

No.: 381 /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. 328/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. 329/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. **Nguyen Dinh Duc**

- Position prior to appointment: Head of the Supervisory Board 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-](http://vrg-vn.com)

[vn.com](http://vrg-vn.com).

Attached documents:

- Board of Directors' Resolution No. 328/NQ-HĐQT dated 28/9/2026;
- Board of Directors' Decision No. 329/QĐ-HĐQT dated 28/9/2026;
- Information Disclosure Form of Mr. Nguyễn Đình 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 Zone 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 Zone 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. 328 /NQ-HDQT dated September 28, 2026 of the Board of Directors;

Consider the staffing needs.

DECISION:

Article 1: Appointment of Mr. Nguyen Dinh Duc:

- Date of birth: February 12, 1990;
- Citizen ID number: 042090000053, date of issue: 12/11/2022, issuing authority: Department of Police for Administrative Management of Social Order.
- Place of origin: Huong Khe commune, Ha Tinh province.
- Permanent address: Apartment 0505, Phu Dong An Binh Apartment Complex, Binh Duong 3 Quarter, Di An Ward, Ho Chi Minh City.
- Professional qualifications: Master of Engineering - Ho Chi Minh City University of Technology (Vietnam National University Ho Chi Minh City).
- Current position: Head of the Supervisory Board, 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: Mr. Nguyen Dinh Duc exercised 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. Nguyen Dinh Duc are entitled to salary, bonuses, and other allowances in accordance with the Company's regulations and policies.

Article 4: This decision shall take 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. Nguyen Dinh 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 information disclosure);
- Filed at: Office, BoD Office.

O/B. BOARD OF DIRECTORS

CHIEF PERSON



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 VIETNAM 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. Nguyen Dinh Duc:

- Date of birth: February 12, 1990;
- Citizen ID number: 042090000053, date of issue: 12/11/2022, issuing authority:
Department of Police for Administrative Management of Social Order.
- Place of origin: Huong Khe commune, Ha Tinh province.
- Permanent address: Apartment 0505, Phu Dong An Binh Apartment Complex,
Binh Duong 3 Quarter, Di An Ward, Ho Chi Minh City.
- Professional qualifications: Master of Engineering - Ho Chi Minh City University
of Technology (Vietnam National University Ho Chi Minh City).
- Current position: Head of the Supervisory Board, 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. Nguyen Dinh Duc shall comply with this Resolution./.

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

CHAIRPERSON



Pham Trung Thai



Phụ lục III

Appendix III

**BẢN CUNG CẤP THÔNG TIN
CURRICULLUM 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**

*Tp Hồ Chí Minh, ngày 28 tháng 9 năm 2026
Ho Chi Minh City, September 28, 2026*

BẢN CUNG CẤP THÔNG TIN/CURRICULLUM 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: **Nguyễn Đình Đức / Nguyen Dinh Duc**

2/ Giới tính/Sex: **Nam / Male**

3/ Ngày tháng năm sinh/Date of birth: **12/02/1990**

4/ Nơi sinh/Place of birth: **Xã Hương Khê, Hà Tĩnh / Huong Khe Commune,
Ha Tinh Province**

5/ Số CMND (hoặc số hộ chiếu)/ID card No. (or Passport No.): **042090000053**

Ngày cấp/Date of issue **12/11/2022** 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*: **D4.07 C/c Tecco Town, Tân Tạo A, Bình Tân, TP.Hồ Chí Minh / D4.07 Tecco Town Apartment, Tan Tao A Ward, Binh Tan District, Ho Chi Minh City**

9/ Số điện thoại/*Telephone number*: **0908728758**

10/ Địa chỉ email/*Email*: **anhduc.hcm22@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

[illegible]

[illegible]

[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)*

Nguyễn Đình Đức / Nguyen Dinh Duc