

**VIETNAM RUBBER INDUSTRIAL ZONE AND
URBAN DEVELOPMENT JOINT STOCK
COMPANY**

Number: 388/TB -VRG

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

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NOTICE OF PERSONNEL CHANGES

Dear:

- Vietnam Stock Exchange
- Hanoi Stock Exchange

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

On September 29, 2026, the Company's Supervisory Board met and unanimously elected Mr. Vu Xuan Nghiem as the Head of the Supervisory Board effective September 29, 2026 (Attached is Notice No. 41/TB-BKS dated September 29, 2026 of the Supervisory Board).

- 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:

- Notice No. 41/BB-BSK dated
September 29, 2026.

Representative of the organization
Authorized person to disclose information



Mai The Thu



**VIETNAM RUBBER INDUSTRIAL PARK AND
URBAN DEVELOPMENT JOINT STOCK
COMPANY**

Number: 41/TB-BKS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 29, 2026

NOTIFICATION

Regarding the Election of the Head of the Supervisory Board

Dear:

- The Company's Board of Directors;
- The General Director of the Company.

Based on Minutes No. 40/BB-BKS dated September 29, 2026, of the Supervisory Board of Vietnam Rubber Industrial Park and Urban Development Joint Stock Company.

The Company's Supervisory Board currently has the following members:

1. Mr. Vu Xuan Nghiem;
2. Mr. Tran Duc Nam;
3. Ms. Nguyen Thi Nu;
4. Ms. Nguyen Thi Mai.

On September 29, 2029, the Company's Supervisory Board met and unanimously elected Mr. Vu Xuan Nghiem as the Head of the Company's Supervisory Board for the term 2026 - 2031, effective from September 29, 2026.

The Company's Supervisory Board hereby informs and requests the Chairman of the Board of Directors - the Company's Legal Representative - to disclose information as required by regulations.

Announcement!

Recipient:

- As above ;
- Office, Company Supervisory Board.

**O/B. BOARD OF SUPERVISORS
PREFECT**

Vu Xuan Nghiem