

Number: 390/ TB -VRG

Hai Phong, September 29, 2026

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
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TRIỂN ĐÔ THỊ VÀ KHU CÔNG NGHIỆP CAO SU
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NOTICE OF PERSONNEL CHANGES

Dear:

- Vietnam Stock Exchange
- Hanoi Stock Exchange

Based on Resolution No. 15/2026/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. **Nguyen Dinh Duc** is dismissed from his position.

- Position held before dismissal: Head of the Supervisory Board of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.
- No longer holds the position of Head of the Supervisory Board of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company.
- Reason for dismissal: Appointed to the position of Deputy General Director of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company effective September 28, 2026.
- 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-ĐHĐCĐ dated September 29, 2026 ;
- Resolution No. 328/NQ-HĐQT dated September 28, 2026.

**Representative of the organization
Authorized person to disclose information**



Mai The Thu

Hai Phong, September 29, 2026

Resolution No.: 15/2026/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. Nguyen Dinh Duc from the Supervisory Board;

Based on Minutes of Meeting No. 02/2026/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: The request to dismiss Mr. Nguyen Dinh Duc from his position as a member of the Supervisory Board has been approved.

No.	Full Name	Position
1	NGUYEN DINH DUC - Date of birth: 12/02/1990 - Citizen Identification Number: 042090000053, issued on 12/11/2022 At the Department of Administrative Management of Social Order Police - Place of permanent residence registration: Apartment 0505, Phu Dong An Binh Apartment Complex, Binh Duong 3, Di An, Ho Chi Minh City.	Head of the Supervisory Board

Article 2: The Company's Board of Directors is authorized to disclose information in accordance with regulations.

Article 3: Shareholders; Mr. Nguyen Dinh Duc; 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;
- State Securities Commission and relevant authorities (For report);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

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



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./.

O/B. BOARD OF DIRECTORS

CHAIRPERSON



Pham Trung Thai

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.