

No: 968 /CSTB-TCKT

Tay Ninh, July 29, 2025

**INFORMATION DISCLOSURE**

To: Hanoi Stock Exchange

1. Organization name: Công ty Cổ phần Cao su Tân Biên
- Stock code: RTB
- Address: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province.
- Contact phone number: (0276) 3875266 Fax: (0276) 3875307
- E-mail: tbrc@tabiruco.vn

2. Content of disclosed information:

The Report on Corporate Governance of Company for the first 6 months of 2025, No. 228/BC-HĐQTCSTB dated July 29, 2025.

3. This information has been published on the company's website on July 29, 2025 at the link: <http://www.tabiruco.vn/quan-he-co-dong/>

We hereby certify that the information disclosed above is true and we take full responsibility before the law for the content of the disclosed information.

**\* Attached document:**

Report No. 228/BC-HĐQTCSTB dated July 29, 2025

**Authorized Information Disclosure**

**Representative**

(Signature, full name, and seal)



Nguyễn Trần Thiên Phúc

**TAN BIEN RUBBER JOINT  
STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No: 228../BC-HĐQTCSTB

Tay Ninh, July 29, 2025

**REPORT ON**  
**Corporate Governance (Semiannual report of 2025)**

To:

- The State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

- Name of company: Tan Bien Rubber Joint Stock Company.
- Address of headoffice: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province.
- Telephone: 0276.3875.193; Fax: 0276.3875.307; Email: tbrc@tabiruco.vn
- Charter Capital: 879,450,000,000 VND.
- Stock Symbol: RTB
- Governance Model: General Meeting of Shareholders, Board of Directors, the Board of Supervisors, and General Director.
- The implementation of internal audit: implemented.

**I. Activities of the General Meeting of Shareholders:**

Information on the meetings, Resolutions and Decisions of the General Meeting of Shareholders:

No.	Resolution No.	Date	Content
01	01/BB-ĐHĐCĐCSTB	June 25, 2025	Minutes of the Annual General Meeting of Shareholders 2025 - Tan Bien Rubber Joint Stock Company.
02	02/NQ-ĐHĐCĐCSTB	June 25, 2025	Resolution of the Annual General Meeting of Shareholders 2025 - Tan Bien Rubber Joint Stock Company.

**II. Board of Directors (Semiannual report)**

**1. Information about on members of the Board of Directors**



No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors for 2021-2026 Term	
			Date of appointment	Date of dismissal
01	Mr. Truong Van Cu	Chairman of the Board of Directors	December 2, 2024	
02	Mr. Lam Thanh Phu	Member of the Board of Directors - General Director	June 24, 2021	
03	Mr. Duong Tan Phong	Member of the Board of Directors – Vice General Director	June 24, 2021	
04	Mr. Do Quoc Tuan	Independent Board Member	June 24, 2021	

## 2. Meetings of the Board of Directors

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absencex
01	Mr. Truong Van Cu	2/2	100%	
02	Mr. Lam Thanh Phu	2/2	100%	
03	Mr. Duong Tan Phong	2/2	100%	
05	Mr. Do Quoc Tuan	2/2	100%	

## 3. Supervising the Board of Management by the Board of Directors:

Based on the Company's Charter and Internal Governance Regulations, the Board of Directors (BOD) has overseen the activities of the Board of Management in issuing resolutions regarding production and business operations, ensuring alignment with the resolutions set forth by the General Meeting of Shareholders (GMS).

The BOD supervises the Board of Management by requiring adherence to the resolutions and directives established by the GMS and BOD. Monthly, the BOD participates in briefings with the Board of Management to provide guidance and gather information on the implementation of resolutions and policies. Quarterly, the BOD holds meetings as stipulated, requiring the Board of Management to report on business performance and audited or reviewed financial



statements, enabling the BOD to monitor and provide directives.

In the first 6 months of 2025, the global economy continues to face numerous risks and challenges due to prolonged geopolitical tensions (the conflict in Ukraine and issues in the Middle East), competition between major economies in trade and technology. Notably, the U.S.'s countervailing duties policy is forecasted to contribute to continued uncertainty in the rubber market, including reduced consumption demand and negative impacts on rubber prices.

In the face of the above challenges, the production and business operations of the Company in the first half of 2025, alongside certain advantages, continue to encounter several difficulties:

- The Company's rubber plantation area under exploitation is 2,369.62 hectares (including 1,738.97 hectares self-operated and 630.65 hectares under exploitation rights). Over 40% of the plantation area is aged, with high tapping cuts (group 3 and final-harvest plantations: 966.50 hectares, accounting for 40.79%). The group 1 plantation area comprises 1,403.12 hectares, accounting for 59.21%. The plantation yield remains low at 1.34 tons/hectare, compounded by a labor shortage of direct workers, posing further challenges to production operations.

- Regarding product consumption: The rubber market in the early months of 2025 has shown positive signals, especially with the selling price remaining high compared to the same period last year. However, due to unpredictable political developments, the impact of the Russia-Ukraine war, and the new countervailing duty policy imposed by the United States on other countries, the rubber market is expected to continue experiencing uncertain fluctuations.

Amid these industry difficulties, the Board of Management has outlined comprehensive directions and solutions, including: Staying aligned with the production and business plans approved by the GMS to ensure exceeding targets in production, exploitation, processing, and consumption; Strictly controlling costs, pricing, and investment expenses to balance with sales prices; Implementing high economic-efficiency projects to optimize land use advantages; Continuing to use the welfare fund to support exploitation unit prices, contributing to increasing workers' incomes.

According to the BOD's assessment, the Company's Board of Management has operated production and business activities in alignment with the resolutions set forth by the GMS and BOD. In the first 6 months of 2025, the Board of Management demonstrated high determination in guiding and managing the Company to overcome difficulties and achieve the following key business performance indicators:



No.	Indicator	2025 Plan (Billion VND)	The first 6 months of 2025 Actual (Billion VND)	Completion Rate (%)
1	Total Revenue	633,693	413,72	65.29
2	Profit Before Tax	224,764	236,98	105.44
3	Profit After Tax	198,899	199,130	100.12

(Note: Actual figures for the first 6 months of 2025 are based on the separate financial statements for Q2/2025.)

**4. Activities of the Board of Directors' subcommittees: None**

**5. Resolutions/Decisions of the Board of Directors:**

No.	Resolution No.	Date	Content	Approval Rate
1	04/QĐ-HĐQTCSTB	January 8, 2025	Decision on the establishment of the Board for the appraisal of bidding documents and results for construction and procurement projects	100%
2	05/QĐ-HĐQTCSTB	January 8, 2025	Decision on the establishment of the Reward and Emulation Committee	100%
3	06/QĐ-HĐQTCSTB	January 8, 2025	Decision on the establishment of the Board for the liquidation of fixed assets of Tan Bien Rubber Joint Stock Company	100%
4	07/QĐ-HĐQTCSTB	January 8, 2025	Decision on the establishment of the Salary Committee of Tan Bien Rubber Joint Stock Company	100%
5	08/QĐ-HĐQTCSTB	January 8, 2025	Decision on the establishment of the Debt Management Committee of Tan Bien Rubber Joint Stock Company	100%
6	09/QĐ-HĐQTCSTB	January 8, 2025	Decision on the establishment of the Scholarship and Educational Development Committee of Tan Bien Rubber Joint Stock Company	100%
7	12/QĐ-HĐQTCSTB	January 8, 2025	Decision on re-establishing the Steering Committee to reorganize the Company's operating apparatus	100%
8	13/QĐ-HĐQTCSTB	January 13, 2025	Decision on the approval of the policy for liquidating rubber plantations	100%
9	17/NQ-HĐQTCSTB	January 14, 2025	Resolution on the approval of the 2024 emulation and reward assessment results and bonus plan	100%
10	23/QĐ-HĐQTCSTB	January 17, 2025	Decision on the approval of the liquidation and starting price for the sale of fallen rubber trees at Bo Tuc Rubber Plantation	100%
11	29/NQ-HĐQTCSTB	January 22, 2025	Resolution on the approval of the supplementary salary payment plan	100%



No.	Resolution No.	Date	Content	Approval Rate
12	30/NQ-HĐQTCSTB	January 22, 2025	Resolution on the approval of the supplementary salary payments for 2024	100%
13	39/QĐ-HĐQTCSTB	February 4, 2025	Decision on the temporary payment of salaries for 2025	100%
14	40/QĐ-HĐQTCSTB	February 5, 2025	Decision on the approval of the procurement plan for 2025	100%
15	42/QĐ-HĐQTCSTB	February 7, 2025	Decision on the approval of the starting price and the auction plan for the liquidation of rubber plantation assets	100%
16	43/QĐ-HĐQTCSTB	February 7, 2025	Decision on the re-establishment of the Rubber Procurement Board of Tan Bien Rubber Joint Stock Company	100%
17	46/NQ-HĐQTCSTB	February 14, 2025	Resolution on the agreement to sell the rights to exploit rubber latex on plantations pending liquidation	100%
18	50/NQ-HĐQTCSTB	February 18, 2025	Resolution on the Board of Directors' meeting of Tan Bien Rubber Joint Stock Company in Q1/2025	100%
19	56/QĐ-HĐQTCSTB	February 26, 2025	Decision on personnel matters	100%
20	57/QĐ-HĐQTCSTB	February 26, 2025	Decision on personnel matters	100%
21	66/QĐ-HĐQTCSTB	March 10, 2025	Decision on the approval of the starting price and auction plan for the liquidation of rubber plantation assets (2nd round) to replant in 2025	100%
22	69/NQ-HĐQTCSTB	March 14, 2025	Resolution on extending the date of the Annual General Meeting of Shareholders in 2025	100%
23	70/NQ-HĐQTCSTB	March 21, 2025	Resolution on the implementation of tasks for 2025	100%
24	77/QĐ-HĐQTCSTB	March 26, 2025	Decision on the re-establishment of the Rubber Procurement Board of Tan Bien Rubber Joint Stock Company	100%
25	78/QĐ-HĐQTCSTB	March 26, 2025	Decision on the re-establishment of the Debt Management Committee of Tan Bien Rubber Joint Stock Company	100%
26	80/QĐ-HĐQTCSTB	March 31, 2025	Decision on the approval of the cost estimate: Survey, design, and preparation of the technical-economic report for the project: "Renovation and repair of the asphalt road at Xa Mat Rubber Plantation."	100%
27	81/QĐ-HĐQTCSTB	March 31, 2025	Decision on the approval of the cost estimate: Survey, design, and preparation of the technical-economic report for the project: "Renovation and repair of the asphalt road at Tan Hiep Rubber Plantation."	100%
28	83/QĐ-HĐQTCSTB	April 2, 2025	Decision on the approval of the investment estimate for replanting and care of 1 ha of	100%



No.	Resolution No.	Date	Content	Approval Rate
			rubber trees in 2025	
29	99/NQ-HĐQTCSTB	April 10, 2025	Resolution on the agreement to submit the appointment policy for the management position at Tan Bien Rubber Development Co., Ltd. – Kampong Thom	100%
30	94/QĐ-HĐQTCSTB	April 11, 2025	Decision on the approval of the salary fund for 2024	100%
31	95/QĐ-HĐQTCSTB	April 14, 2025	Decision on the approval of the procurement estimate and the contractor selection plan for fertilizer procurement (all types) in 2025	100%
32	97/NQ-HĐQTCSTB	April 15, 2025	Resolution on organizational matters	100%
33	108/QĐ-HĐQTCSTB	April 22, 2025	Decision on the issuance of the policy for employees' severance according to the planned organizational restructuring	100%
34	112/NQ-HĐQTCSTB	April 22, 2025	Resolution on the date of the Annual General Meeting of Shareholders in 2025	100%
35	113/NQ-HĐQTCSTB	April 23, 2025	Resolution on the approval of the policy for granting rubber latex exploitation rights in 2025 at Bo Tuc Rubber Plantation	100%
36	114/QĐ-HĐQTCSTB	April 23, 2025	Decision on the approval of the auction plan for the "Rubber latex exploitation rights in 2025 at Bo Tuc Rubber Plantation."	100%
37	117/QĐ-HĐQTCSTB	April 28, 2025	Decision on the approval of the cost estimate: Survey, design, preparation of the technical-economic report, design review, and cost estimate for the project: "Construction of a vehicle parking lot for staff at the Company's headquarters."	100%
38	119/QĐ-HĐQTCSTB	April 28, 2025	Decision on the approval of the cost estimate for the care of 1 ha of acacia trees in 2025	100%
39	121/QĐ-HĐQTCSTB	May 5, 2025	Decision on the dissolution of the Mechanical Processing Factory and the Production Units. Establishment of the Rubber Processing Factory under Tan Bien Rubber Joint Stock Company	100%
40	122/QĐ-HĐQTCSTB	May 5, 2025	Decision on the dissolution of Xa Mat Rubber Plantation and the Production Units. Establishment of Xa Mat Production Team under Tan Bien Rubber Joint Stock Company	100%
41	123/QĐ-HĐQTCSTB	May 5, 2025	Decision on the dissolution of Tan Hiep Rubber Plantation and the Production Units. Establishment of Tan Hiep Production Team under Tan Bien Rubber Joint Stock Company	100%
42	124/QĐ-HĐQTCSTB	May 5, 2025	Decision on the dissolution of Bo Tuc Rubber Plantation and the Production Units. Establishment of Bo Tuc Production Team under Tan Bien Rubber Joint Stock Company	100%



No.	Resolution No.	Date	Content	Approval Rate
43	125/QĐ-HĐQTCSTB	May 5, 2025	Decision on the dissolution of Suoi Ngo Rubber Plantation and the Production Units. Establishment of Suoi Ngo Production Team under Tan Bien Rubber Joint Stock Company	100%
44	127/NQ-HĐQTCSTB	May 6, 2025	Resolution on the agreement to assign additional responsibilities for managing the Administrative Organization Department	100%
45	135/QĐ-HĐQTCSTB	May 6, 2025	Decision on the approval of the cost estimate for the care of 1 ha of Chieu lieu and Thanh that trees in 2025	100%
46	137/NQ-HĐQTCSTB	May 7, 2025	Resolution on personnel matters at MK Rubber Co., Ltd	100%
47	147/QĐ-HĐQTCSTB	May 8, 2025	Decision on the approval of the estimate and contractor selection plan for land restoration, hole digging, and filling for replanting rubber trees in 2025	100%
48	139/QĐ-HĐQTCSTB	May 9, 2025	Decision on the approval of the procurement estimate and contractor selection plan for the purchase of NPK TE fertilizers	100%
49	140/QĐ-HĐQTCSTB	May 13, 2025	Decision on the approval of the technical-economic report for the project: "Renovation and repair of the asphalt road at Xa Mat Rubber Plantation."	100%
50	142/NQ-HĐQTCSTB	May 13, 2025	Resolution on personnel matters at Tan Bien Rubber Development Co., Ltd. – Kampong Thom	100%
51	145/NQ-HĐQTCSTB	May 13, 2025	Resolution on the approval of deposit transactions between the Company and related parties	100%
52	194/QĐ-HĐQTCSTB	May 20, 2025	Decision on the approval of the cost estimate for the project: "Land restoration for rubber replanting in 2025."	100%
53	200/QĐ-HĐQTCSTB	May 20, 2025	Decision on the approval of the cost estimate for the project: "Construction of rubber plantations in 2025" with the item: "Digging drainage ditches to prevent waterlogging in replanting areas."	100%
54	195/QĐ-HĐQTCSTB	May 23, 2025	Decision on the approval of the contractor selection plan for the project: "Land restoration for rubber replanting in 2025."	100%
55	201/QĐ-HĐQTCSTB	May 23, 2025	Decision on the approval of the contractor selection plan for the project: "Construction of rubber plantations in 2025."	100%
56	152/NQ-HĐQTCSTB	May 26, 2025	Resolution on the Board of Directors' meeting of Tan Bien Rubber Joint Stock Company in Q2/2025.	100%
57	154A/NQ-HĐQTCSTB	May 27, 2025	Resolution on the agreement to adjust the timeline for the exploitation rights contract.	100%



No.	Resolution No.	Date	Content	Approval Rate
58	154/QĐ-HĐQTCSTB	May 28, 2025	Decision on the issuance of the management regulation for the holders of positions and representatives of the Company's capital in other businesses.	100%
59	156/NQ-HĐQTCSTB	May 29, 2025	Resolution on the agreement for the handling plan of the "Rubber latex exploitation rights in 2025 at Bo Tuc Rubber Plantation."	100%
60	157/QĐ-HĐQTCSTB	May 29, 2025	Decision on the re-establishment of the Salary Committee of Tan Bien Rubber Joint Stock Company	100%
61	158/QĐ-HĐQTCSTB	May 30, 2025	Decision on the approval of the procurement estimate and contractor selection plan for transportation services	100%
62	160/QĐ-HĐQTCSTB	June 2, 2025	Decision on the approval of the regular salary increase	100%
63	163/QĐ-HĐQTCSTB	June 5, 2025	Decision on the approval of the procurement estimate and contractor selection plan for fertilizers (all types)	100%
64	164/QĐ-HĐQTCSTB	June 5, 2025	Decision on the approval of the plan for selecting partners for intercropping short-term crops (season 1)	100%
65	165/QĐ-HĐQTCSTB	June 6, 2025	Decision on the reorganization of the Green Growth and Sustainable Development Steering Committee of Tan Bien Rubber Joint Stock Company	100%
66	167/QĐ-HĐQTCSTB	June 6, 2025	Decision on the re-establishment of the Reward and Emulation Committee	100%
67	169/QĐ-HĐQTCSTB	June 6, 2025	Decision on the approval of the procurement estimate and contractor selection plan for fertilizers for the replanting rubber plantations in 2025	100%
68	172/NQ-HĐQTCSTB	June 6, 2025	Resolution on the approval of the submission to the Group for the appointment of the management position at Tan Bien Rubber Development Co., Ltd. – KPT	100%
69	170/QĐ-HĐQTCSTB	June 10, 2025	Decision on the issuance of the Financial Management Regulation (amended and supplemented) of Tan Bien Rubber Joint Stock Company	100%
70	175/QĐ-HĐQTCSTB	June 11, 2025	Decision on the approval of the starting price and the method of selling harvested acacia trees at Bo Tuc Production Team	100%
71	176/QĐ-HĐQTCSTB	June 16, 2025	Decision on the approval of the contractor selection plan for the project: "Renovation and repair of the asphalt road at Xa Mat Rubber Plantation."	100%
72	178/QĐ-HĐQTCSTB	June 18, 2025	Decision on the approval of the adjustment of procurement estimates, the prices of bidding packages, and the extension of the bid closing	100%



No.	Resolution No.	Date	Content	Approval Rate
			time for fertilizer procurement packages.	
73	180/NQ-HĐQTCSTB	June 23, 2025	Resolution on the approval of adjustments to the content of several draft documents presented at the Annual General Meeting of Shareholders in 2025.	100%
74	181/NQ-HĐQTCSTB	June 24, 2025	Resolution on the approval of adjustments to the content of the draft documents presented at the Annual General Meeting of Shareholders in 2025.	100%
75	182/QĐ-HĐQTCSTB	June 24, 2025	Decision on the approval of the supplementary procurement estimate for fertilizers for rubber plantations	100%
76	191/QĐ-HĐQTCSTB	June 26, 2025	Decision on the issuance of the organizational and operational charter (amended and supplemented) of Tan Bien Rubber Joint Stock Company.	100%

### III. Board of Supervisors:

#### 1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors for 2021-2026 Term	Qualification
01	Mr. Nguyen Van Sang	Head of the Board of Supervisors	June 24, 2021	Bachelor of Economics
02	Mr. Hoang Quoc Hung	Member of the Board of Supervisors	June 24, 2021	Bachelor of Economics
03	Mr. Hoang Van Vinh	Member of the Board of Supervisors	June 24, 2021	Bachelor of Economics Bachelor of Laws

#### 2. Meetings of Board of Supervisors:

No.	Member of the Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
01	Mr. Nguyen Van Sang	2/2	100%	100%	



02	Mr. Hoang Quoc Hung	2/2	100%	100%	
03	Mr. Hoang Van Vinh	2/2	100%	100%	

### **3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:**

- At the beginning of 2025, the Board of Supervisors (BOS) of Tan Bien Rubber Joint Stock Company developed a monitoring and inspection plan for 2025 and submitted it to the Company's Board of Directors (BOD) for agreement as a basis for task execution. The 2025 monitoring and inspection plan was also submitted to the Vietnam Rubber Industry Group for oversight.

Within the scope of its responsibilities, the Board of Supervisors is responsible for checking compliance with the law and the Company's Charter; evaluating the legality, integrity, and fairness of the financial statements; controlling transactions that may give rise to conflicts of interest and recommending risk control measures for the Company's operations.

The supervision is carried out using a risk-based approach, focusing on key areas that directly affect the financial safety, liquidity, and legal responsibilities of the Company. The scope of evaluation includes: financial status, business performance, investment activities, corporate governance, legal compliance, information disclosure, and accountability.

#### **a. Supervising the activities of the Board of Directors:**

- The Board of Directors consists of four members, with the Chairman working on a full-time basis, two members working on a part-time basis, and one independent member. Among them, three are appointed by the Group to represent its capital in the Company.

- The Board of Directors of the Company has fully implemented and carried out the spirit of Directive No. 67/CT-HĐQTCSVN dated February 19, 2025, from the Chairman of the Board of Directors of the Vietnam Rubber Industry Group regarding the implementation of the 2025 business plan for member units, emphasizing the requirement: "Based on the targets assigned/agreed/approved by the Group, member units must set specific tasks and solutions to ensure the completion and exceed the revenue and profit plan for 2025 by at least 10%." For the agricultural sector, labor productivity must exceed at least 10%, and latex production must exceed at least 7% compared to the plan assigned/agreed/approved by the Group. The efficiency of management must be enhanced, with a focus on digital transformation and improved monitoring effectiveness.

- Based on this, the Board of Directors of the Company issued Resolution No. 70/NQ-HĐQT dated March 21, 2025, to concretize all strategic directives into



specific operational targets closely aligned with actual capacity, linked to progress control mechanisms and individual accountability.

- The BOD developed an operational plan for 2025 and organized regular and extraordinary meetings with full participation of members. Discussions focused on key topics: business production strategies, organizational models, policies, financial investments, with all attendees contributing opinions.

- + For policies and investment projects, the group of Capital Representatives reached agreements, and the General Capital Representative signed submissions to the Vietnam Rubber Industry Group for approval according to regulations. In the first 6 months of 2025, policies and decisions requiring a vote at the General Meeting of Shareholders were submitted for agreement by the Group before being presented at the General Meeting for approval.

- + Policies agreed upon by the Group were included in regular BOD meeting agendas or resolved via written consultation for unified implementation by the Company's BOD.

- + The BOD agreed on voting content for the Company's Capital Representatives at joint ventures or associated companies to present at the 2025 annual or extraordinary General Meeting of Shareholders. In the first half of 2025, the Board of Directors issued a regulation on the management of position holders and representatives of the Company's capital in other businesses. They also agreed on several voting matters at the Annual General Meeting of Shareholders 2025 for the following companies: VRG MDF Wood Joint Stock Company - Quang Tri, TN Wood Processing and Export Joint Stock Company, Quasa Geruco Joint Stock Company, and others.

The Board of Supervisors acknowledges that the Board of Directors has correctly performed its functions of providing direction, supervision, and making strategic decisions in accordance with the law and the Company's Charter. The members have adhered to the principle of separating governance and executive functions, ensuring transparency and preventing conflicts of interest.

#### **b. Supervising the activities of the Board of Management and shareholders.**

- Based on the 2025 targets agreed upon by the Vietnam Rubber Industry Group, the Company incorporated these targets into key resolutions for 2025 (BOD Resolutions, Employee Representative Conference Resolutions, and Annual General Meeting Resolutions).

- Under the direction of the General Director, the Executive Board has fully carried out the tasks assigned by the Board of Directors, ensuring that the implementation of the plans is focused and targeted. They have continuously strived and worked towards completing the 2025 plan as agreed upon with the Group.



- The internal control system, financial management, information disclosure, and data transparency activities have been implemented comprehensively. The semi-annual financial statements for 2025 have been reviewed and finalized.

- In addition, the Board of Supervisors recognizes that the Company has urgently submitted a proposal with supporting documents to the Tax Authority for a 30% reduction in land lease fees for 2024, equivalent to a reduction of over VND 5.5 billion (in accordance with the guidelines of Decree No. 87/2025/ND-CP dated 04/11/2025, by the Government on reducing land lease fees for 2024).

- The Company has followed the instructions of the Group in Official Letter No. 634/CSVN-TCCB dated 03/26/2025, from the Vietnam Rubber Industry Group, regarding the restructuring of the organizational structure and operational model at its rubber member companies. The Company has implemented restructuring towards a lean, efficient model, ready for comprehensive digital transformation.

+ A two-tier management model (Company - Production Teams/Workshop) has been adopted, terminating the operations of plantations and production units, and establishing 04 production teams and 01 processing workshop directly under the Company.

+ The restructuring process has been carried out in accordance with procedures, communicated transparently, with timely financial support and humane policies for employees who left the Company. The total number of redundant workers after the restructuring was 34, of which 24 voluntarily left with benefits as per the Company's policies, 02 resigned with severance compensation, and 08 were reassigned to direct labor roles. The total amount paid was VND 1.866 billion, with an average of VND 71.782 million per person. The severance compensation amounted to VND 669.57 million, while the Company supported VND 1.196 billion. The highest compensation received was over VND 393 million, and the lowest was VND 2.7 million.

+ The proportion of indirect labor at the time when the plantation reaches stable exploitation is 6.29%, and it is expected to further decrease to 6% as some indirect laborers will reach retirement age in 2025.

#### **4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:**

The Company's BOS consistently receives timely guidance and direction from the leadership of the Vietnam Rubber Industry Group, along with the cooperation and facilitation from members of the BOD and the Board of Management, enabling the Board of Supervisors to successfully fulfill its duties.

- The Board of Supervisors has closely coordinated with the Board of Directors and the General Director while maintaining its independence in



performing its assigned functions and tasks. The coordination has focused on inspection, supervision, and management of the Owner's equity capital, which amounts to VND 879.45 billion. Additionally, the Board has overseen the capital of the Company's financial investments, participating in the contribution of capital into 06 projects, with a total capital contribution of VND 848.16 billion.

- Between the two Annual General Meetings of Shareholders of 2024-2025, the Company ensured the provision of information, and the coordination between the BOD and the Board of Management adhered to the principle of serving the legitimate interests of the Company and its shareholders in compliance with the law, the Charter, and operational regulations.

- During its operation, the BOS did not receive any written requests or complaints from shareholders or shareholder groups regarding the activities of the BOD or the Board of Management.

#### 5. Other activities of the Board of Supervisors: None.

#### IV. Board of Management

No.	Member of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /
01	Mr. Lam Thanh Phu	August 29, 1971	Bachelor's Degree	December 30, 2024
02	Mr. Tran Van Toan	February 16, 1966	Bachelor's Degree	May 5, 2021
03	Mr. Duong Tan Phong	April 19, 1968	Bachelor's Degree	August 19, 2024

#### V. Chief Accountant:

Full name	Date of birth	Qualifications	Date of appointment
Mr. Lam Quang Phuc	October 22, 1974	Bachelor's Degree	August 19, 2024

#### VI. Training courses on corporate governance: Completed.

#### VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company

##### 1. The list of affiliated persons of the Company: Attached is Appendix I.



2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: *Attached is Appendix II.*

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: *None*

4. Transactions between the Company and other objects:

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): *None.*

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, General Director: *Attached is Appendix III.*

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, General Director and other managers: *None.*

**VIII. Share transactions of internal persons and their affiliated persons:**

1. Transactions of internal persons and affiliated persons with shares of the Company: *Attached in Appendix IV.*

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

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
01	To Minh Truong	To Minh Tai	1,100	0.00113	0	0	selling
02	Van Ba Kiet	To Minh Tai	3,300	0.0037	2,300	0.0026	selling

**IX. Other significant issues:** *None.*

**Recipients:**

- As above;
- BOD, BOS of the Company;
- Disclosure person;
- Archived: Clerk, Secretary to BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN**



**Trương Văn Cư**



# Appendix I

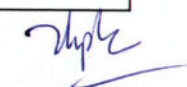
(Attached to the Report on Corporate Governance of the first 6 months of 2025 Tan Bien Rubber Joint Stock Company)

## The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
ORGANIZATION											
1	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	01/06/2018	Ho Chi Minh City Department of Finance	236 Nam Ky Khoi Nghia, Xuan Hoa Ward, Ho Chi Minh City, Vietnam				Parent Company – Major Shareholder (holding 98.46% of shares) and represented by 4 capital-contributing members on the BOD ( Mr. Truong Van Cu, Mr. Lam Thanh Phu, Mr. Duong Tan Phong)
2	Tan Bien - Kangpongthom Rubber JSC			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province				Subsidiary Company



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
3	Tan Hiep People's Credit Fund			3900368137	18/03/2024	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province				Ms. Nguyen My Ngoc (wife of Mr. Lam Thanh Phu, the General Director of the Company) is the Chairwoman of the Board of Directors of the Credit Fund.
BOARD OF DIRECTORS											
1	Truong Van Cu	0101021033	Chairman of the BOD.	-	-	-	-	02/12/2024			Capital Contribution Representative of Vietnam Rubber Industry Group – Joint Stock Company, Member of the BOD
1.01	Truong Van Giau			-	-	-	-	02/12/2024			Father
1.02	Ngo Thi Tho			-	-	-	-	02/12/2024			Mother
1.03	Truong Thi Ngoc Thu			-	-	-	-	02/12/2024			Wife



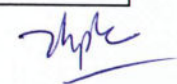


No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1.04	Truong Quang Dong			-	-	-	-	02/12/2024			Child
1.05	Truong To Tran			-	-	-	-	02/12/2024			Child
1.06	Truong Thi Kim Huong			-	-	-	-	02/12/2024			Sister
1.07	Nguyen Van Hai			-	-	-	-	02/12/2024			Brother-in-law
1.08	Truong Van De	0101021155		-	-	-	-	02/12/2024			Younger sibling
1.09	Huynh Khanh Giang			-	-	-	-	02/12/2024			Sister-in-law
1.10	Truong Thi Kim Hue			-	-	-	-	02/12/2024			Younger sibling
1.11	Truong Thi Kim Trang	0101027176	Deputy Manager of Technical and Product Management Department	-	-	-	-	02/12/2024			Younger sibling
1.12	Le Tan Loi		Staff Member of Mechanical Processing Enterprise	-	-	-	-	02/12/2024			Brother-in-law
1.13	Truong Thi Thanh Loi			-	-	-	-	02/12/2024			Younger sibling
1.14	Ho Hoang Ha			-	-	-	-	02/12/2024			Brother-in-law
	Organization										

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1.15	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	01/06/2018	Ho Chi Minh City Department of Finance	236 Nam Ky Khoi Nghia, Xuan Hoa Ward, Ho Chi Minh City, Vietnam	10/06/2021			Capital Contribution Representative
1.16	Tan Bien - Kangpongthom Rubber JSC			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province	26/06/2018			Chairman of the BOD, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company
2	Lam Thanh Phu	0101021094	General Director and Member of the BOD.	-	-	-	-	30/12/2024			Capital Contribution Representative of Vietnam Rubber Industry Group - Joint Stock Company, Member of the BOD
2.01	Nguyen My Ngoc			-	-	-	-	30/12/2024			Wife
2.02	Lam Thi Truong An			-	-	-	-	30/12/2024			Younger sibling





No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
2.03	Lam Thanh Hung	0101021701	Staff Member of Mechanical Processing Enterprise	-	-	-	-	30/12/2024			Younger sibling
2.04	Lam Thanh Tung	0101021509		-	-	-	-	30/12/2024			Younger sibling
2.05	Tran Nguyen Thanh Truc	0101039115	Staff Member of the Administrative and Organization Department.	-	-	-	-	30/12/2024			Sister-in-law
	Organization										
2.06	Vietnam Rubber Group - Joint Stock Company			0301266564	01/06/2018	Ho Chi Minh City Department of Finance	236 Nam Ky Khoi Nghia, Xuan Hoa Ward, Ho Chi Minh City, Vietnam	10/06/2021			Capital Contribution Representative
2.07	Tan Bien - Kangpongthom Rubber JSC			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh	26/06/2018			Member of the BOD and General Director, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
3	Duong Tan Phong	0101020638	De.General Director and Member of the BOD.	-	-	-	-	05/11/2024			Capital Contribution Representative of Vietnam Rubber Industry Group - Joint Stock Company, Member of the BOD
3.01	Le Thi Kim Tuong			-	-	-	-	05/11/2024			Wife
3.02	Duong Tuong Vy			-	-	-	-	05/11/2024			Child
3.03	Nguyen Vinh Phuc			-	-	-	-	05/11/2024			Son-in-law
3.04	Ta Thi Tam			-	-	-	-	05/11/2024			Mother
3.05	Duong Kim Phuong			-	-	-	-	05/11/2024			Sister
3.06	Duong Tan Phuc			-	-	-	-	05/11/2024			Brother
3.07	Duong Tan Nha			-	-	-	-	05/11/2024			Younger sibling
3.08	Duong Thi To Van			-	-	-	-	05/11/2024			Younger sibling
3.09	Nguyen Nam Thang			-	-	-	-	05/11/2024			Brother-in-law
3.10	Vo Mong Yem			-	-	-	-	05/11/2024			Sister-in-law
3.11	Truong Thi Hieu Thao			-	-	-	-	05/11/2024			Sister-in-law



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
3.12	Nguyen Truong Son			-	-	-	-	05/11/2024			Brother-in-law
	Organization										
3.13	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	01/06/2018	Ho Chi Minh City Department of Finance	236 Nam Ky Khoi Nghia, Xuan Hoa Ward, Ho Chi Minh City, Vietnam	10/06/2021			Capital Contribution Representative
3.14	Quasa Geruco Rubber Joint Stock Company			3200243534	22/08/2016	Quang Tri Department of Finance.	Lot D21, Southeast Asia Trade Center, Special Economic and Trade Zone, Lao Bao Commune, Quang Tri Province	29/01/2021			Member of the BOD, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company
4	Do Quoc Tuan		Independent Member of the BOD.	-	-	-	-	24/06/2021			Independent Member of the BOD
4.01	Nguyen Thi Bich Chi			-	-	-	-	24/06/2021			Wife
4.02	Do Thi Quynh Nhu			-	-	-	-	24/06/2021			Child
4.03	Do Thi Quynh Lam			-	-	-	-	24/06/2021			Child
4.04	Do Van Phe			-	-	-	-	24/06/2021			Biological Father
4.05	Le Thi Nhanh			-	-	-	-	24/06/2021			Biological Mother



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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
4.06	Do Thanh An			-	-	-	-	24/06/2021			Younger sibling
4.07	Do Hong Thoi			Deceased due to illness.				24/06/2021			Younger sibling
4.08	Do Thanh Dien			-	-	-	-	24/06/2021			Younger sibling
4.09	Do Thi Quyen			-	-	-	-	24/06/2021			Younger sibling
4.10	Do Thanh Nha			-	-	-	-	24/06/2021			Younger sibling
	Organization										
4.11	<i>Caoutchouc Mekong Co., Ltd</i>						Kroyea Commune, Prasat Balang District, Kampong Thom Province, Kingdom of Cambodia	24/06/2021			General Director of the Company
BOARD OF MANAGEMENT											
5	Tran Van Toan		Vice General Directors	-	-	-	-	25/05/2021			Deputy General Director
5.01	Ho Thi Bich Loan	0101021049		-	-	-	-	25/05/2021			Wife
5.02	Tran Tuan Tai			-	-	-	-	25/05/2021			Child
5.03	Tran Tuan Duc		Staff Member of the Planning and Business Department.	-	-	-	-	25/05/2021			Child
5.04	Tran Thi Thuong	0101020907		-	-	-	-	25/05/2021			Younger sibling



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
5.05	Tran Thi Ngoc Be	0101021099	Staff Member of the Company's Labor Union.	-	-	-	-	25/05/2021			Younger sibling
5.06	Nguyen Tri An	0101020949	Staff Member of the Technical and Product Management Department.	-	-	-	-	25/05/2021			Brother-in-law
	Organization										
5.07	Vietnam Rubber Urban and Industrial Zone Development Joint Stock Company			0800300443	22/08/2014	Hai Duong Department of Finance.	No. 12 Nguyen An, Tan Hung Ward, Hai Phong City	29/01/2021			Capital Contribution Representative of Tan Bien Rubber Joint Stock Company
5.08	Tan Bien - Kampong Thom Rubber Joint Stock Company			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province	15/06/2024			Deputy General Director, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
6	Lam Quang Phuc		Chief Accountant.	-	-	-	-	27/11/2024			Chief Accountant
6.01	Nguyen Thi Miet			-	-	-	-	27/11/2024			Wife
6.02	Lam Kim Hang			-	-	-	-	27/11/2024			Child
6.03	Lam Quang Duc			-	-	-	-	27/11/2024			Child
6.04	Vu Thi Hong Loan			-	-	-	-	27/11/2024			Mother
6.05	Lam Tuan Anh			-	-	-	-	27/11/2024			Brother
6.06	Lam Vu Trung			-	-	-	-	27/11/2024			Younger sibling
	Organization										
6.07	Tay Ninh Import-Export Wood Processing Joint Stock Company			3900434887	02/07/2014	Tay Ninh Department of Finance.	Lot H1, Team G1, under Go Dau Rubber Plantation, Ben Muong Hamlet, Thanh Duc Commune, Tay Ninh.	19/05/2023			Member of the BOS of Tay Ninh Import-Export Wood Processing Joint Stock Company
BOARD OF SUPERVISOR											
7	Nguyen Van Sang		Head of the BOS.	-	-	-	-	24/06/2021			Member of the BOS
7.01	Le Thi My Dien			-	-	-	-	24/06/2021			Wife
7.02	Nguyen Van Di			Deceased				24/06/2021			Father
7.03	Nguyen Thi Lung			-	-	-	-	24/06/2021			Mother
7.04	Nguyen Van Thanh			Deceased				24/06/2021			Brother
7.05	Lam Thi Gai			-	-	-	-	24/06/2021			Sister-in-law

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
7.06	Nguyen Thi Thuoc			-	-	-	-	24/06/2021			Sister
7.07	Nguyen Van Tu			-	-	-	-	24/06/2021			Brother-in-law
7.08	Nguyen Thanh Dung			-	-	-	-	24/06/2021			Sister
7.09	Nguyen Van Giau			-	-	-	-	24/06/2021			Younger sibling
7.10	Vo Thi Thuy Dung			-	-	-	-	24/06/2021			Sister-in-law
7.11	Nguyen Thi Thu Ha			-	-	-	-	24/06/2021			Younger sibling
7.12	Le Thanh Han			-	-	-	-	24/06/2021			Brother-in-law
7.13	Nguyen Hoang Trong Nhan			-	-	-	-	24/06/2021			Younger sibling
7.14	Tran Thi Bach Vien			-	-	-	-	24/06/2021			Sister-in-law
	Organization										
7.15	Tan Bien - Kampong Thom Rubber Joint Stock Company			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province	25/06/2024			Head of the BOS of Tan Bien – Kampong Thom Rubber Joint Stock Company
8	Hoang Quoc Hung		Member of the BOS	-	-	-	-	24/06/2021			Member of the BOS
8.01	Hoang Van Son			-	-	-	-	24/06/2021			Father
8.02	Le Thi Loan			-	-	-	-	24/06/2021			Mother
8.03	Hoang Le Phuong Tram			-	-	-	-	24/06/2021			Younger sibling
	Organization										



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
8.04	Tan Bien - Kampong Thom Rubber Joint Stock Company			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province	25/06/2024			Member of the BOS of Tan Bien – Kampong Thom Rubber Joint Stock Company
9	Hoang Van Vinh		Member of the BOS	-	-	-	-	24/06/2021			Member of the BOS
9.01	Le Thi Phuong Loan		Staff Member of the Administrative and Organization Department.	-	-	-	-	24/06/2021			Wife
9.02	Truong Le Anh			-	-	-	-	24/06/2021			Child
9.03	Hoang Le Thong Nhat			-	-	-	-	24/06/2021			Child
9.04	Hoang Van Vui			-	-	-	-	24/06/2021			Father
9.05	Nguyen Thi Xuan			-	-	-	-	24/06/2021			Mother
9.06	Hoang Van Hoi			-	-	-	-	24/06/2021			Brother
9.07	Nguyen Thi Hong Van			-	-	-	-	24/06/2021			Sister-in-law
9.08	Hoang Van Dong			-	-	-	-	24/06/2021			Biological sibling
9.09	Nguyen Thi Kim Thoa			-	-	-	-	24/06/2021			Sister-in-law
9.10	Hoang Thi Hong Thuy			-	-	-	-	24/06/2021			Biological sibling

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
9.11	Hoang Van Dau			-	-	-	-	24/06/2021			Biological brother
9.12	Phan Thi Que			-	-	-	-	24/06/2021			Sister-in-law
9.13	Hoang Van Nam			-	-	-	-	24/06/2021			Biological sibling
9.14	Phan Thi Thao			-	-	-	-	24/06/2021			Sister-in-law
	Organization										
9.15	Tan Bien - Kangpongthom Rubber JSC			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province	25/06/2024			Member of the BOS of Tan Bien – Kampong Thom Rubber Joint Stock Company
OTHER											
10	Huynh Duy Hien	0101021044	Trưởng Phòng KHKD	-	-	-	-	24/03/2020			Capital Contribution Representative of Tan Bien Rubber Joint Stock Company at Quang Tri MDF VRG Wood Joint Stock Company
10.01	Le Thi Hong Son			-	-	-	-	24/03/2020			Wife
10.02	Huynh Lien			-	-	-	-	24/03/2020			Child
10.03	Huynh Huu Minh	0101021032		-	-	-	-	24/03/2020			Biological father
	Organization										

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
10.04	Quang Tri MDF VRG Wood Joint Stock Company			3200228141	23/05/2016	Quang Tri Department of Finance.	Quang Ngang Industrial Park, Gio Linh Commune, Quang Tri	24/03/2020			Member of the BOD, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company
10.05	Tay Ninh Import-Export Wood Processing Joint Stock Company			3900434887	02/07/2014	Tay Ninh Department of Finance.	Lot H1, Team G1, under Go Dau Rubber Plantation, Ben Muong Hamlet, Thanh Duc Commune, Tay Ninh	19/05/2023			Member of the BOD, Capital Contribution Representative of Tan Bien Rubber Joint Stock Company
11	To Minh Tai	0101021086	Corporate Governance Officer.	-	-	-	-	30/12/2021			Corporate Governance Officer
11.01	To Minh Truong	0101021103	Retired.	-	-	-	-	30/12/2021			Biological father
11.02	Pham Thi Van			-	-	-	-	30/12/2021			Biological mother
11.03	Van Thi Thuy Tien	0101021045	Staff Member of the Planning and Business Department.	-	-	-	-	30/12/2021			Wife

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
11.04	Van Ba Kiet	0101020882	Retired.	-	-	-	-	30/12/2021			Father-in-law
11.05	Vo Ngoc Lan			-	-	-	-	30/12/2021			Mother-in-law
12	Nguyen Tran Thien Phuc	0001056288	Staff Member of the Finance and Accounting Department.	-	-	-	-	01/04/2022			Authorized Information Disclosure Officer
12.01	Nguyen Tu Cuong	0101021087		-	-	-	-	01/04/2022			Father
12.02	Tran Thi Ninh	0101021002		-	-	-	-	01/04/2022			Mother
12.03	Nguyen Nhan Hau			-	-	-	-	01/04/2022			Younger sibling
12.04	Doan Hai Dang	0101021119	Deputy Secretary of the Company Youth Union.	-	-	-	-	01/04/2022			Husband
12.05	Doan Kim Chung	0101021034		-	-	-	-	01/04/2022			Father-in-law
12.06	Pham Thi Lai	0101021050		-	-	-	-	01/04/2022			Mother-in-law



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
12.07	Doan Kim Quy	0101021025	Staff Member of the Inspection, Security, and Military Mobilization Department.	-	-	-	-	01/04/2022			Brother-in-law
13	Tran Nguyen Duy Sinh		Deputy Head of the Accounting and Finance Department	-	-	-	-				Representative of Tan Bien Rubber Joint Stock Company's capital contribution at Rubber Trading, Service, and Tourism Joint Stock Company
13.01	Lam Thi Kim Hang			-	-	-	-				Wife
13.02	Tran Nguyen Chi Thanh			-	-	-	-				Biological child
13.03	Tran Nguyen Chi Trung			-	-	-	-				Biological child
13.04	Tran Kim Lam			-	-	-	-				Biological father
13.05	Nguyen Thi Ngoc Thuy			-	-	-	-				Biological mother
13.06	Tran Nguyen Thanh Truc	0101039115		-	-	-	-				Sibling

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No.	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
13.07	Lam Thanh Tung	0101021509		-	-	-	-				Brother-in-law
	Organization										
13.08	Rubber Trading and Tourism Services Joint Stock Company			5700504805	05/10/2011	Quang Ninh Department of Finance.	Hoa Binh Boulevard, Mong Cai 1 Ward, Quang Ninh				Member of the Board of Directors, representative of Tan Bien Rubber Joint Stock Company's capital contribution



## Appendix II

(Attached to the Report on Corporate Governance of the first 6 months of 2025 Tan Bien Rubber Joint Stock Company)

### 1. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated

No.	Name of organization/individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
1	VRG Japan Rubber Export Joint Stock Company	Same Parent Company	3900434887, issued: 07/02/2014, by the Ho Chi Minh City Department of Finance	269A Nguyen Trong Tuyen, Phu Nhuan Ward, Ho Chi Minh City	The first half of 2025		Sale of rubber latex, total transaction value: VND 3,245,760,000
2	Tan Bien Rubber Joint Stock Company - Kampongthom	Indirect Subsidiary		Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province	The first half of 2025	Resolution of the 2025 Annual General Meeting of Shareholders No. 71/NQ-DHĐCĐ-TKR dated 06/26/2025, of Tan Bien Rubber Joint Stock Company - Kampongthom	Dividends distributed, total value: VND 40,000,000,000
3	Tan Bien Rubber Development Co., Ltd. - Kampongthom	Indirect Subsidiary			The first half of 2025	Board Resolution No. 402/NQ-HĐQTCSTB dated 12/31/2024	Purchase of rubber latex, total transaction value: VND 53,157,026,805
4	Mekong Rubber Co., Ltd.	Indirect Subsidiary	3700258793, issued 05/05/2014, by the Binh Duong Department of Finance		The first half of 2025	Board Resolution No. 402/NQ-HĐQTCSTB dated 12/31/2025	Purchase of rubber latex, total transaction value: VND 59,068,328,119
5	Vietnam Rubber Research Institute	Same Parent Company	301456773	National Road 13, Lai Khe Hamlet, Ben Cat Ward, Ho Chi Minh City	The first half of 2025		*
6	VRG Dongwha MDF Wood Joint Stock Company	Same Parent Company	0300693348, issued: 11/06/2017, by the HCMC Department of Finance	Lot G, Minh Hung III Industrial Park, Minh Hung Ward, Dong Nai Province, Vietnam	The first half of 2025		Sale of liquidated rubber trees, total value: VND 110,033,000,000

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\*Transactions between the Company and its major shareholders, and affiliated persons of the Company are as follows:

No.	Name of organization/individual	Relationship with the Company	Transaction Details	Transaction Value (VND)
1	Rubber Research Institute of Vietnam	Same parent company	Cost of cleaning the rubber seedling plantations	13.138.700
			Cost of purchasing Hexin 5SC (for powdery mildew, black leaf blight)	57.500.000
			Cost of purchasing BDNH 2000 adhesive	10.000.000
			Tuition fees for the training class on raw material acceptance and quality control room maintenance	17.101.000
			Cost of purchasing rubber latex stimulant 1.25%	22.728.000
			Cost of purchasing rubber seedlings	1.500.000.000
			<b>Total</b>	<b>1.620.467.700</b>





### Appendix III

(Attached to the Report on Corporate Governance of the first 6 months of 2025 Tan Bien Rubber Joint Stock Company)

Transactions between the company and companies where related parties of Board of Directors members, members of the Board of Supervisors, the General Director, and other managers are Board of Directors members, the General Director in charge:

No.	Name of organization/individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
1	Tan Hiep People's Credit Fund	Ms. Nguyen My Ngoc (wife of Mr. Lam Thanh Phu, the General Director of the Company) is the Chairwoman of the Board of Directors of the Credit Fund	3900368137, issued on 03/18/2024, issued by: Tay Ninh Provincial Department of Finance.	Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh	The first half of 2025	145/NQ-HĐQTCSTB dated 05/13/2025	Term deposit contract, total value: VND 9,000,000,000

#### Appendix IV

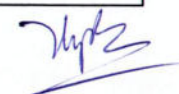
(Attached to the Report on Corporate Governance of the first 6 months of 2025 Tan Bien Rubber Joint Stock Company)

#### The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Truong Van Cu	0101021033	Chairman of the BOD.	-	-	-	-	46.955	0,05%	Capital Representative of Vietnam Rubber Industry Group - JSC, Member of the BOD
1.01	Truong Van Giau			-	-	-	-	0		Father
1.02	Ngo Thi Tho			-	-	-	-	0		Mother
1.03	Truong Thi Ngoc Thu			-	-	-	-	0		Wife
1.04	Truong Quang Dong			-	-	-	-	0		Child
1.05	Truong To Tran			-	-	-	-	0		Child
1.06	Truong Thi Kim Huong			-	-	-	-	0		Older Sister
1.07	Nguyen Van Hai			-	-	-	-	0		Brother-in-law
1.08	Truong Van De	0101021155		-	-	-	-	10.200	0,01%	Younger Sibling
1.09	Huynh Khanh Giang			-	-	-	-	0		Younger Sibling's Spouse
1.10	Truong Thi Kim Hue			-	-	-	-	0		Younger Sibling



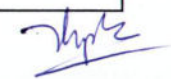
No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.11	Truong Thi Kim Trang	0101027176	Deputy Manager of Technical and Product Management Department	-	-	-	-	2.500	0,0030%	Younger Sibling
1.12	Le Tan Loi		Staff Member of Mechanical Processing Enterprise	-	-	-	-	0		Brother-in-law
1.13	Truong Thi Thanh Loi			-	-	-	-	0		Younger Sibling
1.14	Ho Hoang Ha			-	-	-	-	0		Brother-in-law
	Organization									
1.15	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	01/06/2018	Ho Chi Minh City Department of Finance	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	86.590.553	98,46%	Capital Representative
1.16	Tan Bien - Kangpongthom Rubber JSC			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	0		Chairman of the Board of Directors, Capital Representative of Tan Bien Rubber Joint Stock Company



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2	Lam Thanh Phu	0101021094	General Director and Member of the BOD.	-	-	-	-	5.200	0,01%	Capital Representative of Vietnam Rubber Industry Group - JSC, Member of the BOD
2.01	Nguyen My Ngoc			-	-	-	-	0		Wife
2.02	Lam Thi Truong An			-	-	-	-	0		Younger Sibling
2.03	Lam Thanh Hung	0101021701	Staff Member of Mechanical Processing Enterprise	-	-	-	-	1.100	0,0010%	Younger Sibling
2.04	Lam Thanh Tung	0101021509		-	-	-	-	690	0,0008%	Younger Sibling
2.05	Tran Nguyen Thanh Truc	0101039115	Staff Member of the Administrative and Organization Department.	-	-	-	-	900	0,0010%	Younger Sibling's Spouse
	Organization									
2.06	Vietnam Rubber Group - Joint Stock Company			0301266564	01/06/2018	Ho Chi Minh City Department of Finance	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	86.590.553	98,46%	Capital Representative



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.07	<i>Tan Bien - Kangpongthom Rubber JSC</i>			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	0		Member of the BOD & General Director, Capital Representative of Tan Bien Rubber Joint Stock Company
3	<b>Duong Tan Phong</b>	0101020638	<b>De.General Director and Member of the BOD.</b>	-	-	-	-	4.200	0,01%	<b>Capital Representative of Vietnam Rubber Group - JSC, Member of the BOD</b>
3.01	Le Thi Kim Tuong			-	-	-	-	0		Wife
3.02	Duong Tuong Vy			-	-	-	-	0		Child
3.03	Nguyen Vinh Phuc			-	-	-	-	0		Son-in-law
3.04	Ta Thi Tam			-	-	-	-	0		Mother
3.05	Duong Kim Phuong			-	-	-	-	0		Older Sister
3.06	Duong Tan Phuc			-	-	-	-	0		Older Brother
3.07	Duong Tan Nha			-	-	-	-	0		Younger Sibling
3.08	Duong Thi To Van			-	-	-	-	0		Younger Sibling
3.09	Nguyen Nam Thang			-	-	-	-	0		Brother-in-law
3.10	Vo Mong Yem			-	-	-	-	0		Sister-in-law
3.11	Truong Thi Hieu Thao			-	-	-	-	0		Younger Sibling's Spouse



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.12	Nguyen Truong Son			-	-	-	-	0		Brother-in-law
	Organization									
3.13	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	01/06/2018	Ho Chi Minh City Department of Finance	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	86.590.553	98,46%	Capital Representative
3.14	Quasa Geruco Rubber Joint Stock Company			3200243534	22/08/2016	Quang Tri Department of Finance.	Lot D21, Southeast Asia Trade Center, Special Economic and Commercial Zone, Lao Bao Town, Huong Hoa District, Quang Tri Province	0		Member of the Board of Directors, Capital Representative of Tan Bien Rubber Joint Stock Company
4	Do Quoc Tuan		Independent Member of the BOD.	-	-	-	-	0		Independent Member of the BOD
4.01	Nguyen Thi Bich Chi			-	-	-	-	0		Wife
4.02	Do Thi Quynh Nhu			-	-	-	-	0		Child
4.03	Do Thi Quynh Lam			-	-	-	-	0		Child
4.04	Do Van Phe			-	-	-	-	0		Father
4.05	Le Thi Nhanh			-	-	-	-	0		Mother



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.06	Do Thanh An			-	-	-	-	0		Younger Sibling
4.07	Do Hong Thoi			Deceased due to illness.				0		Younger Sibling
4.08	Do Thanh Dien			-	-	-	-	0		Younger Sibling
4.09	Do Thi Quyen			-	-	-	-	0		Younger Sibling
4.10	Do Thanh Nha			-	-	-	-	0		Younger Sibling
	Organization									
4.11	<i>Caoutchouc Mekong Co., Ltd</i>						Kroyea Commune, Prasat Balang District, Kampong Thom Province, Kingdom of Cambodia			General Director of the Company
<b>5</b>	<b>Tran Van Toan</b>		<b>Vice General Directors</b>	-	-	-	-	<b>0</b>		<b>Vice General Director</b>
5.01	Ho Thi Bich Loan	0101021049		-	-	-	-	2.400	0,0030%	Wife
5.02	Tran Tuan Tai			-	-	-	-	0		Child
5.03	Tran Tuan Duc		Staff Member of the Planning and Business Department.	-	-	-	-	0		Child
5.04	Tran Thi Thuong	0101020907		-	-	-	-	1.900	0,0020%	Younger Sibling

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.05	Tran Thi Ngoc Be	0101021099	Staff Member of the Company's Labor Union.	-	-	-	-	1.100	0,0010%	Younger Sibling
5.06	Nguyen Tri An	0101020949	Staff Member of the Technical and Product Management Department.	-	-	-	-	1.000	0,0010%	Brother-in-law
	Organization									
5.07	<i>Vietnam Rubber Urban and Industrial Zone Development Joint Stock Company</i>			0800300443	22/08/2014	Hai Duong Department of Finance.	No. 12, Nguyen An Street, Hai Tan Ward, Hai Duong City, Hai Duong Province	466.400	1,80%	Capital Representative of Tan Bien Rubber Joint Stock Company
5.08	<i>Tan Bien - Kampong Thom Rubber Joint Stock Company</i>			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	84.563.176	58,97%	Vice General Director, Capital Representative of Tan Bien Rubber Joint Stock Company
6	<b>Lam Quang Phuc</b>		<b>Chief Accountant.</b>	-	-	-	-	0		<b>Chief Accountant</b>
6.01	Nguyen Thi Miet			-	-	-	-	0		Wife
6.02	Lam Kim Hang			-	-	-	-	0		Child
6.03	Lam Quang Duc			-	-	-	-	0		Child



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
6.04	Vu Thi Hong Loan			-	-	-	-	0		Mother
6.05	Lam Tuan Anh			-	-	-	-	0		Older Brother
6.06	Lam Vu Trung			-	-	-	-	0		Younger Sibling
	Organization									
6.07	<i>Tay Ninh Import-Export Wood Processing Joint Stock Company</i>			3900434887	02/07/2014	Tay Ninh Department of Finance.	Lot H1, Group G1, Go Dau Rubber Plantation, Hamlet Ben Muong, Thanh Duc Commune, Go Dau District, Tay Ninh Province			Member of the Board of Supervisors of Tay Ninh Import-Export Wood Processing Joint Stock Company
7	<b>Nguyen Van Sang</b>		<b>Head of the BOS.</b>	-	-	-	-	0		<b>Member of the BOS</b>
7.01	Le Thi My Dien			-	-	-	-	0		Wife
7.02	Nguyen Van Di			-	-	-	-	0		Father (deceased)
7.03	Nguyen Thi Lung			-	-	-	-	0		Mother
7.04	Nguyen Van Thanh			-	-	-	-	0		Older Brother
7.05	Lam Thi Gai			-	-	-	-	0		Sister-in-law
7.06	Nguyen Thi Thuoc			-	-	-	-	0		Older Sister
7.07	Nguyen Van Tu			-	-	-	-	0		Brother-in-law
7.08	Nguyen Thanh Dung			-	-	-	-	0		Older Sister

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.09	Nguyen Van Giau			-	-	-	-	0		Younger Sibling
7.10	Vo Thi Thuy Dung			-	-	-	-	0		Younger Sibling's Spouse
7.11	Nguyen Thi Thu Ha			-	-	-	-	0		Younger Sibling
7.12	Le Thanh Han			-	-	-	-	0		Brother-in-law
7.13	Nguyen Hoang Trong Nhan			-	-	-	-	0		Younger Sibling
7.14	Tran Thi Bach Vien			-	-	-	-	0		Younger Sibling's Spouse
	Organization									
7.15	Tan Bien - Kampong Thom Rubber Joint Stock Company			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province			Head of the Board of Supervisors of Tan Bien Rubber Joint Stock Company - Kampong Thom
8	Hoang Quoc Hung		Member of the BOS	-	-	-	-	0		Member of the BOS
8.01	Hoang Van Son			-	-	-	-	0		Father
8.02	Le Thi Loan			-	-	-	-	0		Mother
8.03	Hoang Le Phuong Tram			-	-	-	-	0		Younger Sibling
	Organization									

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
8.04	<i>Tan Bien - Kampong Thom Rubber Joint Stock Company</i>			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province			Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company - Kampong Thom
9	<b>Hoang Van Vinh</b>		<b>Member of the BOS</b>	-	-	-	-	0		<b>Member of the BOS</b>
9.01	Le Thi Phuong Loan		Staff Member of the Administrative and Organization Department.	-	-	-	-	0		Wife
9.02	Truong Le Anh			-	-	-	-	0		Child
9.03	Hoang Le Thong Nhat			-	-	-	-	0		Child
9.04	Hoang Van Vui			-	-	-	-	0		Father
9.05	Nguyen Thi Xuan			-	-	-	-	0		Mother
9.06	Hoang Van Hoi			-	-	-	-	0		Older Brother
9.07	Nguyen Thi Hong Van			-	-	-	-	0		Sister-in-law
9.08	Hoang Van Dong			-	-	-	-	0		Younger Sibling
9.09	Nguyen Thi Kim Thoa			-	-	-	-	0		Younger Sibling's Spouse
9.10	Hoang Thi Hong Thuy			-	-	-	-	0		Younger Sibling
9.11	Hoang Van Dau			-	-	-	-	0		Older Brother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
9.12	Phan Thi Que			-	-	-	-	0		Sister-in-law
9.13	Hoang Van Nam			-	-	-	-	0		Younger Sibling
9.14	Phan Thi Thao			-	-	-	-	0		Younger Sibling's Spouse
	Organization									
9.15	<i>Tan Bien - Kangpongthom Rubber JSC</i>			3900419448	14/02/2019	Tay Ninh Department of Finance.	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	0		Member of the Board of Supervisors of Tan Bien Rubber Joint Stock Company - Kampong Thom
10	Huynh Duy Hien	0101021044	Head of Business Planning Department	-	-	-	-	500	0,0006%	Capital Representative of Tan Bien Rubber Joint Stock Company
10.01	Le Thi Hong Son			-	-	-	-	0		Wife
10.02	Huynh Lien			-	-	-	-	0		Child
10.03	Huynh Huu Minh	0101021032		-	-	-	-	3.900	0,0040%	Father
	Organization									
10.04	<i>Quang Tri MDF VRG Wood Joint Stock Company</i>			3200228141	23/05/2016	Quang Tri Department of Finance.	Quan Ngang Industrial Zone, Gio Quang Commune, Gio Linh District, Quang Tri Province	0		Member of the Board of Directors, Capital Representative of Tan Bien Rubber Joint Stock Company

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
10.05	Tay Ninh Import-Export Wood Processing Joint Stock Company			3900434887	02/07/2014	Tay Ninh Department of Finance.	Lot H1, Group G1, Go Dau Rubber Plantation, Hamlet Ben Muong, Thanh Duc Commune, Go Dau District, Tay Ninh Province	0		Member of the Board of Directors, Capital Representative of Tan Bien Rubber Joint Stock Company
11	To Minh Tai	0101021086	Corporate Governance Officer.	-	-	-	-	600	0,0006%	Person in Charge of Corporate Governance
11.01	To Minh Truong	0101021103	Retired.	-	-	-	-	0		Father
11.02	Pham Thi Van			-	-	-	-	0		Mother
11.03	Van Thi Thuy Tien	0101021045	Staff Member of the Planning and Business Department.	-	-	-	-	200	0,0002%	Wife
11.04	Van Ba Kiet	0101020882	Retired.	-	-	-	-	2.300	0,0026%	Father-in-law
11.05	Vo Ngoc Lan			-	-	-	-	0		Mother-in-law
12	Nguyen Tran Thien Phuc	0001056288	Staff Member of the Finance and Accounting Department.	-	-	-	-	0		Authorized Information Disclosure Officer
12.01	Nguyen Tu Cuong	0101021087		-	-	-	-	2.900	0,0033%	Father
12.02	Tran Thi Ninh	0101021002		-	-	-	-	2.000	0,0023%	Mother

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
12.03	Nguyen Nhan Hau			-	-	-	-	0		Younger Sibling
12.04	Doan Hai Dang	0101021119	Deputy Secretary of the Company Youth Union.	-	-	-	-	0		Husband
12.05	Doan Kim Chung	0101021034		-	-	-	-	3.700	0,0042%	Father-in-law
12.06	Pham Thi Lai	0101021050		-	-	-	-	0		Mother-in-law
12.07	Doan Kim Quy	0101021025	Staff Member of the Inspection, Security, and Military Mobilization Department.	-	-	-	-	0		Brother-in-law
13	Tran Nguyen Duy Sinh		Deputy Head of the Accounting and Finance Department	-	-	-	-	0		Representative of Tan Bien Rubber Joint Stock Company's capital contribution at Rubber Trading, Service, and Tourism Joint Stock Company
13.01	Lam Thi Kim Hang			-	-	-	-	0		Wife
13.02	Tran Nguyen Chi Thanh			-	-	-	-	0		Biological child
13.03	Tran Nguyen Chi Trung			-	-	-	-	0		Biological child

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No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
13.04	Tran Kim Lam			-	-	-	-	0		Biological father
13.05	Nguyen Thi Ngoc Thuy			-	-	-	-	0		Biological mother
13.06	Tran Nguyen Thanh Truc	0101039115		-	-	-	-	900	0,0010%	Sibling
13.07	Lam Thanh Tung	0101021509		-	-	-	-	690	0,0008%	Brother-in-law
	Organization									
13.08	Rubber Trading and Tourism Services Joint Stock Company			5700504805	05/10/2011	Quang Ninh Department of Finance.	Hoa Binh Boulevard, Mong Cai 1 Ward, Quang Ninh	0		Member of the Board of Directors, representative of Tan Bien Rubber Joint Stock Company's capital contribution

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