

Tay Ninh, January 21, 2026

CHANGE IN PERSONNEL
(Applied to cases of appointment and/or dismissal/resignation)

To: Hanoi Stock Exchange/ Hochiminh Stock Exchange

Based on Resolution of the General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company No. 02/NQ-ĐHĐCĐCSTB dated January 20, 2026 (form: collecting written opinions of shareholders).

We would like to announce the change in personnel of Tan Bien Rubber Joint Stock Company as follows:

In case of dismissal:

- Mr. Hoang Quoc Hung
- Dismissed/Resigned position: Member of the Board of Supervisors of the Company.
 - Reason: In accordance with Resolution of the General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company No. 02/NQ-ĐHĐCĐCSTB dated January 20, 2026 (form: collecting written opinions of shareholders)
 - Effective date: January 20, 2026

In case of appointment:

- Mr. To Minh Tai
 - Former position in the organization: Person in charge of corporate governance cum Company Secretary.
 - Newly appointed position: Member of the Board of Supervisors of the Company.
 - Term: For the 2021–2026 term of the Board of Supervisors
 - Effective date: January 20, 2026

This information was published on the company's website on January 21, 2026 as in the link: <http://www.tabiruco.vn/quan-he-co-dong/>

* Attached documents

- Resolution of the General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company
(Form: collecting written opinions of shareholders).

Organization representative

Person authorized to disclose information
(Signature, full name, position, and seal)



Nguyễn Trần Thiên Phúc

RESOLUTION

**The General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company
(Form: Collecting shareholders' written opinions)**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

*Pursuant to the Charter on Organization and Operation (as amended and
supplemented) of Tan Bien Rubber Joint Stock Company;*

*Pursuant to the Ballot Counting Minutes No. 01 / BB-ĐHĐCĐCSTB dated
January 20, 2026.*

RESOLVES:

Article 1. Approval of Proposal No.01/TTr-HĐQTCSTB dated January 7, 2026 of the Board of Directors of Tan Bien Rubber Joint Stock Company, with the following contents:

- Item 1: Approval of the dismissal from the position of Member of the Board of Supervisors in respect of Mr. Hoang Quoc Hung.

- Item 2: Approval of the election of Mr. To Minh Tai – Person in charge of corporate governance cum Company Secretary – to participate in the Board of Supervisors, to stand for election and concurrently hold the position of Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company.

Article 2. This Resolution takes effect from the date of signing.

Article 3. To assign the Person in charge of Information Disclosure to consolidate all relevant dossiers and documents to carry out information disclosure procedures in strict compliance with applicable regulations.

Article 4. Members of the Board of Directors, the General Director, functional departments, affiliated units and relevant individuals shall be responsible for the proper implementation of this Resolution./. *TV*

Recipients:

- As stated in Article 4;
- RTB Shareholders;
- Board of Supervisors, Board of Management;
- Archived: Clerical section, Secretariat of the BOD.

**ON BEHALF OF
THE BOARD OF DIRECTORS**

CHAIRMAN *nv*



Truong Văn Cử