

Tran Hung Dao, August 25, 2025

No.: 234/BC-HĐQT

**REPORT ON CORPORATE GOVERNANCE
OF LARGE-SCALE PUBLIC COMPANIES
2025 SEMI-ANNUAL**

(Amended and supplemented to replace Report No. 195/BC-HĐQT dated July 29, 2025)

To: - State Securities Commission;
- Hanoi Stock Exchange.

- Name of company: **Viet Nam Rubber Industrial zone and Urban development Joint Stock Company.**
- Address of headoffice: Cong Hoa Industrial Park, Tran Hung Dao Ward, Hai Phong City.
- Telephone: 0220 3838 025; Email: vphdqt.vrg@gmail.com
- Charter capital: 258.948.680.000 VND, Equivalent to: 25.894.868 shares, Equal to: 100% Charter capital.
- Stock code: VRG; The Company's shares are listed at the Vietnam Securities Depository and Clearing Corporation (VSDC) and registered for trading at the Hanoi Stock Exchange
- UpCoM Exchange.
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, Board of Managements.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders:

The Company's 2025 Annual General Meeting of Shareholders held on June 27, 2025 passed the following Resolution:

No.	Number	Date	Summary of content
1	149/2025/NQ-ĐHĐCĐ	27/06/2025	Resolution of the 2025 Annual General Meeting of Shareholders of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company

II. Activities of the Board of Directors:

1. Information about Board members

No.	Full name	Position	Date of appointment	Resignation date
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1.	Mr. Pham Trung Thai	Chairman of the Board of Director	2005	
2.	Mr. Dang Van Thieu	Member of the Board of Director	April 22, 2022	
3.	Mr. Nguyen Trong Hung	Member of the Board of Director	Year 2020	Dismissed on June 27, 2025
4.	Mrs. Tran Thi Thanh Binh	Member of the Board of Director	June 30, 2021	
5.	Mrs. Pham Thi Tuyet	Member of the Board of Director	June 28, 2024	
6.	Mr. Nguyen Duc Huynh	Member of the Board of Director	June 28, 2024	
7.	Mr. Nguyen Hong Thai	Member of the Board of Director	June 28, 2024	
8.	Ms. Vo Thi Quynh Tien	Member of the Board of Director	June 27, 2025	

2. Board of Directors Meetings

- 1st Meeting: March 19, 2025, meeting of the Company's Board of Directors (By written opinion collection method) on the time to hold the 2025 Annual General Meeting of Shareholders.

- 2nd Meeting: April 25, 2025, meeting of the Company's Board of Directors (By written opinion collection method) on the time to hold the 2025 Annual General Meeting of Shareholders.

- 3rd Meeting: June 26, 2025, regular meeting of the Board of Directors of the Company in 2025.

No.	Full name	Position	Number of meetings	Meeting attendance rate (%)	Reason for not attending
1.	Mr. Pham Trung Thai	Chairman of the Board of Director	3	100%	
2.	Mr. Dang Van Thieu	Member of the Board of Director	3	100%	

3.	Mr. Nguyen Duc Huynh	Member of the Board of Director	3	100%	
4.	Mr. Nguyen Trong Hung	Member of the Board of Director	3	100%	
5.	Mr. Nguyen Hong Thai	Member of the Board of Director	2	66,67%	For work reasons and have written authorization
6.	Mrs. Tran Thi Thanh Binh	Member of the Board of Director	3	100%	
7.	Mrs. Pham Thi Tuyet	Member of the Board of Director	3	100%	

3. Supervisory activities of the Board of Directors over the Board of Managements:

- The Board of Directors regularly organizes inspections and supervision of the management and operation activities of the Board of Managements and management staff to ensure that the Company's production and business activities always comply with the provisions of law, the Charter of Operations and Resolutions of the Board of Directors and the General Meeting of Shareholders .

- The Board of Directors regularly urges the Board of Managements and all employees of the Company to uphold a sense of discipline and responsibility in organizing and implementing production and business tasks.

- Together with the Board of Managements, focus on implementing and completing production and business plan targets.

- Conduct inspection and supervision of the Board of Managements in compliance with current regulations and the Company's governance regulations in information disclosure activities for periodic financial statements, internal management reports, annual reports and other information disclosure documents .

- The Board of Directors always closely works with the Company's Executive Board to work directly with the Provincial People's Committee, local authorities, and relevant authorities to remove difficulties in supporting investors; research to implement new projects; Support investment promotion activities, etc.

- The Board of Directors proactively supports the Board of Managements in foreign affairs activities , specifically connecting with local authorities to register the Company's needs for research to implement new investment projects , all research projects have high competitiveness (Industrial parks and industrial clusters are all on the list approved by the Prime Minister for the Provincial Planning and are included in the land use plan and

planning for the period 2021-2025). This is the strength of the VRG brand through the provinces' approval to assign VRG Company as the investor of industrial park projects; Industrial clusters are proof of the Company's reputation and ability to develop the brand nationwide .

- In addition, the Board of Directors also worked with authorities at all levels to consider approaching the proposal to become the Investor of Solar Power Projects (Approved by the Prime Minister in Decision No. 768/QĐ-TTg dated April 15, 2025, Power Planning VIII) and the High-tech Forestry Zone Project in the North Central region (Approved by the Prime Minister in Decision No. 746/QĐ-TTg dated April 10, 2025). The above projects have development potential, the ability to quickly recover capital; have long-term effectiveness and are consistent with the Company's long-term sustainable development orientation .

- On the other hand, the Board of Directors always facilitates regular monitoring and control activities or when requested by the Board of Managements.

4. Activities of subcommittees under the Board of Directors: The Company does not establish subcommittees under the Board of Directors.

5. Resolutions and Decisions of the Board of Directors for the first 6 months of 2025:

a. Resolutions of the Board of Directors for the first 6 months of 2025:

No.	Number	Date	Summary of content
1	45/NQ-HĐQT	28/03/2025	Resolution Postponement of the 2025 Annual General Meeting of Shareholders of Viet Nam Rubber Industrial zone and Urban development Joint Stock Company
2	73/NQ-HĐQT	29/04/2025	Resolution Time to hold the 2025 Annual General Meeting of Shareholders
3	136/NQ-HĐQT	26/06/2025	Resolution Regular Board of Directors Meeting 2025

b. Decisions of the Board of Directors in the first 6 months of 2025:

No.	Number	Date	Summary of content
1	07/QĐ-VRG	13/01/2025	DECISION Approving the plan and implementing unit of the Landscape Renovation project to welcome the Lunar New Year 2025 and serve the investment promotion and image promotion of Cong Hoa Industrial Park.
2	38/QĐ-HĐQT	20/03/2025	DECISION Resignation from the position of Deputy General Director of the Company

3	47/QĐ-HĐQT	28/03/2025	DECISION Mobilizing staff to go on secondment
4	79/QĐ-HĐQT	09/05/2025	DECISION Approving the results of selecting contractors to implement the following packages: Consulting on surveying and evaluating the current status of construction drawing design and estimates; Consulting on reviewing construction drawings and estimates for the Lightning Protection System and Lightning Arrestor at the Wastewater Treatment Complexes of Cong Hoa and Chi Linh Industrial Parks.
5	87/QĐ-HĐQT	21/05/2025	DECISION Approval of Construction drawing design and cost estimate for the project: Surge protection system and lightning protection at the wastewater treatment clusters of Cong Hoa Industrial Park, Chi Linh Project: Investment in infrastructure construction of Cong Hoa Industrial Park, Chi Linh
6	92/QĐ-HĐQT	26/05/2025	DECISION Approval of the results of selecting the Contractor to implement the package: Construction supervision consultancy for the project: Lightning protection and lightning arrestor systems at wastewater treatment clusters of Cong Hoa Industrial Park, Chi Linh
7	93/QĐ-HĐQT	26/05/2025	DECISION Approval of the results of selecting the Contractor to implement the package: Construction of the Lightning protection and lightning arrestor systems at wastewater treatment clusters of Cong Hoa Industrial Park, Chi Linh
8	108/QĐ-HĐQT	09/06/2025	DECISION Establishing a Working Group to survey Projects in Nghe An and Ha Tinh provinces
9	109/QĐ-HĐQT	09/06/2025	DECISION Staff mobilization (Mr. Nguyen Trong Anh)
10	128/QĐ-HĐQT	320/06/2025	DECISION Dismissal of Mr. Nguyen Trong Anh from the position of Deputy Chief of Office of the Board of Directors
11	151/QĐ-HĐQT	27/06/2025	DECISION Mobilizing staff on secondment (Mr. Le Xuan Tran)

III. Board of Supervisors

1. Information of Board of Supervisors members

The list of members of the Board of Supervisors is as follows:

No.	Full name	Position	Appointment Date	Professional qualifications
1	Mr. Nguyen Dinh Duc	Head of the Board	June 28, 2024	Master of Environment
2	Do Phu Hong Quan	Member	June 23, 2023	Bachelor of Accounting
3	Tran Duc Nam	Member	June 28, 2024	Bachelor of Economics

2. Board of Supervisors Meeting

In the first 6 months of 2025, the Company's Board of Supervisors held 02 meetings to solicit written opinions:

No.	Full name	Position	Number of meetings	Meeting attendance rate	Voting percentage (%)	Reason for not attending
1	Mr. Nguyen Dinh Duc	Head of the Board	2	100%	100%	
2	Do Phu Hong Quan	Member	2	100%	100%	
3	Tran Duc Nam	Member	2	100%	100%	

3. Activities of the Board of Supervisors towards the Board of Directors, Executive Board and shareholders.

The Company's Board of Supervisors consists of 3 members (01 head and 02 members). The members of the Board of Supervisors are assigned specific tasks in supervision and control, regularly exchange information with each other and fully participate in meetings of the Board of Directors when invited to attend.

In the first 6 months of 2025, the Board of Supervisors has monitored and inspected compliance with the provisions of the Enterprise Law, the Company's Charter, the implementation of the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors of the Company, specifically as follows:

- Supervise the implementation of infrastructure investment projects, investment promotion,...
- Examine the implementation of financial indicators;
- Examine the implementation of salary fund and employee policies and regimes.
- Review the Company's 2024 Financial Statements (audited) to ensure that there are no material errors in the financial data and that they honestly and reasonably reflect the Company's assets and capital situation.
- Inspect and supervise information disclosure activities of public companies according to current laws.

In the first 6 months of 2025, the Board of Supervisors did not receive any requests from shareholders or groups of shareholders holding 5% or more of shares to review the Company's operations or the management of the Board of Directors or the Company's Executive Board.

4. Coordination of activities between the Supervisory Board and the Board of Directors, Board of Managements and other managers.

- The Board of Supervisors fully participated in the meetings of the Annual General Meeting of Shareholders, the Board of Directors and the Board of Managements.

- Coordination and information exchange between the Board of Supervisors, the Board of Directors and the Board of Management are maintained regularly through direct exchanges, documents and emails.

- During its operation, the Board of Supervisors receives the coordination and support of the Board of Directors, the Board of Managements as well as specialized departments and divisions so that the Board of Supervisors can properly perform its functions, powers and duties.

5. Other activities of the Board of Supervisors: None

IV. Board of Managements

No.	Board Member	Date of birth	Professional qualifications	Date of appointment	Date of dismissal
1	Dang Van Thieu	March 4, 1968	Master of Science in Economics	June 24, 2020	
2	Bui Gia Hung	September 14, 1972	Bachelor of Economics	October 25, 2005	
3	Luong Van Duc	August 14, 1977	Civil engineer	February 01, 2021	March 20, 2025
4	Nguyen Van Luong	October 07, 1960		July 06, 2021	

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment
Mai The Thu	October 20, 1966	Bachelor of Finance and Accounting	June 24, 2020

VI. Training on corporate governance.

The Company always creates conditions for members of the Board of Directors, members of the Supervisory Board, the Executive Board, and other managers to participate in training courses on corporate governance organized by local authorities, the State Securities Commission, and the Vietnam Rubber Industry Group .

VII. List of related persons of the Public Company and transactions of related persons of the company with the Company itself.

1. List of people related to the Company

No.	Name of position/individual	Position at the Company (if any)	Relationship with insiders	ID number/NSH certificate number*, date of issue, place of issue	Head office address/contact address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
I. LIST OF INSIDER								
1	Pham Trung Thai	Chairman of the Board of Director		ID number: 030058004142, Issued on January 12, 2022, Place of issue: Department of Administrative Police on Social Order	579B, Ap Chanh, Duc Lap Ha Commune, Duc Hoa District, Long An Province.	0	0,00%	
2	Tran Thi Thanh Binh	Board of Director Member		ID number: 030169001366, Issued on February 4, 2022, Place of issue: Department of Administrative Police on Social Order	579B, Ap Chanh, Duc Lap Ha Commune, Duc Hoa District, Long An Province.	0	0,00%	
3	Nguyen Trong Hung	Board of Director Member		ID number: 075064003527, Issued on February 23, 2024, Place of issue: Department of Administrative Police on Social Order	Suoi Tre Hamlet, Suoi Tre Ward, Long Khanh City, Dong Nai Province.	0	0,00%	Term ends on June 27, 2025
4	Nguyen Duc Huynh	Board of Director Member		ID number: 095075000475, Issued on April 16, 2021, Place of issue: Department of Administrative Police on Social Order	69 Hoang Hoa Tham Street, Ninh Thinh Ward, Loc Ninh Town, Loc Ninh District, Binh Phuoc Province.	0	0,00%	
5	Nguyen Hong Thai	Board of Director Member		ID number: 038068010344, Issued on March 25, 2021, Place of issue: Department of Administrative Police on Social Order	Ben Cho Hamlet, Thanh Duc Commune, Go Dau District, Tay Ninh Province.	0	0,00%	

6	Pham Thi Tuyet	Board of Director Member, Head of Organization and Administration Department		ID number: 030184017847, Issued on June 28, 2022, Place of issue: Department of Administrative Police on Social Order	51/4B Ho Xuan Huong Street, Ngoc Ward, Duong Hai City, Hai Duong Province.	10.000	0,04%	
7	Vo Thi Quynh Tien	Board of Director Member		ID number: 075179015263, Issued on June 28, 2021, Place of issue: Department of Administrative Police on Social Order	Xuan Lap Ward, Long Khanh City, Dong Nai Province	2000	0,01%	Appointed on 27/06/2025
8	Nguyen Dinh Duc	Head of Supervisory Board		ID number: 042090000053, Issued on November 12, 2022, Place of issue: Department of Administrative Police on Social Order	4449, Nguyen Cuu Phu, Tan Tao A, Binh Tan, Ho Chi Minh.	0	0,00%	
9	Do Phu Hong Quan	Board of Supervisor Member		ID number: 079094011888, Issued on January 12, 2022, Place of issue: Department of Administrative Police on Social Order	378/11 An Duong Vuong, Ward 4, District 5, Ho Chi Minh City.	0	0,00%	
10	Tran Duc Nam	Board of Supervisor Member		ID number: 070090006636, Issued on June 28, 2021, Place of issue: Department of Administrative Police on Social Order	Phu Rieng commune, Phu Rieng district, Binh Phuoc province.	0	0,00%	
11	Dang Van Thieu	Board of Director Member, General Director		ID number: 038068000014, Issued on April 25, 2021, Place of issue: Department of Administrative Police on Social Order	No. 11 D3, Group 7, Phu Dien, Bac Tu Liem, Hanoi.	0	0,00%	
12	Bui Gia Hung	Deputy General Director		ID number: 030072004477, Issued on April 25, 2021, Place of issue:	Viet Hung Urban Area, Long Bien District, Hanoi City.	0	0,00%	

				Department of Administrative Police on Social Order				
13	Luong Van Duc	Deputy General Director		ID number: 030077008622, Issued on March 30, 2021, Place of issue: Department of Administrative Police on Social Order	Zone 4, Viet Hoa Ward, Hai Duong City.	0	0,00%	Dismissed on 20/3/2025
14	Mai The Thu	Chief Accountant, Authorized person to disclose information		ID number: 030066013386, Issued on July 5, 2021, Place of issue: Department of Administrative Police on Social Order	No. 100, Nhu Dinh Hien, Tan Binh Ward, Hai Duong City, Hai Duong Province..	0	0,00%	
15	Nguyen Van Luong	Company Secretary and Administrator		001060007718, Issued on April 29, 2021, Place of issue: Department of Administrative Police on Social Order	406/17 Cong Hoa, Ward 13, Tan Binh, Ho Chi Minh City	0	0,00%	
II. LIST OF RELATED PERSONS								
II.1. LIST OF RELATED PERSONS WHO ARE ORGANIZATIONS								
1	Vietnam Rubber Industry Group		Is an organization related to Mr. Pham Trung Thai - Chairman of the Board of Directors		236 Nam Ky Khoi Nghia, Ward 6, District 3, HCMC.	3.907.880	15,09%	
2	TB.Group Vietnam Co., Ltd.		Is an organization related to Mr. Pham Trung Thai and Ms. Tran Thi Thanh Binh		579B, Ap Chanh, Duc Lap Ha commune, Duc Hoa district, Long An province.	1.192.200	4,60%	

3	Tay Ninh Rubber Joint Stock Company		Is an organization related to Mr. Nguyen Hong Thai - Member of Board of Directors.		QL 22B, Da Hang Hamlet, Hiep Thanh Commune, Go Dau District, Tay Ninh Province.	1.766.000	6,82%	
4	Phu Rieng Rubber Company Limited		Is an organization related to Mr. Tran Duc Nam - Member of Board of Supervisors		Phu Rieng Commune, Bu Gia Map District, Binh Phuoc Province.	1.200.000	4,63%	
5	Loc Ninh Rubber Company Limited		Is an organization related to Mr. Nguyen Duc Huynh - Member of Board of Directors		Ninh Thuan Ward, Loc Ninh Town, Loc Ninh, Binh Phuoc Province.	444.300	1,72%	
6	Dong Nai Rubber Corporation One Member Limited Liability Company		Is an organization related to Ms. Vo Thi Quynh Tien - Member of Board of Directors		Trung Tam Hamlet, Xuan Lap Commune, Long Khanh Town, Dong Nai.	1.432.600	5,53%	
II.2. LIST OF RELATED PERSONS WHO ARE INDIVIDUALS								
1	Pham Trung Thai	Chairman of the Board		ID number: 030058004142, Issued on January 12, 2022, Place of issue: Department of Administrative Police on Social Order	579B, Ap Chanh, Duc Lap Ha Commune, Duc Hoa District, Long An Province.	0	0,00%	
1.1	Tran Thi Thanh Binh		Wife			0	0,00%	
1.2	Pham Trung Kien		Child			0	0,00%	
1.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	

1.4	Pham Thang Long		Child			0	0,00%	
1.5	Pham Trung Hung		Brother			0	0,00%	
1.6	Pham Trung Duong		Brother			0	0,00%	
1.7	Pham Trung Binh		Brother			0	0,00%	
1.8	Pham Trung Phong	Director of Cong Hoa Industrial Park Management Board	Brother			0	0,00%	
1.9	Pham Trung Thu		Brother			0	0,00%	
1.10	Do Thi Toan		Sister in law			0	0,00%	
1.11	Nhu Thi Van		Sister in law			0	0,00%	
1.12	Bui Thuy Mai		sister in law			0	0,00%	
2	Tran Thi Thanh Binh	Board of Directors Member		ID number: 030169001366 , Issued on February 4, 2022, Place of issue: Department of Administrative Police on Social Order	579B, Ap Chanh, Duc Lap Ha Commune, Duc Hoa District, Long An Province.	0	0,00%	
2.1	Pham Trung Thai	Chairman of the Board	Husband			0	0,00%	
2.2	Pham Trung Kien		Son			0	0,00%	
2.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	
2.4	Pham Thang Long		Son			0	0,00%	
3	Nguyen Trong Hung	Board of Directors Member		ID number: 075064003527 , Issued on February 23, 2024, Place of issue: Department of Administrative Police on Social Order	Suoi Tre Hamlet, Suoi Tre Ward, Long Khanh City, Dong Nai Province	0	0,00%	Term ends on June 27, 2025
3.1	Le Thi Ich		Wife			0	0,00%	
3.2	Nguyen Hung Hai		Child			0	0,00%	
3.3	Nguyen Hung Hoang		Child			0	0,00%	
3.4	Nguyen Thi Tich		Mom			0	0,00%	
3.5	Nguyen Thi Hanh		Sister			0	0,00%	

3.6	Nguyen Thi Hoa		Siblings			0	0,00%	
3.7	Nguyen Trong Hao		Siblings			0	0,00%	
3.8	Nguyen Thi Huyen		Siblings			0	0,00%	
4	Nguyen Duc Huynh	Board of Directors Member		ID number: 095075000475, Issued on April 16, 2021, Place of issue: Department of Administrative Police on Social Order	69 Hoang Hoa Tham Street, Ninh Thinh Ward, Loc Ninh Town, Loc Ninh District, Binh Phuoc Province.	0	0,00%	
4.1	To Thi My Dung		Wife			0	0,00%	
4.2	Nguyen Ngoc Bao Han		Child			0	0,00%	
4.3	Nguyen Ha Thanh		Child			0	0,00%	
5	Nguyen Hong Thai	Board of Directors Member		ID number: 038068010344, Issued on March 25, 2021, Place of issue: Department of Administrative Police on Social Order	Ben Cho Hamlet, Thanh Duc Commune, Go Dau District, Tay Ninh Province.	0	0,00%	
5.1	Le Thi Tieu Tho		Wife			0	0,00%	
5.2	Nguyen Thi Hong Lien		Child			0	0,00%	
5.3	Nguyen Thi Luyen		Child			0	0,00%	
5.4	Le Hoang Luan		Son in law			0	0,00%	
5.5	Nguyen Van Phong		Brother			0	0,00%	
5.6	Nguyen Van Quang		Brother			0	0,00%	
5.7	Nguyen Minh Van		Younger brother			0	0,00%	
5.8	Nguyen Thi Thanh Binh		Younger brother			0	0,00%	

6	Pham Thi Tuyet	Board of Directors Member, Head of Organization and Administration Department		ID number: 030184017847, Issued on June 28, 2022, Place of issue: Department of Administrative Police on Social Order	51/4B Ho Xuan Huong Street, Ngoc Chau Ward, Hai Duong City, Hai Duong Province.	10.000	0,04%	
6.1	Pham Khac Toan		Father	170407029		0	0,00%	
6.2	Do Thi Xung		Mother	285219207		0	0,00%	
6.3	Bui Diep Chi		Child	285539443		0	0,00%	
6.4	Bui Van Cao		Child	285759349		0	0,00%	
7	Vo Thi Quynh Tien	Board of Directors Member		ID number: 075179015263, Issued on June 28, 2021, Place of issue: Department of Administrative Police on Social Order	Xuan Lap Ward, Long Khanh City, Dong Nai Province	2000	0,01%	Appointed on 27/06/2025
7.1	Vo Van Sot		Father					
7.2	Nguyen Thi Chau		Mother	ID number: 045153003114, Issued on August 10, 2021, Place of issue: Department of Administrative Police on Social Order				
7.3	Nguyen Khanh Ngoc		Father in law	ID number: 034052008048, Issued on December 28, 2021, Place of issue: Department of Administrative Police on Social Order				
7.4	Nguyen Thi Hiem		Mother in law	ID number: 034155014218, Issued on December 5, 2021, Place of issue: Department of Administrative Police on Social Order				
7.5	Nguyen Khiem Ngoc		Husband	ID number: 034082023140, Issued on June 28, 2021,				

				Place of issue: Department of Administrative Police on Social Order				
7.6	Nguyen Cat Tuong Van		Child					
7.7	Nguyen Ngoc Han		Child					
7.8	Nguyen Ngoc Lam		Child					
8	Nguyen Dinh Duc	Head of Supervisory Board		ID number: 042090000053 , Issued on November 12, 2022, Place of issue: Department of Administrativ e Police on Social Order	4449, Nguyen Cuu Phu, Tan Tao A, Binh Tan, Ho Chi Minh.	0	0,00%	
8.1	Nguyen Dinh An		Father			0	0,00%	
8.2	Tu Thi Van		Mother			0	0,00%	
8.3	Mai Van Lan		Father in law			0	0,00%	
8.4	Nguyen Thi Hoa		Mother in law			0	0,00%	
8.5	Mai Thi Kieu Vy		Wife			0	0,00%	
8.6	Nguyen Mai Vi An		Child			0	0,00%	
8.7	Nguyen Mai Duc An		Child			0	0,00%	
8.8	Nguyen Dinh Hieu		Siblings			0	0,00%	
8.9	Nguyen Khanh Linh		Siblings			0	0,00%	
9	Do Phu Hong Quan	Supervisory Board Member		ID number: 079094011888 , Issued on January 12, 2022, Place of issue: Department of Administrativ e Police on Social Order	378/11 An Duong Vuong, Ward 4, District 5, Ho Chi Minh City.	0	0,00%	
9.1	Tran Thi Thu Huong		Mother			0	0,00%	
9.2	Do Phu Ly		Father			0	0,00%	
9.3	Do Hong Hanh		Older sister			0	0,00%	
9.4	Nguyen Thi Thao Nhiem		Wife			0	0,00%	
9.5	Nguyen Dinh Soan		Father in law			0	0,00%	

9.6	Nguyen Thi Luong		Mother in law			0	0,00%	
10	Tran Duc Nam	Supervisory Board Member		ID number: 070090006636, Issued on June 28, 2021, Place of issue: Department of Administrative Police on Social Order	Phu Rieng commune, Phu Rieng district, Binh Phuoc province.	0	0,00%	
10.1	Hoang Thi Phuong		Wife			0	0,00%	
10.2	Tran Thi Kim Ngan		Child			0	0,00%	
10.3	Tran Thi My Hanh		Child			0	0,00%	
10.4	Tran Duc Binh		Father			0	0,00%	
10.5	Tran Thi Roi		Mother			0	0,00%	
10.6	Tran Thi Loan		Sister			0	0,00%	
10.7	Tran Thi Men		Sister			0	0,00%	
10.8	Tran Thi Huyen Phuong		Sister			0	0,00%	
11	Dang Van Thieu	Board of Director Member, General Director		ID number: 038068000014, Issued on April 25, 2021, Place of issue: Department of Administrative Police on Social Order	No. 11 D3, Group 7, Phu Dien, Bac Tu Liem, Hanoi	0	0,00%	
11.1	Le Thi Hue		Wife			0	0,00%	
11.2	Dang Le Phuong Thao		Child			0	0,00%	
11.3	Dang Le Thao Phuong		Child			0	0,00%	
11.4	Dang Thi Anh		Sister			0	0,00%	
11.5	Dang Thi Quang		Sister			0	0,00%	
11.6	Dang Thi Uyen		Sister			0	0,00%	
11.7	Dang Van Nhan		Siblings			0	0,00%	
12	Bui Gia Hung	Deputy General Director		ID number: 030072004477, Issued on April 25, 2021, Place of issue: Department of Administrative Police on Social Order	Viet Hung Urban Area, Long Bien District, Hanoi City	0	0,00%	
12.1	Tran Hi Thanh Tam		Wife			0	0,00%	

12.2	Bui Thanh Huyen		Child			0	0,00%	
12.3	Bui Gia Hieu		Child			0	0,00%	
12.4	Bui Thi Kim Thanh		Sister			0	0,00%	
13	Luong Van Duc	Deputy General Director		ID number: 030077008622, Issued on March 30, 2021, Place of issue: Department of Administrative Police on Social Order	Zone 4, Viet Hoa Ward, Hai Duong City	0	0,00%	Dismissed on 20/03/2025
13.1	Dao Thi Nhai		Wife			0	0,00%	
13.2	Luong Duc Hai		Child			0	0,00%	
13.3	Luong Thai Ngoc Ha		Child			0	0,00%	
14	Mai The Thu	Chief Accountant, Authorized person to disclose information		ID number: 030066013386, Issued on July 5, 2021, Place of issue: Department of Administrative Police on Social Order	No. 100, Nhu Dinh Hien, Tan Binh Ward, Hai Duong City, Hai Duong Province	0	0,00%	
14.1	Nguyen Thi Thanh Hai		Wife			0	0,00%	
14.2	Mai The Thanh		Child			0	0,00%	
14.3	Mai Thanh Binh		Child			0	0,00%	
14.4	Mai Thu An		Child			0	0,00%	
14.5	Tran Thi Vinh		Mother			0	0,00%	
14.6	Mai Thi Tho		Older sister			0	0,00%	
14.7	Tran Xuan Kieu		Younger brother			0	0,00%	
14.8	Tran Thi Ngan		Younger sister			0	0,00%	
15	Nguyen Van Luong		Company Secretary and Administrator	001060007718, Issued on April 29, 2021, Place of issue: Department of Administrative Police on Social Order	406/17 Cong Hoa, Ward 13, Tan Binh, Ho Chi Minh City	0	0,00%	
15.1	Nguyen Thi Xuan Thuy		Wife			0	0,00%	
15.2	Nguyen Quang Minh		Son			0	0,00%	
15.3	Nguyen Xuan Thao		Daughter			0	0,00%	

2. Transactions between the Company and related persons of the Company or between the Company and major Shareholders, insiders and related persons: **None**

3. Transactions between company insiders, related persons of insiders and Subsidiaries, Companies controlled by the company: **None**

4. Transactions between the Company and other entities: **None**

VIII. Stock transactions of insiders and related parties of insiders

1. List of insiders and related parties of insiders

No.	Name of organization/individual	Position at the Company (if any)	Relationship with insiders	ID number/NSH certificate number*, date of issue, place of issue	Head office address/contact address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
I. LIST OF INSIDER								
1	Pham Trung Thai	Chairman of the Board		ID number: 030058004142, Issued on January 12, 2022, Place of issue: Department of Administrative Police on Social Order	579B, Ap Chanh, Duc Lap Ha Commune, Duc Hoa District, Long An Province.	0	0,00%	
2	Tran Thi Thanh Binh	Board of Director Member		ID number: 030169001366, Issued on February 4, 2022, Place of issue: Department of Administrative Police on Social Order	579B, Ap Chanh, Duc Lap Ha Commune, Duc Hoa District, Long An Province.	0	0,00%	
3	Nguyen Trong Hung	Board of Director Member		ID number: 075064003527, Issued on February 23, 2024, Place of issue: Department of Administrative Police on Social Order	Suoi Tre Hamlet, Suoi Tre Ward, Long Khanh City, Dong Nai Province.	0	0,00%	Term ends on June 27, 2025
4	Nguyen Duc Huynh	Board of Director Member		ID number: 095075000475, Issued on April 16, 2021, Place of issue: Department of Administrative Police on Social Order	69 Hoang Hoa Tham Street, Ninh Thinh Ward, Loc Ninh Town, Loc Ninh District, Binh Phuoc Province.	0	0,00%	

5	Nguyen Hong Thai	Board of Director Member	ID number: 038068010344, Issued on March 25, 2021, Place of issue: Department of Administrative Police on Social Order	Ben Cho Hamlet, Thanh Duc Commune, Go Dau District, Tay Ninh Province.	0	0,00%	
6	Pham Thi Tuyet	Board of Director Member, Head of Organization and Administration Department	ID number: 030184017847, Issued on June 28, 2022, Place of issue: Department of Administrative Police on Social Order	51/4B Ho Xuan Huong Street, Ngoc Chau Ward, Hai Duong City, Hai Duong Province.	10.000	0,04%	
7	Vo Thi Quynh Tien	Board of Director Member	ID number: 075179015263, Issued on June 28, 2021, Place of issue: Department of Administrative Police on Social Order	Xuan Lap Ward, Long Khanh City, Dong Nai Province	2000	0,01%	Appointed on 27/06/2025
8	Nguyen Dinh Duc	Head of Supervisory Board	ID number: 042090000053, Issued on November 12, 2022, Place of issue: Department of Administrative Police on Social Order	4449, Nguyen Cuu Phu, Tan Tao A, Binh Tan, Ho Chi Minh.	0	0,00%	
9	Do Phu Hong Quan	Board of Supervisor Member	ID number: 079094011888, Issued on January 12, 2022, Place of issue: Department of Administrative Police on Social Order	378/11 An Duong Vuong, Ward 4, District 5, Ho Chi Minh City.	0	0,00%	
10	Tran Duc Nam	Board of Supervisor Member	ID number: 070090006636, Issued on June 28, 2021, Place of issue: Department of Administrative Police on Social Order	Phu Rieng commune, Phu Rieng district, Binh Phuoc province.	0	0,00%	
11	Dang Van Thieu	Board of Director Member, General Director	ID number: 038068000014, Issued on April 25, 2021, Place of issue:	No. 11 D3, Group 7, Phu Dien, Bac Tu Liem, Hanoi.	0	0,00%	

				Department of Administrative Police on Social Order				
12	Bui Gia Hung	Deputy General Director		ID number: 030072004477, Issued on April 25, 2021, Place of issue: Department of Administrative Police on Social Order	Viet Hung Urban Area, Long Bien District, Hanoi City.	0	0,00%	
13	Luong Van Duc	Deputy General Director		ID number: 030077008622, Issued on March 30, 2021, Place of issue: Department of Administrative Police on Social Order	Zone 4, Viet Hoa Ward, Hai Duong City.	0	0,00%	Dismissed on 20/3/2025
14	Mai The Thu	Chief Accountant, Authorized person to disclose information		ID number: 030066013386, Issued on July 5, 2021, Place of issue: Department of Administrative Police on Social Order	No. 100, Nhu Dinh Hien, Tan Binh Ward, Hai Duong City, Hai Duong Province..	0	0,00%	
15	Nguyen Van Luong	Company Secretary and Administrator		001060007718, Issued on April 29, 2021, Place of issue: Department of Administrative Police on Social Order	406/17 Cong Hoa, Ward 13, Tan Binh, Ho Chi Minh City	0	0,00%	
II. LIST OF RELATED PERSONS								
II.1, LIST OF RELATED PERSONS WHO ARE ORGANIZATIONS								
1	Vietnam Rubber Industry Group		Is an organization related to Mr. Pham Trung Thai - Chairman of the Board of Directors		236 Nam Ky Khoi Nghia, Ward 6, District 3, HCMC.	3.907.880	15,09%	

2	TB.Group Vietnam Co., Ltd.		Is an organization related to Mr. Pham Trung Thai and Ms. Tran Thi Thanh Binh		579B, Ap Chanh, Duc Lap Ha commune, Duc Hoa district, Long An province.	1.192.200	4,60%	
3	Tay Ninh Rubber Joint Stock Company		Is an organization related to Mr. Nguyen Hong Thai - Member of Board of Directors.		QL 22B, Da Hang Hamlet, Hiep Thanh Commune, Go Dau District, Tay Ninh Province.	1.766.000	6,82%	
4	Phu Rieng Rubber Company Limited		Is an organization related to Mr. Tran Duc Nam - Member of Board of Supervisors		Phu Rieng Commune, Bu Gia Map District, Binh Phuoc Province.	1.200.000	4,63%	
5	Loc Ninh Rubber Company Limited		Is an organization related to Mr. Nguyen Duc Huynh - Member of Board of Directors		Ninh Thuan Ward, Loc Ninh Town, Loc Ninh, Binh Phuoc Province.	444.300	1,72%	
6	Dong Nai Rubber Corporation One Member Limited Liability Company		Is an organization related to Ms. Vo Thi Quynh Tien - Member of		Trung Tam Hamlet, Xuan Lap Commune, Long Khanh Town, Dong Nai.	1.432.600	5,53%	

			Board of Directors					
II.2. LIST OF RELATED PERSONS WHO ARE INDIVIDUALS								
1	Pham Trung Thai	Chairman of the Board		ID number: 030058004142, Issued on January 12, 2022, Place of issue: Department of Administrative Police on Social Order	579B, Ap Chanh, Duc Lap Ha Commune, Duc Hoa District, Long An Province.	0	0,00%	
1.1	Tran Thi Thanh Binh		Wife			0	0,00%	
1.2	Pham Trung Kien		Child			0	0,00%	
1.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	
1.4	Pham Thang Long		Child			0	0,00%	
1.5	Pham Trung Hung		Brother			0	0,00%	
1.6	Pham Trung Duong		Brother			0	0,00%	
1.7	Pham Trung Binh		Brother			0	0,00%	
1.8	Pham Trung Phong	Director of Cong Hoa Industrial Park Management Board	Brother			0	0,00%	
1.9	Pham Trung Thu		Brother			0	0,00%	
1.10	Do Thi Toan		Sister in law			0	0,00%	
1.11	Nhu Thi Van		Sister in law			0	0,00%	
1.12	Bui Thuy Mai		sister in law			0	0,00%	
2	Tran Thi Thanh Binh	Board of Directors Member		ID number: 030169001366, Issued on February 4, 2022, Place of issue: Department of Administrative Police on Social Order	579B, Ap Chanh, Duc Lap Ha Commune, Duc Hoa District, Long An Province.	0	0,00%	
2.1	Pham Trung Thai	Chairman of the Board	Husband			0	0,00%	

2.2	Pham Trung Kien		Son			0	0,00%	
2.3	Nguyen Tran Uyen Nhi		Daughter in law			0	0,00%	
2.4	Pham Thang Long		Son			0	0,00%	
3	Nguyen Trong Hung	Board of Directors Member		ID number: 075064003527, Issued on February 23, 2024, Place of issue: Department of Administrative Police on Social Order	Suoi Tre Hamlet, Suoi Tre Ward, Long Khanh City, Dong Nai Province	0	0,00%	Term ends on June 27, 2025
3.1	Le Thi Ich		Wife			0	0,00%	
3.2	Nguyen Hung Hai		Child			0	0,00%	
3.3	Nguyen Hung Hoang		Child			0	0,00%	
3.4	Nguyen Thi Tich		Mom			0	0,00%	
3.5	Nguyen Thi Hanh		Sister			0	0,00%	
3.6	Nguyen Thi Hoa		Siblings			0	0,00%	
3.7	Nguyen Trong Hao		Siblings			0	0,00%	
3.8	Nguyen Thi Huyen		Siblings			0	0,00%	
4	Nguyen Huynh Duc	Board of Directors Member		ID number: 095075000475, Issued on April 16, 2021, Place of issue: Department of Administrative Police on Social Order	69 Hoang Hoa Tham Street, Ninh Thinh Ward, Loc Ninh Town, Loc Ninh District, Binh Phuoc Province.	0	0,00%	
4.1	To Thi My Dung		Wife			0	0,00%	
4.2	Nguyen Ngoc Bao Han		Child			0	0,00%	
4.3	Nguyen Ha Thanh		Child			0	0,00%	
5	Nguyen Hong Thai	Board of Directors Member		ID number: 038068010344, Issued on March 25, 2021, Place of issue: Department of Administrative Police on Social Order	Ben Cho Hamlet, Thanh Duc Commune, Go Dau District, Tay Ninh Province.	0	0,00%	

5.1	Le Thi Tieu Tho		Wife			0	0,00%	
5.2	Nguyen Thi Hong Lien		Child			0	0,00%	
5.3	Nguyen Thi Luyen		Child			0	0,00%	
5.4	Le Hoang Luan		Son in law			0	0,00%	
5.5	Nguyen Van Phong		Brother			0	0,00%	
5.6	Nguyen Van Quang		Brother			0	0,00%	
5.7	Nguyen Minh Van		Younger brother			0	0,00%	
5.8	Nguyen Thi Thanh Binh		Younger brother			0	0,00%	
6	Pham Thi Tuyet	Board of Directors Member, Head of Organization and Administration Department		ID number: 030184017847, Issued on June 28, 2022, Place of issue: Department of Administrative Police on Social Order	51/4B Ho Xuan Huong Street, Ngoc Chau Ward, Hai Duong City, Hai Duong Province.	10.000	0,04%	
6.1	Pham Khac Toan		Father	170407029		0	0,00%	
6.2	Do Thi Xung		Mother	285219207		0	0,00%	
6.3	Bui Diep Chi		Child	285539443		0	0,00%	
6.4	Bui Van Cao		Child	285759349		0	0,00%	
7	Vo Thi Quynh Tien	Board of Directors Member		ID number: 075179015263, Issued on June 28, 2021, Place of issue: Department of Administrative Police on Social Order	Xuan Lap Ward, Long Khanh City, Dong Nai Province	2000	0,01%	Appointed on 27/06/2025
7.1	Vo Van Sot		Father					
7.2	Nguyen Thi Chau		Mother	ID number: 045153003114, Issued on August 10, 2021, Place of issue: Department of Administrative Police on Social Order				
7.3	Nguyen Khanh Ngoc		Father in law	ID number: 034052008048, Issued on December 28, 2021, Place of issue:				

				Department of Administrative Police on Social Order				
7.4	Nguyen Thi Hiem		Mother in law	ID number: 034155014218, Issued on December 5, 2021, Place of issue: Department of Administrative Police on Social Order				
7.5	Nguyen Khiem Ngoc		Husband	ID number: 034082023140, Issued on June 28, 2021, Place of issue: Department of Administrative Police on Social Order				
7.6	Nguyen Cat Tuong Van		Child					
7.7	Nguyen Ngoc Han		Child					
7.8	Nguyen Ngoc Lam		Child					
8	Nguyen Dinh Duc	Head of Supervisory Board		ID number: 042090000053, Issued on November 12, 2022, Place of issue: Department of Administrative Police on Social Order	4449, Nguyen Cuu Phu, Tan Tao A, Binh Tan, Ho Chi Minh.	0	0,00%	
8.1	Nguyen Dinh An		Father			0	0,00%	
8.2	Tu Thi Van		Mother			0	0,00%	
8.3	Mai Van Lan		Father in law			0	0,00%	
8.4	Nguyen Thi Hoa		Mother in law			0	0,00%	
8.5	Mai Thi Kieu Vy		Wife			0	0,00%	
8.6	Nguyen Mai Vi An		Child			0	0,00%	
8.7	Nguyen Mai Duc An		Child			0	0,00%	
8.8	Nguyen Dinh Hieu		Siblings			0	0,00%	
8.9	Nguyen Khanh Linh		Siblings			0	0,00%	

9	Do Phu Hong Quan	Supervisory Board Member		ID number: 079094011888, Issued on January 12, 2022, Place of issue: Department of Administrative Police on Social Order	378/11 An Duong Vuong, Ward 4, District 5, Ho Chi Minh City.	0	0,00%	
9.1	Tran Thi Thu Huong		Mother			0	0,00%	
9.2	Do Phu Ly		Father			0	0,00%	
9.3	Do Hong Hanh		Older sister			0	0,00%	
9.4	Nguyen Thi Thao Nhien		Wife			0	0,00%	
9.5	Nguyen Dinh Soan		Father in law			0	0,00%	
9.6	Nguyen Thi Luong		Mother in law			0	0,00%	
10	Tran Duc Nam	Supervisory Board Member		ID number: 070090006636, Issued on June 28, 2021, Place of issue: Department of Administrative Police on Social Order	Phu Rieng commune, Phu Rieng district, Binh Phuoc province.	0	0,00%	
10.1	Hoang Thi Phuong		Wife			0	0,00%	
10.2	Tran Thi Kim Ngan		Child			0	0,00%	
10.3	Tran Thi My Hanh		Child			0	0,00%	
10.4	Tran Duc Binh		Father			0	0,00%	
10.5	Tran Thi Roi		Mother			0	0,00%	
10.6	Tran Thi Loan		Sister			0	0,00%	
10.7	Tran Thi Men		Sister			0	0,00%	
10.8	Tran Thi Huyen Phuong		Sister			0	0,00%	
11	Dang Van Thieu	Board of Director Member, General Director		ID number: 038068000014, Issued on April 25, 2021, Place of issue: Department of Administrative Police on Social Order	No. 11 D3, Group 7, Phu Dien, Bac Tu Liem, Hanoi	0	0,00%	
11.1	Le Thi Hue		Wife			0	0,00%	
11.2	Dang Le Phuong Thao		Child			0	0,00%	
11.3	Dang Le Thao Phuong		Child			0	0,00%	
11.4	Dang Thi Anh		Sister			0	0,00%	
11.5	Dang Thi Quang		Sister			0	0,00%	
11.6	Dang Thi Uyen		Sister			0	0,00%	

11.7	Dang Van Nhan		Siblings			0	0,00%	
12	Bui Gia Hung	Deputy General Director		ID number: 030072004477, Issued on April 25, 2021, Place of issue: Department of Administrative Police on Social Order	Viet Hung Urban Area, Long Bien District, Hanoi City	0	0,00%	
12.1	Tran Hi Thanh Tam		Wife			0	0,00%	
12.2	Bui Thanh Huyen		Child			0	0,00%	
12.3	Bui Gia Hieu		Child			0	0,00%	
12.4	Bui Thi Kim Thanh		Sister			0	0,00%	
13	Luong Van Duc	Deputy General Director		ID number: 030077008622, Issued on March 30, 2021, Place of issue: Department of Administrative Police on Social Order	Zone 4, Viet Hoa Ward, Hai Duong City	0	0,00%	Dismissed on 20/03/2025
13.1	Dao Thi Nhai		Wife			0	0,00%	
13.2	Luong Duc Hai		Child			0	0,00%	
13.3	Luong Thai Ngoc Ha		Child			0	0,00%	
14	Mai The Thu	Chief Accountant, Authorized person to disclose information		ID number: 030066013386, Issued on July 5, 2021, Place of issue: Department of Administrative Police on Social Order	No. 100, Nhu Dinh Hien, Tan Binh Ward, Hai Duong City, Hai Duong Province	0	0,00%	
14.1	Nguyen Thi Thanh Hai		Wife			0	0,00%	
14.2	Mai The Thanh		Child			0	0,00%	
14.3	Mai Thanh Binh		Child			0	0,00%	
14.4	Mai Thu An		Child			0	0,00%	
14.5	Tran Thi Vinh		Mother			0	0,00%	
14.6	Mai Thi Tho		Older sister			0	0,00%	
14.7	Tran Xuan Kieu		Younger brother			0	0,00%	
14.8	Tran Thi Ngan		Younger sister			0	0,00%	
15	Nguyen Van Luong		Company Secretary and	001060007718, Issued on April 29, 2021, Place of issue:	406/17 Cong Hoa, Ward 13, Tan Binh, Ho	0	0,00%	

			Admini strator	Department of Administrative Police on Social Order	Chi Minh City			
15.1	Nguyen Thi Xuan Thuy		Wife			0	0,00%	
15.2	Nguyen Quang Minh		Son			0	0,00%	
15.3	Nguyen Xuan Thao		Daught er			0	0,00%	

2. Transactions of internal persons and affiliated persons with shares of the company:

No.	Transaction executor	Relationship to internal persons	Number of shares owned at the beginning of the period (01/01/2025)		Number of shares owned at the end of the period (30/06/2025)		Reason for increase, decrease (Buy, sell, regular conversion...)
			Number of shares	Proport ion (%)	Number of shares	Proport ion (%)	
1	Pham Thi Tuyet	Member of Board of Directors, Head of Organization and Administration	1.500	0,006%	10.000	0,04%	Buy

IX. Other significant issues: None

Receipts:

- As sent;
- Board of Supervisors (For information);
- Board of Managements (For information);
- Archived: Office, Board of Directors' office



Pham Trung Thai
CHAIRMAN OF THE BOARD OF
DIRECTORS