

No: 99 /CSTB-TCKT

Tay Ninh, January 26, 2026

**INFORMATION DISCLOSURE**

To: Hanoi Stock Exchange

1. Organization name: : TAN BIEN RUBBER JOINT STOCK COMPANY

- 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 of 2025, No. 17/BC-HĐQTCSTB dated January 26, 2026.

3. This information has been published on the company's website on January 26, 2026 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. 17/BC-HĐQTCSTB  
dated January 26, 2026.

**Authorized Information Disclosure  
Representative**

(Signature, full name, and seal)



**CÔNG TY  
CỔ PHẦN  
CAO SU  
TÂN BIÊN**

**Nguyễn Trần Thiên Phúc**

**TAN BIEN RUBBER JOINT  
STOCK COMPANY**

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

No: .../BC-HĐQTCSTB

Tay Ninh, January 26, 2026

**REPORT ON  
CORPORATE GOVERNANCE 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-DHĐCĐCSTB	June 25, 2025	Minutes of the Annual General Meeting of Shareholders 2025 - Tan Bien Rubber Joint Stock Company.
02	02/NQ-DHĐCĐCSTB	June 25, 2025	Resolution of the Annual General Meeting of Shareholders 2025 - Tan Bien Rubber Joint Stock Company.

**II. Board of Directors (Annual 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	



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
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 absence
01	Mr. Truong Van Cu	4/4	100%	
02	Mr. Lam Thanh Phu	4/4	100%	
03	Mr. Duong Tan Phong	4/4	100%	
05	Mr. Do Quoc Tuan	4/4	100%	

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

Based on the Company's Charter and Internal Corporate Governance Regulations, the Board of Directors (BOD) has exercised supervision over the Board of Management in the issuance of resolutions related to production and business operations, ensuring their implementation in accordance with the resolutions adopted by the General Meeting of Shareholders (GMS).

The BOD carries out its supervisory role over the Board of Management by requiring strict compliance with the resolutions and directives issued by the GMS and the BOD. On a monthly basis, the BOD participates in coordination meetings with the Board of Management to provide guidance and to monitor the implementation results of resolutions and directives. On a quarterly basis, the BOD convenes meetings in accordance with regulations and requires the Board of Management to report on production and business performance as well as reviewed and audited financial statements, thereby enabling the BOD to monitor performance and provide



appropriate directives.

Regarding the Company's production and business operations in 2025, alongside certain favorable conditions, the Company continued to face numerous difficulties arising from complex and unpredictable weather conditions. Heavy nighttime rainfall during peak latex tapping months caused significant challenges in maximizing output recovery. The Company's total rubber plantation area under exploitation in 2025 was 2,480.83 hectares, with relatively low productivity. In addition, the continued resignation of workers and labor shortages persisted. As a result, from the first quarter of 2025, the Company developed a plan to assign exploitation rights of external rubber plantations covering an area of 538.62 hectares.

In response to the difficulties faced by the rubber industry and in order to effectively fulfill assigned tasks, the Company's Board of Management formulated overall orientations and solutions, including: Closely adhering to the production and business plans approved by the GMS and the guiding resolutions of the BOD to strive for exceeding targets in production, exploitation, processing, and consumption; strictly controlling costs and production costs; implementing projects with high economic efficiency to maximize the advantages of the Company's land fund; and continuing to utilize the welfare fund to support exploitation unit prices, thereby contributing to increased income for employees.

According to the BOD's assessment, the Company's Board of Management has conducted production and business operations in compliance with the resolutions adopted by the GMS and the BOD. In 2025, the Board of Management demonstrated strong determination in directing and managing the Company to overcome difficulties and successfully achieve the following key production and business performance indicators:

No.	Indicator	2025 Plan (Billion VND)	2025 Actual (Billion VND)	Completion Rate (%)
1	Total Revenue	633,693	857,784	135,36
2	Profit Before Tax	224,764	282,669	125,76
3	Profit After Tax	198,899	239,349	120,34

(Note: Actual figures for 2025 are based on the separate financial statements for Q4/2025.)

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%



No.	Resolution No.	Date	Content	Approval Rate
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%
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%



No.	Resolution No.	Date	Content	Approval Rate
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 rubber trees in 2025	100%
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%



No.	Resolution No.	Date	Content	Approval Rate
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%
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%



No.	Resolution No.	Date	Content	Approval Rate
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%
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%

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No.	Resolution No.	Date	Content	Approval Rate
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 time for fertilizer procurement packages.	100%
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%
77	199/QĐ-HĐQTCSTB	July 2, 2025	Decision on the approval of the adjustment of the procurement estimate for fertilizers for immature rubber plantations in 2025.	100%
78	203/NQ-HĐQTCSTB	July 4, 2025	Resolution on the approval of the selection of the auditing firm for the Company's six-month and full-year 2025 financial statements.	100%
79	208/NQ-HĐQTCSTB	July 4, 2025	Resolution on personnel matters at the subsidiary.	100%



No.	Resolution No.	Date	Content	Approval Rate
80	205/NQ-HĐQTCSTB	July 7, 2025	Resolution on the approval of the organization of price quotation to select partners for intercropping short-term crops, Crop 1 (Phase 2)	100%
81	211/NQ-HĐQTCSTB	July 9, 2025	Resolution on the approval of the payment of dividends for the year 2024	100%
82	219/QĐ-HĐQTCSTB	July 16, 2025	Decision on the approval of the adjustment of investment norms for replanting and maintenance of one hectare of rubber plantations in 2025.	100%
83	224/NQ-HĐQTCSTB	July 21, 2025	Resolution on the approval of the plan for organizing the selection of intercropping partners on immature rubber plantations.	100%
84	226/NQ-HĐQTCSTB	July 24, 2025	Resolution on the approval of submitting to the Group for agreement on personnel matters at the subsidiary.	100%
85	236/NQ-HĐQTCSTB	July 25, 2025	Resolution on the approval of the policy on the sale of rubber seedlings.	100%
86	239/QĐ-HĐQTCSTB	July 25, 2025	Decision on the approval of the plan for selecting contractors to implement fertilization on immature rubber plantations.	100%
87	230/NQ-HĐQTCSTB	July 29, 2025	Resolution on production and business operations.	100%
88	234/NQ-HĐQTCSTB	August 1, 2025	Resolution on the approval of the policy to implement the planting of hybrid acacia trees.	100%
89	237/QĐ-HĐQTCSTB	August 4, 2025	Decision on the approval of the policy on the liquidation of rubber plantations for replanting in 2026.	100%
90	241/QĐ-HĐQTCSTB	August 6, 2025	Decision on the approval of the production and business plan for 2025.	100%
91	325/QĐ-HĐQTCSTB	August 11, 2025	Decision on the approval of the economic-technical report for the project: "Renovation and repair of the office building at Bo Tuc Production Team."	100%
92	243/NQ-HĐQTCSTB	August 14, 2025	Resolution on salary and remuneration matters.	100%
93	329/QĐ-HĐQTCSTB	August 15, 2025	Decision on the approval of the economic-technical report for the project: "Gate and fence at the Office of Bo Tuc Production Team."	100%
94	247/QĐ-HĐQTCSTB	August 18, 2025	Decision on the re-issuance of the Regulations on management of title- and position-holding personnel of the Company.	100%
95	249/NQ-HĐQTCSTB	August 19, 2025	Resolution on the approval of the policy on the use of funds for intercropping activities.	100%
96	250/QĐ-HĐQTCSTB	August 19, 2025	Decision on the establishment of the Steering Committee and the Organizing Committee for the 40th Anniversary of the Company's establishment	100%



No.	Resolution No.	Date	Content	Approval Rate
97	259/QĐ-HĐQTCSTB	August 25, 2025	Decision on the approval of the adjustment of investment norms for replanting and maintenance of one hectare of rubber plantations in 2025	100%
98	255/NQ-HĐQTCSTB	August 25, 2025	Resolution on the approval of the policy to implement the planting of hybrid acacia trees on low-lying land, streamside areas, and streambeds	100%
99	269/NQ-HĐQTCSTB	August 26, 2025	Resolution on the approval of the implementation of the nutrient restitution plan to improve soil fertility	100%
100	267/QĐ-HĐQTCSTB	August 26, 2025	Decision on the approval of the cost estimate for investment in one hectare of a single-leaf-stage rubber seedling nursery	100%
101	264/QĐ-HĐQTCSTB	August 26, 2025	Decision on the approval of the economic-technical report for the project: "Construction of a parking facility for employees at the Company's Head Office"	100%
102	272/NQ-HĐQTCSTB	August 28, 2025	Resolution on the approval of submitting to the Group for agreement on personnel matters at the subsidiary	100%
103	274/QĐ-HĐQTCSTB	September 3, 2025	Decision on the approval of the procurement estimate for NPK fertilizers	100%
104	277/QĐ-HĐQTCSTB	September 3, 2025	Decision on the approval of the agricultural cost estimate for 2025	100%
105	280/NQ-HĐQTCSTB	September 3, 2025	Resolution on the approval of the investment costs for rubber plantations planted in 2017	100%
106	281/NQ-HĐQTCSTB	September 3, 2025	Resolution on the approval of the investment costs for rubber plantations planted in 2018	100%
107	275/QĐ-HĐQTCSTB	September 3, 2025	Decision on the approval of the contractor selection plan for the project: "Construction of a parking facility at the Company's Head Office"	100%
108	288/QĐ-HĐQTCSTB	September 8, 2025	Decision on the approval of the liquidation of fallen and broken rubber trees at Bo Tuc Production Team and Suoi Ngo Production Team	100%
109	339/NQ-HĐQTCSTB	September 9, 2025	Resolution on the approval of the policy on intercropping short-term crops – Lot 8 and Lot 12 at Bo Tuc Production Team	100%
110	290/NQ-HĐQTCSTB	September 10, 2025	Resolution on the approval of the policy to implement the planting of hybrid acacia trees at Bo Tuc Production Team	100%
111	293/QĐ-HĐQTCSTB	September 10, 2025	Decision on the re-establishment of the Management Council of the Science and Technology Development Fund	100%
112	305/NQ-HĐQTCSTB	September 11, 2025	Resolution on the approval of submitting to the Group for agreement on the extension of tenure for managerial personnel	100%



No.	Resolution No.	Date	Content	Approval Rate
113	302/NQ-HĐQTCSTB	September 11, 2025	Resolution on the approval of submitting to the Group for agreement on personnel matters	100%
114	294/NQ-HĐQTCSTB	September 11, 2025	Resolution on the approval of submitting to the Group for approval of the evaluation and classification results of the Authorized Representative	100%
115	297/QĐ-HĐQTCSTB	September 12, 2025	Decision on the approval of the starting selling price and the plan for organizing the auction of assets	100%
116	300/QĐ-HĐQTCSTB	September 16, 2025	Decision on the re-establishment of the Evaluation Committee for assessing the performance level of the Authorized Representative	100%
117	312/NQ-HĐQTCSTB	September 26, 2025	Resolution on the Board of Directors' meeting of Tan Bien Rubber Joint Stock Company for the third quarter of 2025	100%
118	314/NQ-HĐQTCSTB	September 26, 2025	Resolution on the approval of submitting to the Group for agreement on personnel matters at the subsidiary	100%
119	321/NQ-HĐQTCSTB	September 26, 2025	Resolution on the approval of submitting to the Group for agreement on the nomination of personnel at the Company	100%
120	318/NQ-HĐQTCSTB	September 29, 2025	Resolution on the approval of submitting to the Group for agreement on personnel matters at the subsidiary	100%
121	324/QĐ-HĐQTCSTB	September 30, 2025	Decision on regular salary grade advancement for the position of the Company's Chief Accountant	100%
122	326/QĐ-HĐQTCSTB	September 30, 2025	Decision on the approval of the contractor selection plan for the project: "Renovation and repair of the working office at Bo Tuc Production Team"	100%
123	327/QĐ-HĐQTCSTB	September 30, 2025	Decision on the approval of the economic-technical report for the project: "Renovation and repair of the working office at Bo Tuc Production Team"	100%
124	334/QĐ-HĐQTCSTB	October 1, 2025	Decision on the approval of the economic-technical report for the project: "Renovation and repair of the asphalt road at Tan Hiep Production Team"	100%
125	330/QĐ-HĐQTCSTB	October 3, 2025	Decision on the approval of the economic-technical report for the project: "Gate and fence at the Office of Bo Tuc Production Team"	100%
126	341/QĐ-HĐQTCSTB	October 3, 2025	Decision on the approval of the policy to implement the development of the electronic latex record software	100%



No.	Resolution No.	Date	Content	Approval Rate
127	331/QĐ-HĐQTCSTB	October 6, 2025	Decision on the approval of the contractor selection plan for the project: "Gate and fence – Office of Bo Tuc Production Team"	100%
128	333/QĐ-HĐQTCSTB	October 7, 2025	Decision on the approval of the cost estimate for the maintenance of one hybrid acacia tree	100%
129	335/QĐ-HĐQTCSTB	October 8, 2025	Decision on the approval of the contractor selection plan for the project: "Renovation and repair of the asphalt road at Tan Hiep Production Team"	100%
130	337/NQ-HĐQTCSTB	October 13, 2025	Resolution on the approval of the policy on the sale of rubber seedlings	100%
131	349/NQ-HĐQTCSTB	October 15, 2025	Resolution on the approval of the policy on personnel reassignment of staff of the Inspection and Legal Affairs Department	100%
132	351/NQ-HĐQTCSTB	October 15, 2025	Resolution on the approval of personnel matters at the subsidiary	100%
133	357/NQ-HĐQTCSTB	October 15, 2025	Resolution on personnel matters at the subsidiary	100%
134	362/NQ-HĐQTCSTB	October 15, 2025	Resolution on personnel matters	100%
135	345/NQ-HĐQTCSTB	October 17, 2025	Resolution on the approval of the starting price and the plan for organizing the selection of partners for crop rotation	100%
136	347/NQ-HĐQTCSTB	October 20, 2025	Resolution on the approval of personnel matters for the position of Head of Administration and Human Resources Department	100%
137	355/QĐ-HĐQTCSTB	October 28, 2025	Decision on the approval of the adjustment of the agricultural cost estimate for 2025	100%
138	365/QĐ-HĐQTCSTB	November 3, 2025	Decision on the issuance of the Regulation on regular salary grade advancement (amended and supplemented)	100%
139	366/NQ-HĐQTCSTB	November 4, 2025	Resolution on production and business operations	100%
140	376/NQ-HĐQTCSTB	November 6, 2025	Resolution on the approval of submitting to the Group for agreement on personnel matters at the subsidiary	100%
141	368/QĐ-HĐQTCSTB	November 6, 2025	Decision on the approval of the liquidation of fallen and broken rubber trees at Tan Hiep Production Team	100%
142	372/NQ-HĐQTCSTB	November 6, 2025	Resolution on the approval of submitting to the Group's leadership for agreement on personnel nomination	100%
143	374/QĐ-HĐQTCSTB	November 11, 2025	Decision on the approval of the list for review and supplementation of planning for leadership positions at department head, deputy department head, and heads of affiliated units	100%



No.	Resolution No.	Date	Content	Approval Rate
144	385/NQ-HĐQTCSTB	November 14, 2025	Resolution on the approval of submitting to the Group on personnel matters at Mekong Company	100%
145	382/QĐ-HĐQTCSTB	November 14, 2025	Decision on the approval of the economic-technical report for the item: "Investment in the procurement of two 7-seat automobiles"	100%
146	383/QĐ-HĐQTCSTB	November 14, 2025	Decision on the approval of the contractor selection plan for the item: "Investment in the procurement of two 7-seat automobiles"	100%
147	389/QĐ-HĐQTCSTB	November 24, 2025	Decision on the approval of the cost estimate for mechanized plowing and fertilization on immature rubber plantations	100%
148	393/QĐ-HĐQTCSTB	November 28, 2025	Decision on the approval of the liquidation of fallen and broken rubber trees at Bo Tuc and Suoi Ngo Production Teams	100%
149	395/NQ-HĐQTCSTB	December 4, 2025	Resolution on the approval of the cost estimate for maintenance of rubber plantation Lot 20 planted in 2017	100%
150	398/QĐ-HĐQTCSTB	December 10, 2025	Decision on the approval of the cost estimate for implementation of FM/PEFC forest management certification	100%
151	400/QĐ-HĐQTCSTB	December 15, 2025	Decision on the consolidation of the Steering Committee for green growth and sustainable development of Tan Bien Rubber Joint Stock Company	100%
152	401/QĐ-HĐQTCSTB	December 15, 2025	Decision on the issuance of the Regulation on trading of rubber products of Tan Bien Rubber Joint Stock Company	100%
153	403/NQ-HĐQTCSTB	December 19, 2025	Resolution on the approval of conducting a written consultation of shareholders	100%
154	407/QĐ-HĐQTCSTB	December 22, 2025	Decision on the re-issuance of the Regulation on emulation and commendation of the Company	100%
155	410/NQ-HĐQTCSTB	December 23, 2025	Resolution on the approval of submitting to the Group for agreement on the reappointment of personnel at Mekong Company	100%
156	412/QĐ-HĐQTCSTB	December 24, 2025	Decision on the re-establishment of the Emulation and Commendation Council	100%
157	414/NQ-HĐQTCSTB	December 24, 2025	Resolution on the Board of Directors' meeting of Tan Bien Rubber Joint Stock Company for the fourth quarter of 2025	100%
158	416/QĐ-HĐQTCSTB	December 25, 2025	Decision on the approval of the plan for organizing the auction of liquidated rubber plantations for replanting in 2026	100%
159	417/QĐ-HĐQTCSTB	December 29, 2025	Decision on the approval of the cost estimate for plowing and maintenance of immature rubber plantations	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	4/4	100%	100%	
02	Mr. Hoang Quoc Hung	4/4	100%	100%	
03	Mr. Hoang Van Vinh	4/4	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) developed an inspection and supervision plan and submitted it to the Board of Directors (BOD) for approval as a basis for task implementation, and concurrently submitted the 2025 inspection and supervision plan to the Vietnam Rubber Group for monitoring purposes.

Assigned areas of responsibility to members of the BOS to facilitate the performance of their duties, and organized regular meetings within the authority of the BOS

Proposed the selection of an independent auditing firm to conduct the review of the semi-annual financial statements and the audit of the 2025 financial statements.



In 2025, the BOS carried out tasks in accordance with the approved plan, including:

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

The Company's Board of Directors comprises four members, including one full-time Chairman, two non-executive members, and one independent member; among them, three members are representatives of the capital contributed by the Vietnam Rubber Group at the Company. The composition of the Board of Directors ensures compliance with requirements regarding State capital representation, independence, and control in corporate governance.

The Board of Directors thoroughly disseminated and seriously implemented Directive No. 67/CT-HĐQTCSVN dated February 19, 2025, issued by the Vietnam Rubber Group regarding production and business tasks for 2025. Accordingly, the Board specified key objectives, including "fulfilling and exceeding revenue and profit plans by a minimum of 10%," achieving a more than 7% increase in rubber latex output, improving labor productivity and exploitation output, and enhancing digital transformation and supervisory effectiveness.

- The Board of Directors developed the 2025 work plan and organized regular and extraordinary meetings with full attendance. The meetings were chaired with a focus on key matters, including production and business plans and strategies, organizational structure, mechanisms and policies, and financial investments, with all attending members actively contributing opinions and recommendations.

- + 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.

- + The Board of Directors strictly implemented the mechanism for prior agreement and consultation before voting at the General Meeting of Shareholders and at Board meetings; issued regulations on the management of title- and position-holding personnel and capital representatives; and ensured consistency of policies and risk control in investment and capital contribution decisions.

Through its supervisory activities, the Board of Supervisors assessed that the Board of Directors has properly performed its governance functions, provided orientation, and made strategic decisions in compliance with applicable laws and the Company's Charter; ensured the principle of separation between governance and management, transparency in capital management, and the absence of conflicts of interest. The activities of the Board of Directors were a key factor contributing

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to the Company's production and business results exceeding the approved plan in 2025.

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

- Based on the 2025 planned targets agreed upon by the Vietnam Rubber Industry Group, from the very beginning of the year, the Company incorporated these targets into the Resolution on key tasks for 2025 (Board of Directors' Resolution, Employees' Conference Resolution, and the Resolution of the 2025 Annual General Meeting of Shareholders).

Through supervision, the Board of Supervisors noted that the Board of Management, under the direction of the General Director, fully implemented the tasks assigned by the Board of Directors; the implementation of plans was carried out with clear focus and priorities, ensuring progress and efficiency, and making an important contribution to the fulfillment and exceeding of the Company's 2025 production and business targets as agreed with the Group.

The Board of Supervisors acknowledged that the Board of Management proactively and promptly completed the procedures to request the tax authority to consider a 30% reduction in land rental fees for 2024 in accordance with Government Decree No. 87/2025/NĐ-CP dated April 11, 2025, thereby contributing to cost savings and improving the Company's financial efficiency.

In implementing the Group's direction under Official Dispatch No. 634/CSVN-TCCB dated March 26, 2025 regarding organizational restructuring and streamlining, the Company carried out organizational restructuring toward a lean and efficient structure, ready for digital transformation, with the following key measures:

- Rearranging and consolidating functional departments;
- Transforming to a two-tier management model (Company – Teams/Workshops) and discontinuing the operation of plantations;
- Ensuring proper procedures, transparency and full implementation of policies and benefits for employees.

The handling of redundant labor was conducted in compliance with regulations and with a humane approach, with 34 employees having their entitlements settled, at a total cost of VND 1.866 billion; the proportion of indirect labor was maintained at 6.29% and continued to trend downward toward the 6% threshold in line with the Group's governance orientation.

Through its supervisory activities, the Board of Supervisors assessed that the Board of Management properly performed its executive functions and complied with the resolutions of the Board of Directors and the General Meeting of Shareholders; financial management, production organization, and labor utilization were carried out in an efficient and transparent manner with appropriate risk



control, with no material violations arising that could affect the lawful rights and interests of shareholders.

**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:**

No.	Traning Course Name	Full name	Position	Time	Location	Training Institution
1	Corporate Governance Training	Truong Van Cu	Chairman of the Board of Directors	17-18/04/2025	Ho Chi Minh City	SRTC
2	Corporate Governance Training	Lam Thanh Phu	Member of the Board of Directors – General Director	17-18/04/2025	Ho Chi Minh City	SRTC
3	Corporate Governance Training	Nguyen Van Sang	Head of the Board of Supervisors	17-18/04/2025	Ho Chi Minh City	SRTC
4	Corporate Governance Training	To Minh Tai	Person in Charge of Corporate Governance – Board Secretary	17-18/04/2025	Ho Chi Minh City	SRTC

**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 in 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 in 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 in 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. The list of internal persons and their affiliated persons: *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	1,000	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 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
<b>ORGANIZATION</b>											
1	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	10/10/2025	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	30/07/2025	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province				Subsidiary 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.



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
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
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			-	-	-	-	02/12/2024			Brother-in-law
1.13	Truong Thi Thanh Loi			-	-	-	-	02/12/2024			Younger sibling

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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
1.14	Ho Hoang Ha Organization			-	-	-	-	02/12/2024			Brother-in-law
1.15	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	10/10/2025	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	30/07/2025	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
2.03	Lam Thanh Hung	0101021701	Staff Member of the Administrative and Organization Department.	-	-	-	-	30/12/2024			Younger sibling
2.04	Lam Thanh Tung	0101021509		-	-	-	-	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
2.05	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	10/10/2025	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	30/07/2025	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
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

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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
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
3.12	Nguyen Truong Son			-	-	-	-	05/11/2024			Brother-in-law
	Organization										
3.13	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	10/10/2025	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	10/10/2025	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

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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	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
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	Caoutchouc Mekong Co., Ltd						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

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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
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
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	10/07/2025	Hai Duong Department of Finance.	Cong Hoa Industrial Park, Tran Hung Dao Ward, Hai Phong City	29/01/2021			Capital Contribution Representative of Tan Bien Rubber Joint Stock Company

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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
5.08	Tan Bien - Kampong Thom Rubber Joint Stock Company			3900419448	30/07/2025	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
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 SUPERVISORS											
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							Father
7.03	Nguyen Thi Lung			-	-	-	-	24/06/2021			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
7.04	Nguyen Van Thanh			Deceased							Brother
7.05	Lam Thi Gai			-	-	-	-	24/06/2021			Sister-in-law
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	<i>Tan Bien - Kampong Thom Rubber Joint Stock Company</i>			3900419448	30/07/2025	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	30/07/2025	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
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										

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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
9.15	Tan Bien - Kangpongthom Rubber JSC			3900419448	30/07/2025	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	Head of Business Planning Department	-	-	-	-	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										
10.04	Quang Tri MDF VRG Wood Joint Stock Company			3200228141	12/11/2024	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

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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
10.05	<i>Tay Ninh Import-Export Wood Processing Joint Stock Company</i>			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		-	-	-	-	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
11.04	Van Ba Kiet	0101020882		-	-	-	-	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

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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
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
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	-	-	-	-	26/02/2025			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			-	-	-	-	26/02/2025			Wife
13.02	Tran Nguyen Chi Thanh			-	-	-	-	26/02/2025			Biological child
13.03	Tran Nguyen Chi Trung			-	-	-	-	26/02/2025			Biological child

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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
13.04	Tran Kim Lam			-	-	-	-	26/02/2025			Biological father
13.05	Nguyen Thi Ngoc Thuy			-	-	-	-	26/02/2025			Biological mother
13.06	Tran Nguyen Thanh Truc	0101039115	Staff Member of the Administrative and Organization Department.	-	-	-	-	26/02/2025			Sibling
13.07	Lam Thanh Tung	0101021509		-	-	-	-	26/02/2025			Brother-in-law
	Organization										
13.08	Rubber Trading and Tourism Services Joint Stock Company			5700504805	07/08/2025	Quang Ninh Department of Finance.	Hoa Binh Boulevard, Mong Cai 1 Ward, Quang Ninh	26/02/2025			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 2025 Tan Bien Rubber Joint Stock Company)

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

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	0313053377, issued: 04/12/2014, by the Ho Chi Minh City Department of Finance	269A Nguyen Trong Tuyen, Phu Nhuan Ward, Ho Chi Minh City	2025		Sale of rubber latex, total transaction value: VND 4,233,600,000
2	Tan Bien Rubber Joint Stock Company - Kampongthom	Indirect Subsidiary	3900419448, issued: 30/07/2025, by the Tay Ninh Department of Finance	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province	2025	Resolution of the 2025 Annual General Meeting of Shareholders No. 71/NQ-ĐHĐCĐ-TKR dated 06/26/2025, of Tan Bien Rubber Joint Stock Company - Kampongthom	Dividends distributed, total value: VND 48.698.687.754
3	Tan Bien Rubber Development Co., Ltd. - Kampongthom	Indirect Subsidiary			2025	Board Resolution No. 402/NQ-HĐQTCTB dated 12/31/2024	Purchase of rubber latex, total transaction value: VND 184.699.735.367
4	Mekong Rubber Co., Ltd.	Indirect Subsidiary			2025	Board Resolution No. 402/NQ-HĐQTCTB dated 12/31/2025	Purchase of rubber latex, total transaction value: VND 187.176.202.577
5	Quasa Geruco Joint Stock Company	Same Parent Company	3200243534, issued: 10/10/2025, by the Quang Tri Department of Finance	D21 Southeast Asia Trade Center, Lao Bao Commune, Quang Tri Province	2025	Resolution of the 2025 Annual General Meeting of Shareholders No. 45/NQ-ĐHĐCĐ.QSG dated 20 June 2025 of Quasa Geruco Joint Stock Company	Dividends distributed, total value: VND 474,492,133
6	Vietnam Rubber Urban and Industrial Zone Development Joint Stock Company	Same Parent Company	3200243534, issued: 08/03/00443, by the Hai Phong Department of Finance	Cong Hoa Industrial Park, Tran Hung Dao Ward, Hai Phong City	2025	Board of Directors' Resolution No. 153/NQ-HĐQT dated 01 July 2025 of Vietnam Rubber Urban and Industrial Zone Development Joint Stock Company	Dividends distributed, total value: VND 2,471,920,000



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
7	VRG Dongwha MDF Joint Stock Company	Same Parent Company	3800426402, issued: 08/08/2008, by the Dong Nai Department of Finance	Lot G, Minh Hung III Industrial Park, Minh Hung Ward, Dong Nai Province	2025		Proceeds from the liquidation sale of rubber trees, total value: VND 110,033,000,000
8	Rubber Mechanical Joint Stock Company	Same Parent Company	0300693348, issued: 06/11/2017, by the Ho Chi Minh City Department of Finance	No. 12, Quarter 2, HT 25 Street, Tan Thoi Hiep Ward, Ho Chi Minh City, Vietnam	2025		Purchase of bearings: VND 11,500,000
9	Ben Thanh Rubber Joint Stock Company	Same Parent Company	0301150295, issued: 15/09/2024, by the Ho Chi Minh City Department of Finance	Lot B 3-1, Northwest Cu Chi Industrial Park, Giap Hai Street (D3), Nhuan Duc Commune, Ho Chi Minh City, Vietnam	2025		Purchase of tire casings: VND 43,912,000
10	Vietnam Rubber Research Institute	Same Parent Company	3700258793, issued: 05/05/2014, by the Ho Chi Minh City Department of Finance	National Road 13, Lai Khe Hamlet, Ben Cat Ward, Ho Chi Minh City	2025		*

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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	64.000.000
			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%	24.840.000
			Cost of purchasing rubber seedlings	1.500.000.000
			Cost of purchasing fungicide for pink disease	79.100.000
			Cost of authorized services for issuance of testing certificates	3.245.000
			Cost of cross-check testing among rubber testing laboratorie	23.800.000
			Cost of rubber sample testing services	3.860.000
			Purchase of laminated timber	148.140.000
			Cost of purchasing fungicide for circular leaf spot disease	108.600.000
			Cost of surveying and classifying areas of rubber plantations for liquidation and replanting in 2026	70.690.400
			Cost of technical consultancy services for plant protection in rubber plantations in 2025	121.529.000
			<b>Total</b>	<b>2.235.544.100</b>

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### Appendix III

(Attached to the Report on Corporate Governance 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	2025	145/NQ-HĐQTCSTB dated 05/13/2025	Term deposit contract, total value: VND 9,000,000,000

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# Appendix IV

(Attached to the Report on Corporate Governance 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
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			-	-	-	-	0		Brother-in-law

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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
1.13	Truong Thi Thanh Loi			-	-	-	-	0		Younger Sibling
1.14	Ho Hoang Ha			-	-	-	-	0		Brother-in-law
	<b>Organization</b>									
1.15	<i>Vietnam Rubber Industry Group - Joint Stock Company</i>			0301266564	10/10/2025	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	<i>Tan Bien - Kangpongthom Rubber JSC</i>			3900419448	30/07/2025	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 at Tan Bien Rubber Joint Stock Company - Kampong Thom
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



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
2.02	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
	<b>Organization</b>									
2.06	Vietnam Rubber Group - Joint Stock Company			0301266564	10/10/2025	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
2.07	Tan Bien - Kangpongthom Rubber JSC			3900419448	30/07/2025	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 at Tan Bien Rubber Joint Stock Company - Kampong Thom



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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
3	Duong Tan Phong	0101020638	De.General Director and Member of the BOD.	-	-	-	-	4.200	0,01%	Capital Representative of Vietnam Rubber Group - JSC, Member of the BOD
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
3.12	Nguyen Truong Son			-	-	-	-	0		Brother-in-law
	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
3.13	Vietnam Rubber Industry Group - Joint Stock Company			0301266564	10/10/2025	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	10/10/2025	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 at Quasa Geruco 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



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
4.05	Le Thi Nhanh			-	-	-	-	0		Mother
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
	<b>Organization</b>									
4.11	<i>Caoutchouc Mekong Co., Ltd</i>						Kroyea Commune, Prasat Balang District, Kampong Thom Province, Kingdom of Cambodia			General Director of the Company
5	<b>Tran Van Toan</b>		<b>Vice General Directors</b>	-	-	-	-	0		<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

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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
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
	<b>Organization</b>									
5.07	Vietnam Rubber Urban and Industrial Zone Development Joint Stock Company			0800300443	10/07/2025	Hai Duong Department of Finance.	Cong Hoa Industrial Park, Tran Hung Dao Ward, Hai Phong City, Vietnam	0		Capital Representative of Tan Bien Rubber Joint Stock Company at Vietnam Rubber Urban and Industrial Zone Development Joint Stock Company
5.08	Tan Bien - Kampong Thom Rubber Joint Stock Company			3900419448	30/07/2025	Tay Ninh Department of Finance.	Group 8, Hamlet Thanh Phu, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	0		Vice General Director, Capital Representative of Tan Bien Rubber Joint Stock Company at Tan Bien - Kampong Thom Rubber Joint Stock Company
6	Lam Quang Phuc		Chief Accountant.	-	-	-	-	0		Chief Accountant
6.01	Nguyen Thi Miet			-	-	-	-	0		Wife
6.02	Lam Kim Hang			-	-	-	-	0		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
6.03	Lam Quang Duc			-	-	-	-	0		Child
6.04	Vu Thi Hong Loan			-	-	-	-	0		Mother
6.05	Lam Tuan Anh			-	-	-	-	0		Brother
6.06	Lam Vu Trung			-	-	-	-	0		Younger sibling
	<b>Organization</b>									
6.07	<i>Tay Ninh Import-Export Wood Processing Joint Stock Company</i>			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.	0		Member of the BOS 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
7.03	Nguyen Thi Lung			-	-	-	-	0		Mother
7.04	Nguyen Van Thanh			-	-	-	-	0		Brother
7.05	Lam Thi Gai			-	-	-	-	0		Sister-in-law
7.06	Nguyen Thi Thuoc			-	-	-	-	0		Sister
7.07	Nguyen Van Tu			-	-	-	-	0		Brother-in-law
7.08	Nguyen Thanh Dung			-	-	-	-	0		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		Sister-in-law
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		Sister-in-law
	<b>Organization</b>									
7.15	Tan Bien - Kampong Thom Rubber Joint Stock Company			3900419448	30/07/2025	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province	0		Head of the BOS of Tan Bien – Kampong Thom Rubber Joint Stock Company
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
	<b>Organization</b>									

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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	30/07/2025	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province	0		Member of the BOS of Tan Bien – Kampong Thom Rubber Joint Stock Company
9	Hoang Van Vinh		Member of the BOS	-	-	-	-	0		Member of the BOS
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		Brother
9.07	Nguyen Thi Hong Van			-	-	-	-	0		Sister-in-law
9.08	Hoang Van Dong			-	-	-	-	0		Biological sibling
9.09	Nguyen Thi Kim Thoa			-	-	-	-	0		Sister-in-law
9.10	Hoang Thi Hong Thuy			-	-	-	-	0		Biological sibling
9.11	Hoang Van Dau			-	-	-	-	0		Biological brother
9.12	Phan Thi Que			-	-	-	-	0		Sister-in-law
9.13	Hoang Van Nam			-	-	-	-	0		Biological sibling
9.14	Phan Thi Thao			-	-	-	-	0		Sister-in-law



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
	<b>Organization</b>									
9.15	Tan Bien - Kangpongthom Rubber JSC			3900419448	30/07/2025	Tay Ninh Department of Finance.	Group 8, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province	0		Member of the BOS of Tan Bien – Kampong Thom Rubber Joint Stock Company
10	To Minh Tai	0101021086	Person in Charge of Corporate Governance	-	-	-	-	600	0,0006%	Person in Charge of Corporate Governance
10.01	To Minh Truong	0101021103		-	-	-	-	0		Biological father
10.02	Pham Thi Van			-	-	-	-	0		Biological mother
10.03	Van Thi Thuy Tien	0101021045	Staff Member of the Planning and Business Department.	-	-	-	-	200	0,0002%	Wife
10.04	Van Ba Kiet	0101020882		-	-	-	-	2.300	0,0026%	Father-in-law
10.05	Vo Ngoc Lan			-	-	-	-	0		Mother-in-law
11	Nguyen Tran Thien Phuc	0001056288	Staff Member of the Finance and Accounting Department.	-	-	-	-	0		Authorized Information Disclosure Officer
11.01	Nguyen Tu Cuong	0101021087		-	-	-	-	2.900	0,0033%	Father
11.02	Tran Thi Ninh	0101021002		-	-	-	-	2.000	0,0023%	Mother
11.03	Nguyen Nhan Hau			-	-	-	-	0		Younger sibling
11.04	Doan Hai Dang	0101021119	Deputy Secretary of the Company Youth Union.	-	-	-	-	0		Husband

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11.05	Doan Kim Chung	0101021034		-	-	-	-	3.700	0,0042%	Father-in-law
11.06	Pham Thi Lai	0101021050		-	-	-	-	0		Mother-in-law
11.07	Doan Kim Quy	0101021025	Staff Member of the Inspection, Security, and Military Mobilization Department.	-	-	-	-	0		Brother-in-law

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