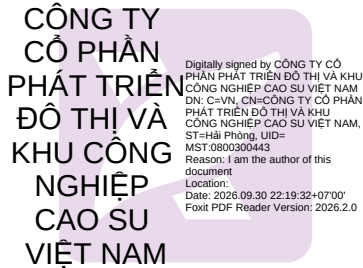


Number: **385/ TB -VRG**

Hai Phong, September 29, 2026



NOTICE OF PERSONNEL CHANGES

Dear:

- Vietnam Stock Exchange
- Hanoi Stock Exchange

Based on Resolution No. 13/2026/NQ-ĐHĐCĐ dated September 29, 2026 of the Company's General Meeting of Shareholders regarding the approval of the resignation of the position of Member of the Supervisory Board of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company ;

We are pleased to announce the following personnel changes at Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company:

Mr. Do Phu Hong Quan is dismissed from his position.

- Position held before dismissal: Member of the Supervisory Board of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

No longer hold the position of Member of the Supervisory Board of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

- Following his dismissal, Mr. Do Phu Hong Quan no longer holds any position within the company.

As of September 29, 2026, Mr. Do Phu Hong Quan is no longer an insider of the Company.

- Reason for dismissal: Mr. Do Phu Hong Quan has submitted a resignation letter.

- Effective date : 29/9/2026.

This information was published on the Company's website on September 29, 2026, at the following link : **<http://vrg-vn.com>**.

Attached documents:
- Resolution No. 13/NQ-DHĐCD
dated September 29, 2026 ;
- Mr. Do Phu Hong Quan's
resignation letter

Representative of the organization
Authorized person to disclose information

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

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
Reason: I am the author of this document
Location:
Date: 2026.09.30 23:06:12+0700
Foxit PDF Reader Version: 2026.2.0



Mai The Thu

Hai Phong, September 29, 2026

Resolution No.: 13/2026/NQ-ĐHĐCĐ
Approve the resignation from the position of
Member of the Company's Supervisory Board.

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 and guiding documents for implementation;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Securities Law;

Based on the resignation letter of Mr. Do Phu Hong Quan from the Supervisory Board;

Based on Minutes of Meeting No. /2026/BB-ĐHĐCĐ dated 29/9/2026 of the Extraordinary General Meeting of Shareholders 2026 of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.

APPROVED:

Article 1: Approve the dismissal of Mr. Do Phu Hong Quan from his position as a member of the Company's Supervisory Board at his personal request.

No.	Full Name	Position
1	DO PHU HONG QUAN - Date of birth: June 20, 1994 - Citizen Identification Number: 079094011888, issued on January 12, 2022 At the Department of Administrative Management of Social Order Police - Place of permanent residence registration: 378/11 An Duong Vuong Street, Cho Quan Ward, Ho Chi Minh City.	Member of the Supervisory Board

Article 2: The Company's Board of Directors is tasked with disclosing information in accordance with regulations.

Article 3: Shareholders; Mr. Do Phu Hong Quan; Members of the Board of Directors; Supervisory Board; General Director; Chief Accountant; Heads of Departments and Divisions of the Company and member units shall comply with this Resolution./.

Recipient:
- As per Article 3;

**O/B. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE MEETING**



- State Securities Commission and relevant authorities (For report);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Pham Trung Thai



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

RESIGNATION LETTER
MEMBER OF THE SUPERVISORY BOARD

Dear:

- General Meeting of Shareholders of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company;**
- Board of Directors of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company;**
- Supervisory Board of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company.**

My name is: Do Phu Hong Quan.

Date of birth: June 20, 1994.

Citizen Identification Card No.: 079094011888 issued by the Department of Administrative Management of Social Order on January 12, 2022.

Permanent address: 378/11 An Duong Vuong Street, Cho Quan Ward, Ho Chi Minh City.

Current position: Member of the Supervisory Board of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company.

For personal reasons, I hereby submit this letter to the General Meeting of Shareholders, the Board of Directors, and the Supervisory Board of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company requesting my resignation from the position of Member of the Supervisory Board of the Company effective from 12/05/2026.

I respectfully request that the General Meeting of Shareholders, the Board of Directors, and the Supervisory Board of Viet Nam Rubber Industrial Zone and Urban Development Joint Stock Company accept my resignation.

Sincerely thank you./.

Ho Chi Minh City, May 12, 2026

Applicant

(signed)

Do Phu Hong Quan