024	
5.	Mr. Nguyen Duc Huynh	Member of the Board of Director	June 28, 2024	
6.	Mr. Nguyen Hong Thai	Member of the Board of Director	June 28, 2024	
7.	Ms. Vo Thi Quynh Tien	Member of the Board of Director	June 27, 2025	

2. Board of Directors Meetings

- 1st Meeting: March 9, 2026, meeting of the Company's Board of Directors (By written opinion collection method) on the time to hold the 2026 Annual General Meeting of Shareholders.

- 2nd Meeting: March 16, 2026, meeting of the Company's Board of Directors (By written opinion collection method) on the time to hold the 2026 Annual General Meeting of Shareholders.

- 3rd Meeting: April 21, 2026, meeting of the Company's Board of Directors (By written opinion collection method) on the time and format of the 2026 Annual General Meeting of Shareholders.

- 4th Meeting: 06 May 2026, the Board of Directors held its regular meeting for 2026.

- 5th Meeting: 30 June 2026, the Board of Directors adopted a resolution by written consent regarding the selection of the independent auditor for the Company's 2026 financial statements.

No.	Full name	Position	Number of meetings	Meeting attendance rate (%)	Reason for not attending
1.	Mr. Pham Trung Thai	Chairman of the Board of Director	5	100%	
2.	Mr. Dang Van Thieu	Member of the Board of Director	5	100%	
3.	Mr. Nguyen Duc Huynh	Member of the Board of Director	4	80%	Absent (voted in writing)
4.	Mr. Nguyen Hong Thai	Member of the Board of Director	4	80%	Due to work-related reasons and with written authorization.
5.	Mrs. Tran Thi Thanh Binh	Member of the Board of Director	5	100%	
6.	Mrs. Pham Thi Tuyet	Member of the Board of Director	5	100%	
7.	Ms. Vo Thi Quynh Tien	Member of the Board of Director	4	80%	Absent (voted in writing)

3. Supervisory activities of the Board of Directors over the Board of Managements:

- The Board of Directors regularly organizes inspections and supervision of the management and operation activities of the Board of Managements and management staff to ensure that the Company's production and business activities always comply with the provisions of law, the Charter of Operations and Resolutions of the Board of Directors and the General Meeting of Shareholders .

- The Board of Directors regularly urges the Board of Managements and all employees of the Company to uphold a sense of discipline and responsibility in organizing and implementing production and business tasks.

- Together with the Board of Managements, focus on implementing and completing production and business plan targets.

- Conduct inspection and supervision of the Board of Managements in compliance with current regulations and the Company's governance regulations in information disclosure activities for periodic financial statements, internal management reports, annual reports and other information disclosure documents .

- The Board of Directors always closely works with the Company's Executive Board to work directly with the Provincial People's Committee, local authorities, and relevant authorities to remove difficulties in supporting investors; research to implement new projects; Support investment promotion activities, etc.

- The Board of Directors proactively supports the Board of Managements in foreign affairs activities , specifically connecting with local authorities to register the Company's needs for research to implement new investment projects , all research projects have high competitiveness (Industrial parks and industrial clusters are all on the list approved by the Prime Minister for the Provincial Planning and are included in the land use plan and planning for the period 2021-2030). This is the strength of the VRG brand through the provinces' approval to assign VRG Company as the investor of industrial park projects; Industrial clusters are proof of the Company's reputation and ability to develop the brand nationwide .

- In addition, the Board of Directors worked closely with the relevant authorities to explore opportunities and submit proposals to serve as the project developer for a number of investment projects. Specifically, in Tay Ninh Province, these include Cau Khoi Industrial Park – Phase 1, Long Thuan Industrial Cluster, Phuoc Tuy Industrial Cluster, My Thanh Industrial Cluster, and Loc Giang 2 Industrial Cluster, all of which were included in the adjusted Tay Ninh Provincial Master Plan for the 2021–2030 period, with a vision to 2050, as approved by the Tay Ninh Provincial People's Committee under Decision No. 2968/QĐ-UBND dated 26 February 2026. In Nghe An Province, the Company proposed the North Central Region High-Tech Forestry Zone Project, which was incorporated into the master plan approved by the Prime Minister under Decision No. 746/QĐ-TTg dated 10 April 2025. These projects possess strong development potential, offer a relatively short capital recovery period, are expected to generate sustainable long-term returns, and are well aligned with the Company's long-term sustainable development strategy.

- On the other hand, the Board of Directors always facilitates regular monitoring and control activities or when requested by the Board of Managements.

4. Activities of subcommittees under the Board of Directors: The Company does not establish subcommittees under the Board of Directors.

5. Resolutions and Decisions of the Board of Directors during the first six months of 2026:

a. Resolutions of the Board of Directors during the first six months of 2026:

No.	Number	Date	Summary of content
1	61/NQ-HĐQT	11/03/2026	Nghị quyết Lùi thời gian tổ chức Đại hội đồng Cổ đông thường niên năm 2026 của Công ty Cổ phần Phát triển Đô thị và Khu công nghiệp Cao su Việt nam
2	73/NQ-HĐQT	19/03/2026	Nghị quyết Thời gian tổ chức Đại hội đồng cổ đông thường niên năm 2026
3	134/NQ-HĐQT	06/03/2026	Nghị quyết Hợp Hội đồng quản trị Công ty Cổ phần Phát triển Đô thị và Khu công nghiệp Cao su Việt Nam phiên họp thường kỳ năm 2026

b. Decisions of the Board of Directors during the first six months of 2026:

No.	Decisions No.	Date	Summary of content
1	36/QĐ-HĐQT	29/01/2026	Decision on the establishment of a task force to conduct surveys of investment projects in the Central Region
2	43/QĐ-HĐQT	10/02/2026	Decision approving the policy for implementing a partial adjustment to the 1:2,000 zoning plan of Cong Hoa Industrial Park
3	44/QĐ-HĐQT	10/02/2026	Decision approving the policy for preparing the 1:500 detailed construction plan and selecting a consulting firm to prepare the 1:500 detailed construction plan for Cau Khoi Industrial Cluster No. 1 and Cau Khoi Industrial Cluster No. 2 in Cau Khoi Commune, Tay Ninh Province
4	49/QĐ-HĐQT	24/02/2026	Decision approving the investment policy and contractor selection plan for the packages of detailed engineering design and cost estimation consultancy, and design and cost estimation appraisal consultancy for the wastewater collection pipeline serving Lot B3 in Cong Hoa Industrial Park
5	51/QĐ-HĐQT	25/02/2026	Decision on the selection of the consulting firm to prepare the 1:500 detailed construction plan for Cau Khoi Industrial Cluster No. 1 and Cau Khoi Industrial

			Cluster No. 2 in Cau Khoi Commune, Tay Ninh Province
6	52/QĐ-HĐQT	03/03/2026	Decision approving the scope of work, budget, and contractor selection method for the renovation and conversion of the Cau Khoi Commune People's Committee canteen into the project office for the Cau Khoi Project
7	53/QĐ-HĐQT	03/03/2026	Decision approving the scope of work, cost estimate, contractor selection method, and selection of contractors for the construction of concrete pavement, surface water drainage system, guardhouse, accommodation facilities for operating staff and the fire prevention and fighting team, and completion of auxiliary facilities under the 1,000 m ³ /day emergency centralized wastewater treatment module at Cong Hoa Industrial Park
8	57/QĐ-HĐQT	09/03/2025	Decision approving the contractor selection results for the following packages: (1) Consultancy services for revising and supplementing the fire prevention and fighting (FPF) design dossier and preparing cost estimates for certain FPF items at Cong Hoa Industrial Park; and (2) Consultancy services for appraising the cost estimates for certain FPF items under the Cong Hoa Industrial Park Infrastructure Investment and Business Project
9	58/QĐ-HĐQT	10/03/2026	Decision on the appointment of the Deputy Chief of the Board of Directors Office and Secretary to the Chairman of the Board of Directors
10	74/QĐ-HĐQT	27/03/2026	Decision on the establishment of the Board of Directors' Advisory Team
11	104/QĐ-HĐQT	03/05/2026	Decision on the reassignment of employees
12	145/QĐ-HĐQT	18/5/2026	Decision assigning responsibilities for the implementation of the 2026 business plan
13	165/QĐ-HĐQT	05/6/2026	Decision approving the scope of work, cost estimate, contractor selection method, and selection of contractors for works at the Company's Administration Building in Cong Hoa Industrial Park, including the access road to the parking area, landscaping improvements, and the construction of a partition wall and covered walkway connecting the kitchen and the administration building
14	166/QĐ-HĐQT	05/6/2026	Decision approving the scope of work, cost estimate, contractor selection method, and selection of the

			contractor for the construction of a concrete yard at the accommodation area of the Cong Hoa Industrial Park Operations Center
15	182/QĐ-HĐQT	24/6/2026	Decision approving the procurement method, supplier, and budget for the purchase of the Company's motor vehicle

III. Board of Supervisors

1. Information of Board of Supervisors members

The list of members of the Board of Supervisors is as follows:

No.	Full name	Position	Appointment Date	Professional qualifications
1	Mr. Nguyen Dinh Duc	Head of the Board	June 28, 2024	Master of Environment
2	Do Phu Hong Quan	Member	June 23, 2023	Bachelor of Accounting
3	Tran Duc Nam	Member	June 28, 2024	Bachelor of Economics
4	Vu Xuan Nghiem	Member	May 07, 2026	Bachelor of Economics

2. Meeting of the Board of Supervisors

During the first six months of 2026, the Board of Supervisors conducted four meetings of written resolutions to obtain members' opinions on the following matters:

- Approval of the Board of Supervisors' Report on its activities in 2025 and the Board of Supervisors' Work Plan for 2026.
- Approval of the draft reports and proposals to be submitted to the 2026 Annual General Meeting of Shareholders.
- Review of the selection of the independent auditor for the Company's 2026 financial statements.
- Approval of the Report on the Company's operating results for the first six months of 2026 and the work plan for the last six months of 2026.

No.	Full name	Position	Number of meetings	Meeting attendance rate	Voting percentage (%)	Reason for not attending
1	Mr. Nguyen Dinh Duc	Head of the Board	4	100%	100%	
2	Mr. Do Phu Hong Quan	Member	3	75%	100%	Resigned on May 12, 2026
3	Mr. Tran Duc Nam	Member	4	100%	100%	

4	Vu Xuan Nghiem	Member	2	50%	100%	Appointed on May 07, 2026
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3. Activities of the Board of Supervisors towards the Board of Directors, Executive Board and shareholders.

The Company's Board of Supervisors consists of 4 members (01 head and 03 members). The members of the Board of Supervisors are assigned specific tasks in supervision and control, regularly exchange information with each other and fully participate in meetings of the Board of Directors when invited to attend.

During the first six months of 2026, the Board of Supervisors has monitored and inspected compliance with the provisions of the Enterprise Law, the Company's Charter, the implementation of the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors of the Company, specifically as follows:

- Supervise the implementation of infrastructure investment projects, investment promotion,...
- Examine the implementation of financial indicators;
- Examine the implementation of salary fund and employee policies and regimes.
- Review the Company's 2025 Financial Statements (audited) to ensure that there are no material errors in the financial data and that they honestly and reasonably reflect the Company's assets and capital situation.
- Inspect and supervise information disclosure activities of public companies according to current laws.

During the first six months of 2026, the Board of Supervisors did not receive any requests from shareholders or groups of shareholders holding 5% or more of shares to review the Company's operations or the management of the Board of Directors or the Company's Executive Board.

4. Coordination of activities between the Board of Supervisors and the Board of Directors, Board of Managements and other managers.

- The Board of Supervisors fully participated in the meetings of the Annual General Meeting of Shareholders, the Board of Directors and the Board of Managements.
- Coordination and information exchange between the Board of Supervisors, the Board of Directors and the Board of Management are maintained regularly through direct exchanges, documents and emails.
- During its operation, the Board of Supervisors receives the coordination and support of the Board of Directors, the Board of Managements as well as specialized departments and divisions so that the Board of Supervisors can properly perform its functions, powers and duties.

4. Other activities of the Board of Supervisors: None

IV. Executive Board

No.	Board Member	Date of birth	Professional qualifications	Date of appointment	Date of dismissal
1	Mr. Dang Van Thieu	04/03/1968	Master of Finance - Accounting	15/09/2025	
2	Mr. Bui Gia Hung	14/09/1972	Bachelor of Economics	2018	
3	Mr. Nguyen Van Luong	07/10/1960	Bachelor of Finance - Accounting	06/07/2021	

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment
Mai The Thu	October 20, 1966	Bachelor of Finance and Accounting	15/09/2025

VI. Training on corporate governance.

The Company always creates conditions for members of the Board of Directors, members of the Board of Supervisors, the Executive Board, and other managers to participate in training courses on corporate governance organized by local authorities, the State Securities Commission, and the Vietnam Rubber Industry Group.

VII. List of related persons of the Public Company and transactions of related persons of the company with the Company itself.

List of people related to the Company

No.	Name of position/individual	Position at the Company (if any)	Relationship with insiders	ID number/NSH certificate 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	Note
I. LIST OF INSIDER								
1	Pham Trung Thai	Chairman of the Board			579B, Chanh Hamlet, Duc Lap Commune, Tay Ninh Province.	0	0,00%	
2	Tran Thi Thanh Binh	Board Member			579B, Chanh Hamlet, Duc Lap Commune, Tay Ninh Province.	0	0,00%	

3	Nguyen Duc Huynh	Board Member			69 Hoang Hoa Tham Street , Ninh Thinh Village, Loc Ninh Commune, Dong Nai Province.	0	0,00%	
4	Nguyen Hong Thai	Board Member			Ben Cho hamlet, Thanh Duc commune, Tay Ninh province.	0	0,00%	
5	Pham Thi Tuyet	Board Member , Head of Organization and Administration			51/4B Ho Xuan Huong Street, Hai Duong Ward, Hai Phong City.	10.000	0,039%	
6	Vo Thi Quynh Tien	Board Member			23, Street 11, Central Quarter, Xuan Lap Ward, Dong Nai Province	2.000	0,008%	
7	Nguyen Dinh Duc	Head of the Board of Supervisors			4449 Nguyen Cuu Phu Street, Tan Tao Ward, Ho Chi Minh City.	0	0,00%	
8	Do Phu Hong Quan	Board of Supervisors Member			378/11 An Duong Vuong Street , Cho Quan Ward, Ho Chi Minh City.	0	0,00%	
9	Tran Duc Nam	Board of Supervisors Member			DT.741 Road , Phu Thinh Hamlet, Phu Rieng Commune, Dong Nai Province	0	0,00%	
10	Vu Xuan Nghiem	Board of Supervisors Member			No. 42 Long Chuong Street, Thanh Dong Ward, Hai Phong City	0	0,00%	

11	Dang Van Thieu	Members, Board of Directors, General Director			No. 11 D3, Group 7, Phu Dien Ward, Hanoi.	0	0,00%	
12	Bui Gia Hung	Deputy General Director			Viet Hung Urban Area, Viet Hung Ward, Hanoi	0	0,00%	
13	Mai The Thu	Chief Accountant, Authorized person to disclose information			No. 100 Nhu Dinh Hien Street, Le Thanh Nghi Ward, Hai Phong City.	0	0,00%	
14	Nguyen Van Luong	Secretary and Head of Administration of the Company			406/17 Cong Hoa Street, Tan Binh Ward, Ho Chi Minh City	0	0,00%	
II. LIST OF PERSONS INVOLVED								
II.1. LIST OF ORGANIZATIONAL PARTIES								
1	Vietnam Rubber Industry Group		This organization is affiliated with Mr. Pham Trung Thai - Chairman of the Board of Directors.		236 Nam Ky Khoi Nghia Street, Xuan Hoa Ward, Ho Chi Minh City.	3.907.880	15,09%	
2	TB.Group Vietnam Co., Ltd.		This organization is affiliated with Mr. Pham Trung Thai and Ms. Tran Thi Thanh Binh.		579B, Chanh Hamlet, Duc Lap Commune, Tay Ninh Province.	1.192.200	4,60%	

3	Tay Ninh Rubber Joint Stock Company		This organization is affiliated with Mr. Nguyen Hong Thai – Member of the Board of Directors.		QL 22B, Da Hang Hamlet, Phuoc Thanh Commune, Tay Ninh Province.	1.766.000	6,82%	
4	Phu Rieng Rubber Company Limited		This organization is affiliated with Mr. Tran Duc Nam – Member of the Board of Supervisors.		Phu Rieng commune, Dong Nai province.	1.200.000	4,63%	
5	Loc Ninh Rubber Company Limited		This organization is affiliated with Mr. Nguyen Duc Huynh – Member of the Board of Directors.		Ninh Thuan Village, Loc Ninh Commune, Dong Nai Province.	444.300	1,72%	
6	Dong Nai Rubber Corporation Limited		This organization is affiliated with Ms. Vo Thi Quynh Tien – Member of the Board of Directors.		Central neighborhood, Xuan Lap ward, Dong Nai province.	1.432.600	5,53%	
II.2. LIST OF INDIVIDUALS INVOLVED								
1	Pham Trung Thai	Chairman of the Board			579B, Chanh Hamlet, Duc Lap Commune, Tay Ninh Province.	0	0,00%	
1.1	Tran Thi Thanh Binh	Board Member	Wife			0	0,00%	
1.2	Pham Trung Kien		Child			0	0,00%	
1.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	

1.4	Pham Thang Long		Child			0	0,00%	
1.5	Pham Trung Hung		Brother			0	0,00%	
1.6	Pham Trung Duong		Brother			0	0,00%	
1.7	Pham Trung Binh		Brother			0	0,00%	
1.8	Pham Trung Phong	Director of Cong Hoa Industrial Park Management Board	Brother			0	0,00%	
1.9	Pham Trung Thu		Brother			0	0,00%	
1.10	Do Thi Toan		Sister in law			0	0,00%	
1.11	Nhu Thi Van		Sister in law			0	0,00%	
1.12	Bui Thuy Mai		Sister in law			0	0,00%	
2	Tran Thi Thanh Binh	Board Member			579B, Chanh Hamlet, Duc Lap Commune, Tay Ninh Province.	0	0,00%	Appointed on May 07, 2026
2.1	Pham Trung Thai	Chairman of the Board	Husband			0	0,00%	
2.2	Pham Trung Kien		Son			0	0,00%	
2.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	
2.4	Pham Thang Long		Son			0	0,00%	
3	Nguyen Huynh Duc	Board Member			69 Hoang Hoa Tham Street , Ninh Thinh Village, Loc Ninh Commune, Dong Nai Province.	0	0,00%	
3.1	To Thi My Dung		Wife			0	0,00%	
3.2	Nguyen Ngoc Bao Han		Child			0	0,00%	
3.3	Nguyen Ha Thanh		Child			0	0,00%	

4	Nguyen Thai Hong	Board Member			Ben Cho hamlet, Thanh Duc commune , Tay Ninh province.	0	0,00%	
4.1	Le Thi Tieu Tho		Wife			0	0,00%	
4.2	Nguyen Thi Hong Lien		Child			0	0,00%	
4.3	Nguyen Thi Luyen		Child			0	0,00%	
4.4	Le Hoang Luan		Son in law			0	0,00%	
4.5	Nguyen Van Phong		Brother			0	0,00%	
4.6	Nguyen Van Quang		Brother			0	0,00%	
4.7	Nguyen Minh Van		Younger brother			0	0,00%	
4.8	Nguyen Thi Thanh Binh		Younger brother			0	0,00%	
5	Pham Thi Tuyet	Board Member, Head of Organization and Administration			51/4B Ho Xuan Huong Street , Hai Duong Ward , Hai Phong City.	10.000	0,039 %	
5.1	Pham Khac Toan		Father			0	0,00%	
5.2	Do Thi Xung		Mother			0	0,00%	
5.3	Bui Diep Chi		Child			0	0,00%	
5.4	Bui Van Cao		Child			0	0,00%	
6	Vo Thi Quynh Tien	Board Member			23, Street 11, Central Quarter, Xuan Lap Ward , Dong Nai Province.	2000	0,01%	Appoint ment dated June 27, 2025
6.1	Vo Van Sot		Father					
6.2	Nguyen Thi Chau		Mother					
6.3	Nguyen Khanh Ngoc		Father in law					

6.4	Nguyen Thi Hiem		Mother in law					
6.5	Nguyen Khiem Ngoc		Husband					
6.6	Nguyen Cat Tuong Van		Child					
6.7	Nguyen Ngoc Han		Child					
6.8	Nguyen Ngoc Lam		Child					
7	Nguyen Dinh Duc	Head of the Board of Supervisors			4449 Nguyen Cuu Phu Street, Tan Tao Ward, Ho Chi Minh City.	0	0,00%	
7.1	Nguyen Dinh An		Father			0	0,00%	
7.2	Tu Thi Van		Mother			0	0,00%	
7.3	Mai Van Lan		Father in law			0	0,00%	
7.4	Nguyen Thi Hoa		Mother in law			0	0,00%	
7.5	Mai Thi Kieu Vy		Wife			0	0,00%	
7.6	Nguyen Mai Vi An		Child			0	0,00%	
7.7	Nguyen Mai Duc An		Child			0	0,00%	
7.8	Nguyen Dinh Hieu		Siblings			0	0,00%	
7.9	Nguyen Khanh Linh		Siblings			0	0,00%	
8	Do Phu Hong Quan	Board of Supervisors Member			378/11 An Duong Vuong Street , Cho Quan Ward, Ho Chi Minh City.	0	0,00%	
8.1	Tran Thi Thu Huong		Mother			0	0,00%	
8.2	Do Phu Ly		Father			0	0,00%	
8.3	Do Hong Hanh		Older sister			0	0,00%	
8.4	Nguyen Thi Thao Nhien		Wife			0	0,00%	
8.5	Nguyen Dinh Soan		Father in law			0	0,00%	
8.6	Nguyen Thi Luong		Mother in law			0	0,00%	

9	Tran Duc Nam	Board of Supervisors Member			DT.741 Road , Phu Thinh Hamlet, Phu Rieng Commune, Dong Nai Province	0	0,00%	
9.1	Hoang Thi Phuong		Wife			0	0,00%	
9.2	Tran Thi Kim Ngan		Child			0	0,00%	
9.3	Tran Thi My Hanh		Child			0	0,00%	
9.4	Tran Duc Binh		Father			0	0,00%	
9.5	Tran Thi Roi		Mother			0	0,00%	
9.6	Tran Thi Loan		Sister			0	0,00%	
9.7	Tran Thi Men		Sister			0	0,00%	
9.8	Tran Thi Huyen Phuong		Sister			0	0,00%	
10	Vu Xuan Nghiem	Board of Supervisors Member			No. 42 Long Chuong Street, Thanh Dong Ward, Hai Phong City	0	0,00%	Appointed on 07 May 2026
10.1	Pham Thi Nhan		Wife			0	0,00%	
10.2	Vu Duc Loc		Child			0	0,00%	
10.3	Nguyen Thi Nha		Mother-in-law			0	0,00%	
10.4	Vu Hong Khanh		Brother			0	0,00%	
10.5	Vu Thi Binh		Sister			0	0,00%	
10.6	Vu Van Do		Brother			0	0,00%	
10.7	Vu Van Chung		Brother			0	0,00%	
10.8	Vu Thi Quyen		Sister			0	0,00%	
10.9	Vu Thi Chinh		Sister			0	0,00%	
10.10	Pham Thi Kim Anh		Sister-in-law			0	0,00%	
10.11	Pham Trung Hung		Sister-in-law			0	0,00%	
11	Dang Van Thieu	Board of Director Member, General Director			No. 11 D3, Group 7, Phu Dien Ward , Hanoi.	0	0,00%	
11.1	Le Thi Hue	Deputy Director of the Center for Investment Support and Promotion	Wife			0	0,00%	
11.2	Dang Le Phuong Thao		Child			0	0,00%	

11.3	Dang Le Thao Phuong		Child			0	0,00%	
11.4	Dang Thi Anh		Sister			0	0,00%	
11.5	Dang Thi Quang		Sister			0	0,00%	
11.6	Dang Thi Uyen		Sister			0	0,00%	
11.7	Dang Van Nhan		Siblings			0	0,00%	
12	Bui Gia Hung	Deputy General Director			Viet Hung Urban Area, Viet Hung Ward, Hanoi	0	0,00%	
12.1	Tran Thi Thanh Tam		Wife			0	0,00%	
12.2	Bui Thanh Huyen		Child			0	0,00%	
12.3	Bui Gia Hieu		Child			0	0,00%	
12.4	Bui Thi Kim Thanh		Sister			0	0,00%	
13	Mai The Thu	Chief Accountant, Authorized person to disclose information			No. 100 Nhu Dinh Hien Street, Le Thanh Nghi Ward , Hai Phong City.	0	0,00%	
13.1	Nguyen Thi Thanh Hai		Wife			0	0,00%	
13.2	Mai The Thanh		Child			0	0,00%	
13.3	Mai Thanh Binh		Child			0	0,00%	
13.4	Mai Thu An		Child			0	0,00%	
13.5	Tran Thi Vinh		Mother			0	0,00%	
13.6	Mai Thi Tho		Older sister			0	0,00%	
13.7	Tran Xuan Kieu		Younger brother			0	0,00%	
13.8	Tran Thi Ngan		Younger sister			0	0,00%	
14	Nguyen Van Luong	Secretary and Head of Administration of the Company			406/17 Cong Hoa Street, Tan Binh Ward, Ho Chi Minh City	0	0,00%	
14.1	Nguyen Thi Xuan Thuy		Wife			0	0,00%	
14.2	Nguyen Quang Minh		Son			0	0,00%	
14.3	Nguyen Xuan Thao		Daughter			0	0,00%	

2. Transactions between the Company and related persons of the Company or between the Company and major Shareholders, insiders and related persons: **None**

3. Transactions between company insiders, related persons of insiders and Subsidiaries, Companies controlled by the company: **None**

4. Transactions between the Company and other entities: **None**

VIII. Stock transactions of insiders and related parties of insiders

List of insiders and related parties of insiders

No.	Name of organization/individual	Position at the Company (if any)	Relationship with insiders	ID number/NSH certificate 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	Note
I. LIST OF INSIDER								
1	Pham Trung Thai	Chairman of the Board			579B, Chanh Hamlet, Duc Lap Commune, Tay Ninh Province.	0	0,00%	
2	Tran Thi Thanh Binh	Board Member			579B, Chanh Hamlet, Duc Lap Commune, Tay Ninh Province.	0	0,00%	
3	Nguyen Duc Huynh	Board Member			69 Hoang Hoa Tham Street , Ninh Thinh Village, Loc Ninh Commune, Dong Nai Province.	0	0,00%	The term expires on June 27, 2025.
4	Nguyen Hong Thai	Board Member			Ben Cho hamlet, Thanh Duc commune, Tay Ninh province.	0	0,00%	
5	Pham Thi Tuyet	Board Member , Head of Organization and Administration			51/4B Ho Xuan Huong Street, Hai Duong Ward, Hai Phong City.	10.000	0,039%	

6	Vo Thi Quynh Tien	Board Member			23, Street 11, Central Quarter, Xuan Lap Ward, Dong Nai Province	2.000	0,008%	
7	Nguyen Dinh Duc	Head of the Board of Supervisors			4449 Nguyen Cuu Phu Street, Tan Tao Ward, Ho Chi Minh City.	0	0,00%	Appointment dated June 27, 2025
8	Do Phu Hong Quan	Board of Supervisors Member			378/11 An Duong Vuong Street, Cho Quan Ward, Ho Chi Minh City.	0	0,00%	
9	Tran Duc Nam	Board of Supervisors Member			DT.741 Road, Phu Thinh Hamlet, Phu Rieng Commune, Dong Nai Province	0	0,00%	
10	Vu Xuan Nghiem	Board of Supervisors Member			No. 42 Long Chuong Street, Thanh Dong Ward, Hai Phong City	0	0,00%	
11	Dang Van Thieu	Members, Board of Directors, General Director			No. 11 D3, Group 7, Phu Dien Ward, Hanoi.	0	0,00%	
12	Bui Gia Hung	Deputy General Director			Viet Hung Urban Area, Viet Hung Ward, Hanoi	0	0,00%	
13	Mai The Thu	Chief Accountant, Authorized person to disclose information			No. 100 Nhu Dinh Hien Street, Le Thanh Nghi Ward, Hai Phong City.	0	0,00%	Dismissal date: March 20, 2025

14	Nguyen Van Luong	Secretary and Head of Administration of the Company			406/17 Cong Hoa Street, Tan Binh Ward, Ho Chi Minh City	0	0,00%	
II. LIST OF PERSONS INVOLVED								
II.1. LIST OF ORGANIZATIONAL PARTIES								
1	Vietnam Rubber Industry Group		This organization is affiliated with Mr. Pham Trung Thai - Chairman of the Board of Directors.		236 Nam Ky Khoi Nghia Street, Xuan Hoa Ward, Ho Chi Minh City.	3.907.880	15,09%	
2	TB.Group Vietnam Co., Ltd.		This organization is affiliated with Mr. Pham Trung Thai and Ms. Tran Thi Thanh Binh.		579B, Chanh Hamlet, Duc Lap Commune, Tay Ninh Province.	1.192.200	4,60%	
3	Tay Ninh Rubber Joint Stock Company		This organization is affiliated with Mr. Nguyen Hong Thai - Member of the Board of Directors.		QL 22B, Da Hang Hamlet, Phuoc Thanh Commune, Tay Ninh Province.	1.766.000	6,82%	
4	Phu Rieng Rubber Company Limited		This organization is affiliated with Mr. Tran Duc Nam - Member of the Board of Supervisors.		Phu Rieng commune, Dong Nai province.	1.200.000	4,63%	

5	Loc Ninh Rubber Company Limited		This organization is affiliated with Mr. Nguyen Duc Huynh – Member of the Board of Directors.		Ninh Thuan Village, Loc Ninh Commune, Dong Nai Province.	444,300	1,72%	
6	Dong Nai Rubber Corporation Limited		This organization is affiliated with Ms. Vo Thi Quynh Tien – Member of the Board of Directors.		Central neighborhood, Xuan Lap ward, Dong Nai province.	1,432,600	5,53%	
II.2. LIST OF INDIVIDUALS INVOLVED								
1	Pham Trung Thai	Chairman of the Board			579B, Chanh Hamlet, Duc Lap Commune, Tay Ninh Province.	0	0,00%	
1.1	Tran Thi Thanh Binh	Board Member	Wife			0	0,00%	
1.2	Pham Trung Kien		Child			0	0,00%	
1.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	
1.4	Pham Thang Long		Child			0	0,00%	
1.5	Pham Trung Hung		Brother			0	0,00%	
1.6	Pham Trung Duong		Brother			0	0,00%	
1.7	Pham Trung Binh		Brother			0	0,00%	
1.8	Pham Trung Phong	Director of Cong Hoa Industrial Park Management Board	Brother			0	0,00%	
1.9	Pham Trung Thu		Brother			0	0,00%	
1.10	Do Thi Toan		Sister in law			0	0,00%	
1.11	Nhu Thi Van		Sister in law			0	0,00%	

1.12	Bui Thuy Mai		Sister in law			0	0,00%	
2	Tran Thi Thanh Binh	Board Member			579B, Chanh Hamlet, Duc Lap Commune, Tay Ninh Province.	0	0,00%	Appointed on May 07, 2026
2.1	Pham Trung Thai	Chairman of the Board	Husband			0	0,00%	
2.2	Pham Trung Kien		Son			0	0,00%	
2.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	
2.4	Pham Thang Long		Son			0	0,00%	
3	Nguyen Duc Huynh	Board Member			69 Hoang Hoa Tham Street , Ninh Thinh Village, Loc Ninh Commune, Dong Nai Province.	0	0,00%	
3.1	To Thi My Dung		Wife			0	0,00%	
3.2	Nguyen Ngoc Bao Han		Child			0	0,00%	
3.3	Nguyen Ha Thanh		Child			0	0,00%	
4	Nguyen Hong Thai	Board Member			Ben Cho hamlet, Thanh Duc commune , Tay Ninh province.	0	0,00%	
4.1	Le Thi Tieu Tho		Wife			0	0,00%	
4.2	Nguyen Thi Hong Lien		Child			0	0,00%	
4.3	Nguyen Thi Luyen		Child			0	0,00%	
4.4	Le Hoang Luan		Son in law			0	0,00%	
4.5	Nguyen Van Phong		Brother			0	0,00%	
4.6	Nguyen Van Quang		Brother			0	0,00%	
4.7	Nguyen Minh Van		Younger brother			0	0,00%	

4.8	Nguyen Thi Thanh Binh		Younger brother			0	0,00%	
5	Pham Thi Tuyet	Board Member, Head of Organization and Administration			51/4B Ho Xuan Huong Street , Hai Duong Ward , Hai Phong City.	10.000	0,039 %	
5.1	Pham Khac Toan		Father			0	0,00%	
5.2	Do Thi Xung		Mother			0	0,00%	
5.3	Bui Diep Chi		Child			0	0,00%	
5.4	Bui Van Cao		Child			0	0,00%	
6	Vo Thi Quynh Tien	Board Member			23, Street 11, Central Quarter, Xuan Lap Ward , Dong Nai Province.	2000	0,01%	Appoint ment dated June 27, 2025
6.1	Vo Van Sot		Father					
6.2	Nguyen Thi Chau		Mother					
6.3	Nguyen Ngoc Khanh		Father in law					
6.4	Nguyen Thi Hiem		Mother in law					
6.5	Nguyen Ngoc Khiem		Husband					
6.6	Nguyen Cat Tuong Van		Child					
6.7	Nguyen Ngoc Han		Child					
6.8	Nguyen Ngoc Lam		Child					
7	Nguyen Dinh Duc	Head of the Board of Supervisors			4449 Nguyen Cuu Phu Street, Tan Tao Ward, Ho Chi Minh City.	0	0,00%	
7.1	Nguyen Dinh An		Father			0	0,00%	
7.2	Tu Thi Van		Mother			0	0,00%	

7.3	Mai Van Lan		Father in law			0	0,00%	
7.4	Nguyen Thi Hoa		Mother in law			0	0,00%	
7.5	Mai Thi Kieu Vy		Wife			0	0,00%	
7.6	Nguyen Mai Vi An		Child			0	0,00%	
7.7	Nguyen Mai Duc An		Child			0	0,00%	
7.8	Nguyen Dinh Hieu		Siblings			0	0,00%	
7.9	Nguyen Khanh Linh		Siblings			0	0,00%	
8	Do Phu Hong Quan	Board of Supervisors Member			378/11 An Duong Vuong Street , Cho Quan Ward, Ho Chi Minh City.	0	0,00%	
8.1	Tran Thi Thu Huong		Mother			0	0,00%	
8.2	Do Phu Ly		Father			0	0,00%	
8.3	Do Hong Hanh		Older sister			0	0,00%	
8.4	Nguyen Thi Thao Nhien		Wife			0	0,00%	
8.5	Nguyen Dinh Soan		Father in law			0	0,00%	
8.6	Nguyen Thi Luong		Mother in law			0	0,00%	
9	Tran Duc Nam	Board of Supervisors Member			DT.741 Road , Phu Thinh Hamlet, Phu Rieng Commune, Dong Nai Province	0	0,00%	
9.1	Hoang Thi Phuong		Wife			0	0,00%	
9.2	Tran Thi Kim Ngan		Child			0	0,00%	
9.3	Tran Thi My Hanh		Child			0	0,00%	
9.4	Tran Duc Binh		Father			0	0,00%	
9.5	Tran Thi Roi		Mother			0	0,00%	
9.6	Tran Thi Loan		Sister			0	0,00%	

9.7	Tran Thi Men		Sister			0	0,00%	
9.8	Tran Thi Huyen Phuong		Sister			0	0,00%	
10	Vu Xuan Nghiem	Board of Supervi sors Membe r			No. 42 Long Chuong Street, Thanh Dong Ward, Hai Phong City	0	0,00%	Appointe d on 07 May 2026
10.1	Pham Thi Nhan		Wife			0	0,00%	
10.2	Vu Duc Loc		Child			0	0,00%	
10.3	Nguyen Thi Nha		Mother-in- law			0	0,00%	
10.4	Vu Hong Khanh		Brother			0	0,00%	
10.5	Vu Thi Binh		Sister			0	0,00%	
10.6	Vu Van Do		Brother			0	0,00%	
10.7	Vu Van Chung		Brother			0	0,00%	
10.8	Vu Thi Quyen		Sister			0	0,00%	
10.9	Vu Thi Chinh		Sister			0	0,00%	
10.1 0	Pham Thi Kim Anh		Sister-in- law			0	0,00%	
10.1 1 11	Pham Trung Hung Dang Van Thieu	Board of Directo r Membe r, General Directo r	Sister-in- law		No. 11 D3, Group 7, Phu Dien Ward , Hanoi.	0 0	0,00% 0,00%	
11.1	Le Thi Hue	Deputy Director of the Center for Investm ent Support and Promoti on	Wife			0	0,00%	
11.2	Dang Le Phuong Thao		Child			0	0,00%	
11.5	Dang Thi Quang		Sister			0	0,00%	
11.3	Dang Le Thao Phuong		Child			0	0,00%	
11.4	Dang Thi Anh		Sister			0	0,00%	

11.5	Dang Thi Quang		Sister			0	0,00%	
11.6	Dang Thi Uyen		Sister			0	0,00%	
11.7	Dang Van Nhan		Siblings			0	0,00%	
12	Bui Gia Hung	Deputy General Director			Viet Hung Urban Area, Viet Hung Ward, Hanoi	0	0,00%	
12.1	Tran Thi Thanh Tam		Wife			0	0,00%	
12.2	Bui Thanh Huyen		Child			0	0,00%	
12.3	Bui Gia Hieu		Child			0	0,00%	
12.4	Bui Thi Kim Thanh		Sister			0	0,00%	
13	Mai The Thu	Chief Accountant, Authorized person to disclose information			No. 100 Nhu Dinh Hien Street, Le Thanh Nghi Ward , Hai Phong City.	0	0,00%	
13.1	Nguyen Thi Thanh Hai		Wife			0	0,00%	
13.2	Mai The Thanh		Child			0	0,00%	
13.3	Mai Thanh Binh		Child			0	0,00%	
13.4	Mai Thu An		Child			0	0,00%	
13.5	Tran Thi Vinh		Mother			0	0,00%	
13.6	Mai Thi Tho		Older sister			0	0,00%	
13.7	Tran Xuan Kieu		Younger brother			0	0,00%	
13.8	Tran Thi Ngan		Younger sister			0	0,00%	
14	Nguyen Van Luong	Secretary and Head of Administration of the Company			406/17 Cong Hoa Street, Tan Binh Ward, Ho Chi Minh City	0	0,00%	
14.1	Nguyen Thi Xuan Thuy		Wife			0	0,00%	
14.2	Nguyen Quang Minh		Son			0	0,00%	

14.3	Nguyen Xuan Thao		Daughter			0	0,00%	
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2. Transactions by insiders and related parties involving the Company's stock: None

IX. Other significant issues: None

Receipts:

- As sent;
- Board of Supervisors (For information);
- Board of Managements (For information);
- Legal Department (Monitoring)
- Archived: Office, Board of Directors' office.

LEGAL REPRESENTATIVE



Pham Trung Thai
CHAIRMAN OF THE BOARD OF DIRECTORS

¹ (Implemented in accordance with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance guiding the disclosure of information on the securities market).