

No.: 380 /TB-VRG

Hai Phong, September 28, 2026

CÔNG TY CỔ PHẦN
PHÁT TRIỂN ĐÔ THỊ
VÀ KHU CÔNG
NGHIỆP CAO SU VIỆT
NAM

NOTICE OF PERSONNEL CHANGE

Digitally signed by CÔNG TY CỔ PHẦN PHÁT
TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU
VIỆT NAM
DN: C=VN, CN=CÔNG TY CỔ PHẦN PHÁT
TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU
VIỆT NAM, ST=Hải Phòng, UID=MST:0800300443
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To:

- Vietnam Stock Exchange
- Hanoi Stock Exchange

Pursuant to Resolution No. 327/NQ-HĐQT dated September 28, 2026 of the Board of Directors of the Company regarding the appointment to the position of Deputy General Director of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company;

Pursuant to Decision No. 330/QĐ-HĐQT dated September 28, 2026 of the Board of Directors of the Company on the appointment to the position of Deputy General Director of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company.

We hereby respectfully announce the personnel change of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company as follows:

Appointment of Mr. **Luong Van Duc**

- Position prior to appointment: Chief of the Office of the Board of Directors of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company.

- Appointed position: Deputy General Director of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company.

- Appointment date: 28/9/2026.

- Effective date: 28/9/2026.

This information was disclosed on the Company's website on 28/9/2026 at <http://vrg-vn.com>.

Attached documents:

- Board of Directors' Resolution No. 327/NQ-HĐQT dated 28/9/2026;
- Board of Directors' Decision No. 330/QĐ-HĐQT dated 28/9/2026;
- Information Disclosure Form of Mr. Luong Văn Đức;

ORGANIZATION'S REPRESENTATIVE PERSON AUTHORIZED TO DISCLOSE INFORMATION



Mai The Thu

DECISION

**Appointment to the position of Deputy General Director
Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company**

**BOARD OF DIRECTORS OF VIETNAM RUBBER INDUSTRIAL ZONE
AND URBAN DEVELOPMENT JOINT STOCK COMPANY**

Based on the Enterprise Law;

Based on the Articles of Association of Vietnam Rubber Industrial Park and Urban Development Joint Stock Company;

Based on the Regulations on Standards for Cadres and Employees of the Company issued together with Decision No. 29/QD - HDQT dated December 30, 2005 of the Board of Directors of Vietnam Rubber Industrial Park and Urban Development Joint Stock Company;

Based on Minutes of Meeting No. 321 /BB-HDQT dated September 28, 2026 of the Board of Directors ;

Based on Resolution No. 327 /NQ-HDQT dated September 28, 2026 of the Board of Directors;

Consider the staffing needs.

DECISION:

Article 1: Appointment of **Mr. Luong Van Duc:**

- Date of birth: August 14, 1977;
- Citizen ID number: 030077008622, issued on August 5, 2025, issuing authority: Department of Police for Administrative Management of Social Order;
- Place of origin: Viet Hoa Ward, Hai Phong City.
- Permanent address: No. 4, Alley 21, Han Trung Street, Residential Area 4, Viet Hoa Ward, Hai Phong City.
- Professional qualifications: Hydraulic Engineer - Water Resources University.
- Current position: Chief of Staff to the Board of Directors Vietnam Rubber Industrial Park and Urban Development Joint Stock Company.
- Appointment position: Deputy General Director of Vietnam Rubber Industrial Park and Urban Development Joint Stock Company.
- Term of appointment: 5 years from September 28, 2026.

Article 2: Mr. Luong Van Duc shall exercise his rights, obligations, and responsibilities. In accordance with the provisions of the Enterprise Law, the Company Charter, the Internal Management Regulations, and the General Director's Decision on Assignment of Duties.

Article 3: Mr. Luong Van Duc are entitled to salary, bonuses, and other allowances in accordance with the Company's regulations and policies.

Article 4: This decision takes effect from the date of signing. The members of the Board of Directors, the General Director, the Chief Accountant, the Heads of Departments and Divisions of the Company, relevant units, and Mr. Luong Van Duc shall comply with this Decision./.

Recipient:

- As per Article 4;
- Company Supervisory Board (For information);
- Company Secretary (For monitoring);
- Legal Department (For monitoring);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. BOARD OF DIRECTORS

CHAIRPERSON



Pham Trung Thai

RESOLUTION

**Regarding the appointment of the Deputy General Director of Vietnam
Rubber Industrial Zone and Urban Development Joint Stock Company
BOARD OF DIRECTORS OF RUBBER INDUSTRIAL PARK AND URBAN
DEVELOPMENT JOINT STOCK COMPANY**

Based on the Enterprise Law;

Based on the Charter of Organization and Operation of Vietnam Rubber Industrial
Zone and Urban Development Joint Stock Company;

Based on Minutes of Meeting No. 321/BB-HĐQT dated September 28, 2026, of the
Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock
Company;

Consider the need for organizational staffing.

RESOLUTION:

Article 1: It is hereby agreed to appoint **Mr. Luong Van Duc:**

- Date of birth: August 14, 1977;
- Citizen ID number: 030077008622, issued on August 5, 2025, issuing authority:
Department of Police for Administrative Management of Social Order;
- Place of origin: Viet Hoa Ward, Hai Phong City.
- Permanent address: No. 4, Alley 21, Han Trung Street, Residential Area 4, Viet
Hoa Ward, Hai Phong City.
- Professional qualifications: Hydraulic Engineer - Water Resources University.
- Current position: Chief of Staff to the Board of Directors Vietnam Rubber
Industrial Zone and Urban Development Joint Stock Company.
- Appointment position: Deputy General Director of Vietnam Rubber Industrial Zone
and Urban Development Joint Stock Company.
- Term of appointment: 5 years from September 28, 2026.

Article 2: This Resolution takes effect from the date of signing and will be posted
on the Company's Website. The Members of the Board of Directors, the General Director,
the Chief Accountant, the Heads of Departments, Divisions, and Centers under the
Company, relevant units, and Mr. Luong Van Duc shall implement this Resolution
accordingly.

Recipient:

- As per Article 2;
- Company Supervisory Board (for information);
- Company Secretary (for monitoring);
- Legal Department (for monitoring);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

O/B. BOARD OF DIRECTORS



Pham Trung Thai



Phụ lục III
Appendix III
BẢN CUNG CẤP THÔNG TIN
CIRRICULLUM VITAE

(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020 của Bộ trưởng Bộ Tài chính)

(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hải Phòng, ngày 28 tháng 9 năm 2026
Hai Phong City, September 28, 2026

BẢN CUNG CẤP THÔNG TIN/CIRRICULLUM VITAE

Kính gửi:

- Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch chứng khoán.

To:

- The State Securities Commission;
- The Stock Exchange.

1/ Họ và tên/Full name: **Lương Văn Đức / Luong Van Duc**

2/ Giới tính/Sex: **Nam / Male**

3/ Ngày tháng năm sinh/Date of birth: **14/08/1977**

4/ Nơi sinh/Place of birth: **Phường Việt Hoà, thành phố Hải Phòng / Viet Hoa Ward, Hai Phong City**

5/ Số CMND (hoặc số hộ chiếu)/ID card No. (or Passport No.): **030077008622**

Ngày cấp/Date of issue **05/8/2025** Nơi cấp/Place of issue **Cục trưởng cục cảnh sát QLHC về TTXH / Director of the Police Department for Administrative Management of Social Order**

7/ Dân tộc/Ethnic: **Kinh / Kinh.**

8/ Địa chỉ thường trú/*Permanent residence*: Số nhà 4 ngõ 21, phố Hàn Trung, tổ dân phố 4, phường Việt Hoà, thành phố Hải Phòng. / *House No. 4, Alley 21, Han Trung Street, Residential Group 4, Viet Hoa Ward, Hai Phong City*

9/ Số điện thoại/*Telephone number*: 0989 205 899

10/ Địa chỉ email/*Email*: lvduc.vrg@gmail.com

11/ Tên tổ chức là đối tượng công bố thông tin/*Organisation's name subject to information disclosure rules*: Công ty Cổ phần phát triển đô thị và Khu công nghiệp cao su Việt Nam / *Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company*

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/*Current position in an organization subject to information disclosure*: Phó Tổng Giám đốc / *Deputy General Director*

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/*Positions in other companies*: Không có / *None*

14/ Số CP nắm giữ: 0, chiếm 0% vốn điều lệ, trong đó:/*Number of owning shares..... , accounting for....% of charter capital, of which:*

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu:/*Owning on behalf of (the State/strategic investor/other organisation)*: Không / *None*

+ Cá nhân sở hữu/*Owning by individual*: Không / *None*

15/ Các cam kết nắm giữ (nếu có)/*Other owning commitments (if any)*: Không / *None*

16/ Danh sách người có liên quan của người khai*/*List of affiliated persons of declarant*:

* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019
Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov 2019

Stt No.	Mã CK Securities symbol	Họ tên Name	Tài khoản giao dịch chứng khoán (nếu có) Securities trading accounts (if available)	Chức vụ tại công ty (nếu có) Position at the company (if available)	Mối quan hệ đối với công ty/người nội bộ Relationship with the company/ internal person	Loại hình Giấy NSH (*) (CMND/Passport/ Giấy ĐKKD) Type of documents(ID/ Passport/ Business Registration Certificate)	Số Giấy NSH (*)/ NSH No.	Ngày cấp Date of issue	Nơi cấp Place of issue	Địa chỉ trụ sở chính/Địa chỉ liên hệ Address/H ead office address	Số cổ phiếu sở hữu cuối kỳ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ Percentage of shares owned at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/người nội bộ Time the person became an affiliated person/ internal person	Thời điểm không còn là người có liên quan của công ty/người nội bộ Time the person ceased to be an affiliated person/ internal person	Lý do (khi phát sinh thay đổi liên quan đến mục 13 và 14) Reasons (when arising changes related to sections of 13 and 14)	Ghi chú (về việc không có số Giấy NSH và các ghi chú khác) Notes (i.e. not in possession of a NSH No. and other notes)
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		Lương Văn Đức / Luong Van Duc		Phó Tổng Giám đốc / Deputy General Director						Số nhà 4 ngõ 21, phố Hàn Trung, tổ dân phố 4, phường Việt Hoà, thành phố Hải Phòng / No. 4, Alley 21, Han Trung St., Group 4, Viet Hoa Ward, Hai Phong City			28/9/2026			

[illegible]

17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/*Related interest with public company, public fund (if any)*: **Không có / None**

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/*Interest in conflict with public company, public fund (if any)*: **Không có / None**

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/*I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility to the law.*

**NGƯỜI KHAI/
DECLARANT**

*(Ký, ghi rõ họ tên)
(Signature, full name)*

Lương Văn Đức / *Luong Van Duc*