

Appendix V
REPORT ON CORPORATE GOVERNANCE
*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the
Minister of Finance)*

**SONG BE JOINT STOCK
RUBBER COMPANY**

THE SOCIALIST REPUBLIC OF VIET NAM
Independence- Freedom- Happiness

No: 01.. / BC-HĐQT

Chon Thanh, January 22th, 2026

REPORT ON CORPORATE GOVERNANCE
Term 2025

To:

- The state Securities Commission;
- Ha Noi Stock Exchange.

- Name of company: Song Be rubber joint stock Company.
- Head quarter address: Street DT 751, group 8, Minh Thanh 3 residential Quarter, Chon Thanh ward, Dong Nai province.
- Business Registration Certificate No 3800100464 issued by on August 04th, 2025 by the Department of Finance of Dong Nai Province.
- Telephone: 0271 3640502; Website: www.caosusongbe.vn.
- Charter capital: 813,961.920 million dong, wherein:
 - + State capital: 792,426.960 million dong, accounting for 97.354%
 - + Individual investors capital: 21,534.960 million dong, accounting for 2.646%
- Stock symbol: SBR
- General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director and Director.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

No	Resolution No	Date	Content
01	01/NQ-ĐHĐCĐ Resolution No. 01/ General meeting of shareholders	28/4/2025	The Annual General Meeting of Shareholders of Song Be Rubber Joint Stock Company in 2025 has approved the following contents (attached)

Contents of Resolution No. 01/NQ-ĐHĐCĐ (attached) are as follows:

Article 1. Approval of the 2024 activity report and 2025 plan of Song Be Rubber Joint Stock Company.

Article 2. Approval of the 2024 Activity Report and the 2025 Activity Plan of the Board of Directors.

Article 3. Approval of the 2024 Activity Report of the Supervisory Board.

Article 4. Approval of the 2024 Audited Financial Statements, audited by Vietvalus Audit and Consulting Company Limited (VIETVALUS) (*Submission No. 02/TTr-HĐQT dated 28/4/2025 of the Board of Directors*).

Key Performance Indicators:

Indicator	Số tiền
I. Total Assets	1,042,720,493,546
1. Current assets	535,897,339,775
2. Non-current assets	506,823,153,771
II. Liabilities and Shareholders' Equity	1,042,720,493,546
1. Liabilities	228,758,573,546
2. Shareholders' Equity	813,961,920,000
III. Income Statement	
1. Total revenue	315,067,418,575
- Net income from goods and service sales	268,478,280,835
- <i>Income from financial activities</i>	25,283,025,433
- <i>Other income</i>	21,306,112,307
2. Total expense	258,947,587,588
3. Income before tax	56,119,830,987
4. Profit/Loss after tax	46,858,096,434

Article 5. Approval of the profit distribution, the establishment of funds, and dividend payment for 2024 (*Submission No. 03/TTr-HĐQT dated 28/4/2025 of the Board of Directors*).

Unit: VND

Indicators	Amounts
1. Charter Capital (as per the Business Registration Certificate issued on October 01, 2024, by the Department of Planning and Investment, including 81,396,192 shares), of which:	813,961,920,000
a) State Capital (79,242,696 shares, accounting for 97.354%):	792,426,960,000
b) Investor Capital (2,153,496 shares, accounting for 2.646%):	21,534,960,000

Indicators	Amounts
2. Profit Distribution after Corporate Income Tax (according to the 2024 Independent Audit Report):	46,858,096,434
a) Bonus and welfare fund for employees (Based on 3 months' average salary of employees, plus 20% of the profit exceeding the plan, as per Clause 1, Article 18 of Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016, issued by the Ministry of Labor, Invalids, and Social Affairs).	33,540,602,000
b) Bonus fund for company managers (Based on 1.5 months' average salary of company managers, as per Clause 2, Article 18 of Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016).	426,120,000
c) Dividend payment (According to Article 135 of the Enterprise Law dated June 17, 2020), including.	12,891,374,434
- Dividend payment to state capital, contributing to the provincial budget (79,242,696 shares): 97.354%	12,550,307,824
- Dividend payment to investor capital (2,153,496 shares) 2.646%	341,066,610
d) Dividend per share:	158.33 đồng/cổ phần

Article 6. Approval of the selection of the auditing firm for the 2025 financial statements. Approval of the proposal to select Chuan Viet valus Audit and Consulting Company Limited as the auditing firm, as per Proposal No.04TTr-HĐQT dated April 28, 2025 submitted by the Board of Directors. Authorization is granted to the Board of Directors of Song Be Rubber Joint Stock Company to finalize the selection of the auditing firm as per the proposal and authorize the General Director to sign the audit contract with the selected firm.

Article 7. Approval of the 2025 business and production plan and the orientate 2026 financial plan of the Company (Submission No. 05/TTr-HĐQT dated 28/4/2025 of the Board of Directors).

No	Indicator	Unit	2025 Plan
1	Business plantation area	ha	4,036.33
2	Basic development plantation area	ha	128.69
3	Total processed SVR3L rubber output	tons	5,446
4	Total smallholder processing output	tons	1,000
5	Sales volume	tons	6,500

No	Indicator	Unit	2025 Plan
6	Average selling price	million VND/ton	39
7	Average production cost for large-scale plantations	million VND/ton	37
8	Total revenue	Million VND	340,000
9	Profit before tax	million VND	41,000
10	Average salary per person per month	million VND	7.5
11	Average income per person per month	million VND	8
12	Pre-tax profit to charter capital ratio	%	5.04

- Financial plan orientation for 2026

No	Indicator	Unit	2026 Plan
1	Owner's Equity ratio	Million VND	813,961
2	Net revenue	Million VND	265,650
3	Profit after tax	Million VND	34,440
4	profit after tax/ Total assets Ratio)	%	12.96
5	profit after tax/ total capital Ratio)	%	4.23
6	Dividends	%	1.30

Article 8. Approval Proposal regarding the approval of the actual salaries and remuneration for 2024 and the plan for 2025 of the Board of Directors, Supervisory Board, and Management of Song Be Rubber Joint Stock Company.

Article 9. Approval Proposal regarding the continued implementation of the plan to transfer the Company's stock trading registration from the UpCOM exchange to listing on the Ho Chi Minh Stock Exchange (HOSE) (*Submission No. 07/TTr-HĐQT dated 28/4/2025 of the Board of Directors*).

Article 10. Approval Proposal Enterprise Restructuring Project for the 2021-2025 period of Song Be Rubber Joint Stock Company.

ST T	Số Nghị quyết	Ngày	Nội dung
01	02/NQ-ĐHĐCĐBT	28/08/2025	Extraordinary General Meeting of Shareholders 2025 Song Be Rubber Joint (attached).

Contents of Resolution No. 02/NQ-ĐHĐCĐBT (attached) are as follows:

Article 1. To approve the submission on amending and supplementing a number of Articles of the Company's internal Corporate governance regulations.

Article 2. This resolution shall take effect from the date it is approved by vote at the 2025 Extraordinary general meeting of shareholders of Song Be rubber joint Stock company (dated 28 August 2025).

II. Board of Directors (Semeannual report)

1. Information about the 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	
			Date of appointment	Date of dismissal
1	Mr. Thai Cong Can	Non-executive Chairman of the Board of Directors	26/12/2018	
2	Mr. Nguyen Dong Dan	Member of the Board of Directors - Executive director	26/12/2018	
3	Mr. Nguyen Minh Thien	Member of the Board of Directors - Vice director	26/07/2024	
4	Mrs. Nguyen Thi My Phuoc	Non-executive Member of the Board of Directors/in charge of internal governance/ Secretary of the Board of Directors	26/12/2018	
5	Mr. Truong Minh Hung	Independent member of the Board of Directors	29/12/2023	

2. Meetings of Board of Directors

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No	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr.Thai Cong Can	19/19	100%	
2	Mr.Nguyen Dong Dan	19/19	100%	
3	Mr.Nguyen Minh Thien	19/19	100%	
4	Mr.Truong Minh Hung	19/19	100%	
5	Mrs.Nguyen Thi My Phuoc	19/19	100%	

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

The Board of Directors supervises the Executive Board and other management personnels in the company's operations

Monthly and quarterly, the members of the Board of Directors (BoD) of the Company are provided with detailed report on business operation progress, financial status, emerging issues, and plans for the upcoming stages. These reports are presented by the Board of Management, enabling the Board of Directors to have a comprehensive overview of the Company's activities.

The Board of Directors conducts regular monitoring activities, in full compliance with legal regulations, the Company's charter, and internal regulations. Board of Directors members not only participate in direct inspection and supervision but also receive feedback from the Board of Management and the Board of Supervisors, ensuring transparency and effectiveness in the Company's management and operations.

4. Activities of the Board of Directors' subcommittees (If any): None

5. Decisions by the Board of Directors

In 2025, the Board of Directors held 19 meetings with the full attendance of all members. The content of these meetings always received high consensus, facilitating the implementation of the Board's resolutions into the company's production and business activities. The Board's decisions at each point were instrumental in guiding the Executive Board's management of production and business operations. Most of the resolutions were implemented and successfully completed by the Executive Board during the year.

No	Resolutions No; ratio of approval	Date	Content
1		11/02/2025	Article 1. Approval of the salary fund implemented in 2024 and the

	Resolution No. 01a/NQ- HĐQT was passed with 100% of votes in favor.		salary fund plan for 2025 of the Company. Article 2. The representative of the State capital portion shall seek the Owner's opinion on the 2025 salary fund plan. After receiving the Decision in writing from the Owner and the Department of Labor, Invalids and Social Affairs, the representative will participate in voting at the 2025 Annual General Meeting of Shareholders. Article 3. This Resolution shall take effect from the date of signing.
2	Resolution No.01/NQ- HĐQT was passed with 100% of votes in favor.	24/02/2025	Article 1. To approve the plan for organizing the 2025 annual general meeting of shareholders. + expected record date for finalizing the list of shareholders 17 March 2025. + Time for holding the general meeting: Expected to be during the period from 17 April 2025 to 29 April 2025, or another specific time as decided by the chairmam of the board of Directorrs, depending on the actual situation on the company. Article 2. Assign the relevant departments and individuals to prepare documents for the General Meeting, issue notices, and disclose information in accordance with the Company's Charter and the provisions of law. Article 3. This Resolution shall take effect from the date of signing.
3	Resolution No.02/NQ- HĐQT was passed with 100% of votes in favor.	14/03/2025	Article 1. Agreed in principle to the phased liquidation and replanting of plantations during the 2026–2036 period, as proposed by the Company's Executive Board (with a total area for rubber plantation liquidation and replanting during

			<p>2026–2036 being 3,631.12 hectares).</p> <p>Article 2. Agreed to liquidate 73.05 hectares of hybrid acacia plantations at Loc Thanh Plantation (including 69.47 hectares planted in 2019 (intercropped within lots 2, 3, 16, 17, 18 and part of lot 19 (up to road X16) in sub-compartments 97–102) and 3.58 hectares (1.2 hectares in lot 1 of sub-compartment 216, and 2.38 hectares in lot 2 of sub-compartment 219) planted in 2020 in the Ta Thiet area).</p> <p>- Assign the General Director of the Company to direct the relevant professional departments to carry out procedures for the liquidation of hybrid acacia plantations and interplanting and replanting hybrid acacia trees on the liquidated areas in accordance with regulations.</p> <p>Article 3. Members of the Board of Directors, the Board of General Directors, the Supervisory Board, leaders of departments, units, and relevant individuals of Sông Bé Rubber Joint Stock Company are responsible for the implementation of this Resolution from the date of signing.</p>
4	<p>Resolution</p> <p>No.03/NQ- HĐQT</p> <p>was passed with 100% of votes in favor.</p>	26/05/2025	<p>Article 1. Approved the cash dividend payment for 2024 to the Company's existing shareholders:</p> <p>+ Record date for determining the list of shareholders entitled to the 2024 dividend: June 13, 2025.</p> <p>+ Dividend payment commencement date: June 30, 2025.</p> <p>+ Payment ratio: 1.58% per share.</p> <p>Article 2. Assign the General Director of the Company to direct the relevant professional departments, affiliated units, and</p>

			<p>related individuals to carry out procedures for dividend payment to shareholders in accordance with current regulations.</p> <p>Article 3. This Resolution shall take effect from the date of signing.</p>
5	<p>Resolution No.04/NQ- HĐQT was passed with 100% of votes in favor.</p>	13/06/2025	<p>- The State capital representative at the Company is to seek opinions from the Owner and the Department of Finance regarding the Company's business plan and investment and development plan for 2026. After receiving the official decision from the Owner and the Department of Finance on the above matters, the representative will participate in voting at the Company's 2026 Annual General Meeting of Shareholders.</p>
6	<p>Resolution No. 05/NQ- HĐQT was passed with 100% of votes in favor.</p>	19/06/2025	<p>Article 1. Agreed on seeking approval for the personnel appointment policy to consolidate the positions of: Head and Deputy Head of the Organization Department, and Head of the Company's Security Department.</p> <p>Article 2. Members of the Board of Directors, the Board of General Directors, the Supervisory Board, leaders of departments, units, and relevant individuals of Song Be Rubber Joint Stock Company are responsible for the implementation of this Resolution from the date of signing.</p>
7	<p>Resolution No. 06/NQ- HĐQT was passed with 100% of votes in favor.</p>	24/06/2025	<p>Article 1. Approval of the appointment of the following positions:</p> <p>Position: Head of the Organization Department for Ms. Pham Thi Bich Ngoc; Deputy Head of the Organization Department for Ms. Le Thi Thuy Trang; Head of the</p>

			<p>Security Department for Mr. Le Van Tung.</p> <p>Article 2. The above-mentioned individuals shall be entitled to salaries and other benefits in accordance with the Company's salary scale and grading system, salary regulations, and current regulations.</p> <p>Article 3. This Resolution shall take effect from the date of signing.</p>
8	<p>Resolution No. 07/NQ- HĐQT was passed with 100% of votes in favor.</p>	27/06/2025	<p>Article 1. Agreed to liquidate and replant 4.35 hectares of hybrid acacia plantations established in 2021 at Loc Thanh Plantation.</p> <p>Article 2. Assign the General Director of the Company to direct the relevant professional departments to carry out procedures for the liquidation of hybrid acacia plantations and interplanting and replanting hybrid acacia trees on the liquidated areas in accordance with regulations.</p> <p>Article 3. This Resolution shall take effect from the date of signing.</p>
9	<p>Resolution No. 08/NQ- HĐQT was passed with 100% of votes in favor.</p>	01/07/2025	<p>Article 1. Due to changes in administrative boundaries, as of July 1, 2025, Binh Phuoc Province has been merged into Dong Nai Province, resulting in a change in the names of residential quarters in Minh Thanh Ward where the Company's head office is located (attached is Resolution No. 21/NQ- HĐND dated July 1, 2025 of the People's Council of Chon Thanh Ward, Dong Nai Province). The Board of Directors unanimously agrees to carry out procedures to amend the business registration license of Song Be Rubber Joint Stock Company, specifically as</p>

			<p>follows:</p> <ul style="list-style-type: none"> - Changed information: + Address of head office before the change: DT 751 Road, Group 8, Quarter 3, Minh Thanh Ward, Chon Thanh Town, Binh Phuoc Province. + Address of head office after the change: DT 751 Road, Group 8, Minh Thanh 3 Quarter, Chon Thanh Ward, Dong Nai Province. <p>Article 2. This Resolution shall take effect from the date of signing.</p>
10	Resolution No. 09/NQ- HĐQT was passed with 100% of votes in favor.	9/7/2025	<p>Article 1. To convene a General Meeting of Shareholders to approve matters under the authority of the General Meeting of Shareholders with the following contents:</p> <ul style="list-style-type: none"> - Agenda of the Extraordinary General Meeting of Shareholders in 2025: Approval of the Proposal on amending and supplementing several articles of the Company's Internal Governance Regulations. <p>Article 2. This Resolution shall take effect from the date of signing.</p>
11	Resolution No. 10/NQ- HĐQT was passed with 100% of votes in favor.	17/07/2025	<p>Article 1. To agree on the reappointment of Mr. Nguyen Minh Thien, Deputy General Director of Song Be Rubber Joint Stock Company, to continue holding the position of Deputy General Director of Song Be Rubber Joint Stock Company (after restructuring).</p> <p>Article 2. Mr. Nguyen Minh Thien shall perform tasks assigned by the General Director and shall be entitled to salary and other benefits in accordance with the Company's salary scale system, salary regulations, and current applicable regulations.</p> <p>Article 3. This Resolution shall take</p>

			effect from the date of signing.
12	Resolution No. 11/NQ- HĐQT was passed with 100% of votes in favor.	01/8/2025	<p>Article 1. To agree on the contents of amendments and supplements to the Internal Governance Regulations of Song Be Rubber Joint Stock Company prior to submission to the General Meeting of Shareholders.</p> <p>Article 2. The Board of Directors shall submit the amended and supplemented Internal Governance Regulations to the Extraordinary General Meeting of Shareholders in 2025 for consideration and approval. Upon approval by the General Meeting of Shareholders, the Board of Directors shall finalize and promulgate the Internal Governance Regulations of Song Be Rubber Joint Stock Company in accordance with regulations.</p> <p>Article 3. This Resolution shall take effect from the date of signing.</p>
13	Resolution No. 12/NQ- HĐQT was passed with 100% of votes in favor.	26/08/2025	<p>Article 1. To approve in accordance with Proposal No. 57/TTr-CSSB dated August 20, 2025 on the transfer and appointment to the position of Deputy Head of the Company's Agricultural Engineering Department for Mr. Le Quang Toan.</p> <p>Article 2. Mr. Le Quang Toan shall be entitled to salary and other benefits in accordance with the Company's salary scale system, salary regulations, and current applicable regulations.</p> <p>Article 3. This Resolution shall take effect from the date of signing.</p>

14	<p>Resolution No. 13/NQ- HĐQT was passed with 100% of votes in favor.</p>	21/11/2025	<p>Article 1. In order to ensure the effective management and operation of the Company's production and business activities by the Board of General Directors, the Board of Directors agrees on the policy of appointing the Company's leadership and management positions from internal human resources, specifically as follows:</p> <p>1/ Position of Representative of 35% State capital contribution in the Company and General Director of the Company, from the Company's approved personnel planning source.</p> <p>2/ Position of Member of the Board of Directors and Deputy General Director of the Company, from the Company's approved personnel planning source.</p> <p>Article 2. The Board of Directors agrees to seek opinions from the Provincial People's Committee and the Department of Home Affairs of Dong Nai Province for consideration and approval of the policy to appoint leadership and management positions from internal human resources in accordance with the approved personnel planning.</p> <p>Article 3. This Resolution shall take effect from the date of signing.</p>
15	<p>Resolution No. 14/NQ- HĐQT was passed with 100% of votes in favor.</p>	25/11/2025	<p>Article 1. Article 1: To approve the policy on liquidation and replanting of 162.53 hectares of rubber plantation area in 2026 at Nghia Trung Plantation.</p> <p>- Assign the Board of General Directors to direct the relevant professional departments to carry out the procedures for liquidation sale and auction of the above-mentioned rubber plantation assets in</p>

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			<p>accordance with legal regulations, and to proceed with selecting plant varieties suitable to the soil conditions of each plantation area for replanting of the rubber plantations in 2026 in compliance with the prescribed procedures.</p> <p>Article 2. This Resolution shall take effect from the date of signing.</p>
16	<p>Resolution No. 16/NQ- HĐQT was passed with 100% of votes in favor</p>	05/12/2025	<p>Article 1. Article 1. Approval in principle to continue intercropping hybrid acacia on areas with poorly developed rubber trees in Sub-compartments 97 and 102, and to establish forest plantations on protection forest land in Sub-compartments 216–219 at Lộc Thành Farm, specifically as follows:</p> <ul style="list-style-type: none"> - Total planting area: 77.40 ha, of which: + Continued intercropping of hybrid acacia: 69.47 ha, including Plots 2, 3, 16, 17, 18 and part of Plot 19 (up to Road X16) in Sub-compartments 97 and 102. + Forest planting on protection forest land: 7.93 ha in Sub-compartments 216–219, in which the main planted species is Gáo vàng and the auxiliary species is hybrid acacia. <p>Article 2. This Resolution shall take effect from the date of signing.</p>
17	<p>Resolution No. 17/NQ- HĐQT was passed with 100% of votes in favor</p>	12/12/2025	<p>Article 1. The Board of Directors approves in principle the allocation of rubber varieties to be planted at specific locations within the replanting area of 162.53 ha at Nghĩa Trung Farm, as follows:</p> <ul style="list-style-type: none"> - Area: 46.0 ha, Compartment 6, Sub-compartment 305 (including Plots 39, 40, and 41 of rubber plantations planted in 2009), planted

			<p>with RRIV 209 variety.</p> <ul style="list-style-type: none"> - Area: 61.66 ha, Compartments 1 and 2, Sub-compartment 305 (including Plots 28/2007, 29/2008, and 30/2010), planted with RRIV 106 variety. - Area: 54.87 ha, Compartment 9, Sub-compartment 309; Compartments 1 and 3, Sub-compartment 304 (including Plots 56/2004, 22/2007, 23/2007, and 24/2010), planted with PB 255 variety. - The Board assigns the Board of General Directors to direct the relevant professional departments to carry out the selection of varieties and replanting in accordance with regulations. <p>Article 2. Members of the Board of Directors, the Board of General Directors, the Supervisory Board, leaders of departments, units, and relevant individuals of Sông Bé Rubber Joint Stock Company are responsible for the implementation of this Resolution from the date of signing.</p>
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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		Qualification
			Date of appointment	Date of dismissal	
1	Mrs. Tran Thi Ngoc Lien	Department head	26/12/2018		University of Economics
2	Mr. Tu Xuan Lam	Member	14/09/2020		Bachelor of Business Administration

N o	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors		Qualification
			Date of appointment	Date of dismissal	
3	Mrs. Nguyen Thi Phuong	Member	28/06/2022		Bachelor of accountancy

2. Meetings of Board of Supervisors

In 2025, the Supervisory Board held 04 regular meetings to carry out tasks in accordance with its functions and duties. These meetings were convened to discuss and reach consensus on the evaluation of supervisory results at the Company and its subsidiaries.

All meetings were organized in compliance with the provisions of law and the Supervisory Board's operational regulations.

N o	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mrs. Tran Thi Ngoc Lien	04/04	100	100%	
2	Mr. Tu Xuan Lam	04/04	100	100%	
3	Mrs. Nguyen Thi Phuong	04/04	100	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or

The Board of Supervisors has assigned specific tasks to each member and has effectively coordinated to carry out duties on behalf of the controlling shareholders, overseeing all production, business, administrative, and management activities of the Company.

The Board has participated in Board of Directors' meetings, coordination meetings, and operational management meetings of the Company. The purpose is to ensure that the Company's operations are compliant and meet the interests of shareholders. The Board of Directors has conducted the 2025 annual general meeting of shareholders and the 2025 Extraordinary General Meeting of Shareholders reconvened in accordance with the provisions of law.

The Board has reviewed the Company's financial statements; examined the use of the Company's funds; and inspected the purchasing of goods, materials, and equipment.

The Board of Directors proactively monitors the objectives of the General Meeting's resolutions to direct the General Director Board to implement them in accordance with the actual production and business operations of the Company.

The General Director Board has organized meetings to direct production and business activities in line with the resolutions of the General Meeting of Shareholders and the Board of Directors.

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

The Company adheres to production activities in accordance with the Enterprise Law, the Company's Charter, and other legal regulations.

The Board of Supervisors carries out its supervisory duties over the management and operation by fully attending quarterly, extraordinary, and regular meetings of the Board of Directors, and by directly discussing any arising issues. Accordingly, the Board of Supervisors is well-informed about the Company's production and business operations.

The Board of Directors and the General Director Board of the Company always create favorable conditions for the Board of Supervisors to perform its functions and duties. They fully and promptly receive information such as: financial reports, quarterly and annual production and business performance reports, audited financial statements, resolutions, regulations, management regimes, and decisions on the appointment and dismissal of officials issued by the Board of Directors and the executive board.

5. Other activities of the Board of Supervisors. None

IV. Board of Management

N o	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /	
				Date of appointment	Date of dismissal
1	Mr. Nguyen Dong Dan	29/11/1964	University of Finamce and accountancy	14/01/2019	
2	Mr. Nguyen Minh Thien	20/03/1984	Administrteve University	11/06/2024	

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal	
			Date of appointment	Date of dismissal
Mr. Huynh Quang Vinh	10/08/1972	University of Finance and accountancy	14/01/2019	

VI. Training courses on corporate governance. None

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(Appendix 01 attached)

**2. The list of affiliated persons of the public company (Semi-annual report/annual report) and transactions of affiliated persons of the Company).
None**

No	Name of organization/ individual	Relationship with the Company	No. date of issue, place of issue	Addresses	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

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

No	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction

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, Director (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, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO). None

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, Director (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 /Transactions of internal persons and affiliated persons with shares of the Company (Appendix 02 attached)

No	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Addresses	Number of shares owned at the end of the period	Number of shares owned at the end of the period	Note
1	(Name of internal person)							
	Name the affiliated persons							

2. Transactions of internal persons and affiliated persons with shares of the company. No

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	

IX. Other significant issues. No**To:**

- The state Securities Commission;
- Hanoi Stock Exchange;
- Company's Board of Directors;
- Supervisory Board;
- Company Website;
- Archive: Administration Office

CHAIRMAN OF THE BOARD

Sign and seal



Thai Cong Can

SONG BE JOINT STOCK RUBBER COMPANY

Appendix 01

SONG BE JOINT STOCK RUBBER COMPANY

(enclosed with report no .../Report- board of directors, 22th, Janury, 2026 board of directors of Song Be Joint stock Rubber Company)

STT/ No	Name of organization/individual	Position at the Company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company/Relationship with the Company
A. personal						
1	Thai Cong Can	Non-executive Chairman of the Board of Directors	03/01/2019			
1.1	Thai Thi Thu Hong		03/01/2019			Sister
1.2	Thai Cong Dung		03/01/2019			Brother
1.3	Nguyen Que		03/01/2019			Brother-in-law
1.4	Hoang Thi Kham Duc		03/01/2019			Sister-in-law
2	Nguyen Dong Dan	Member of the Board of Directors - Executive director	03/01/2019			
2.1	Nguyen Thi Tham		03/01/2019			Wife
2.2	Nguyen Thi Ha My		03/01/2019			Daughter

STT/ No	Name of organization/individual	Position at the Company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company/Relationship with the Company
2.3	Nguyen Xuan Phi		03/01/2019			Son
2.4	Nguyen Chau Xa		03/01/2019			Brother
2.5	Nguyen Thi Luong		03/01/2019			Sister
2.6	Nguyen Minh Khai		03/01/2019			Brother
2.7	Nguyen Thi Ngoc Loan		03/01/2019			Sister
2.8	Nguyen Thi Huong		03/01/2019			Sister-in-law
2.9	Le Thi Hay		03/01/2019			Sister-in-law
2.10	Pham Van Viet		03/01/2019			Brother-in-law
2.11	Ngo Thi Mau		03/01/2019			Sister-in-law
2.12	Truong Tan Dat		03/01/2019			Brother-in-law
2.13	Nguyen Huu Phuc		03/01/2019			Father-in-law
3	Nguyen Minh Thien	Member of the Board of Directors -Vice director	11/06/2024			
3.1	Nguyen Van Tinh		11/06/2024			father
3.2	Nguyen Thi Minh Ha		11/06/2024			Mother

STT/ No	Name of organization/individual	Position at the Company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company/Relationship with the Company
3.3	Pham Thi Niem		11/06/2024			Wife
3.4	Nguyen Minh Thinh		11/06/2024			Son
3.5	Nguyen Minh The		11/06/2024			Son
3.6	Nguyen Minh Chi		11/06/2024			Brother
3.7	Nguyen Minh Tinh		11/06/2024			Brother
3.8	Nguyen Thi Thien Nhi		11/06/2024			Sister
3.9	Nguyen Le Manh Hien		11/06/2024			Brother-in-law
3.10	Pham Van Thach		11/06/2024			father-in-law
3.11	Huynh Thi Thua		11/06/2024			Mother-in-law
4	Huynh Quang Vinh	Chief accountant, the authorized person	03/01/2019			
4.1	Huynh Quang Huu		03/01/2019			Father
4.2	Tran Thi Dieu		03/01/2019			Mother
4.3	Phan Thi Biet		03/01/2019			Mother-in-law
4.4	Huynh Thi Kim Ngan		03/01/2019			Sister

STT/ No	Name of organization/individual	Position at the Company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company/Relationship with the Company
4.5	Huynh Thi Kim Don		03/01/2019			Sister
4.6	Huynh Thi Kim Hang		03/01/2019			Sister
4.7	Huynh Quang Phuc		03/01/2019			Brother
4.8	Huynh Thi Kim Phuong		03/01/2019			Sister
4.9	Huynh Thi Kim Sang		03/01/2019			Sister
4.10	Huynh Thi Kim Oanh		03/01/2019			Sister
4.11	Nguyen Thi My Dung		03/01/2019			Wife
4.12	Huynh Thuy Trang		03/01/2019			Daughter
4.13	Ho Thi Phuong Dung		03/01/2019			Sister-in-law
4.14	Đo Duc Hung		03/01/2019			Brother-in-law
4.15	Nguyen Manh Truong		03/01/2019			Brother-in-law
4.16	Huynh phan Linh Tu		03/01/2019			Brother-in-law
5	Nguyen Thi My Phuoc	Non-executive Member of the Board of Directors/in charge of internal governance/ Secretary of the Board of Directors	03/01/2019			

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STT/ No	Name of organization/individual	Position at the Company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company/Relationship with the Company
5.1	Nguyen Thanh Phu		03/01/2019			Daughter
5.2	Nguyen Thi Dinh		03/01/2019			Sister-in-law
5.3	Nguyen Anh Vu		03/01/2019			Brother-in-law
5.4	Nguyen Thi My Linh		03/01/2019			Brother-in-law
5.5	Nguyen Thi My Loan		03/01/2019			Brother-in-law
5.6	Nguyen Ngoc Minh		03/01/2019			Brother-in-law
5.7	Vu Thi Da Yen		03/01/2019			Sister-in-law
5.8	Nguyen Minh Vu		03/01/2019			Brother-in-law
6	Truong Minh Hung	Independent member of the Board of Directors	29/12/2023			
6.1	Truong Minh Tu		29/12/2023			Father
6.2	Nguyen Thi Hoa		29/12/2023			Mother
6.3	Pham Thi Ngan		29/12/2023			Wife
6.4	Truong Minh Gia Kiet		29/12/2023			Son
6.5	Truong Minh Phuong Nhu		29/12/2023			Daughter
6.6	Truong Minh Huyen		29/12/2023			Sister

STT/ No	Name of organization/individual	Position at the Company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company/Relationship with the Company
6.7	Phi Dinh Hien		29/12/2023			Brother-in-law
6.8	Nguyen Thi Ngoan		29/12/2023			Mother-in-law
7	Tran Thi Ngoc Lien	Department head	03/01/2019			
7.1	Tran Ngoc Yen		03/01/2019			Father
7.2	Tran Thi Yen		03/01/2019			FMother
7.3	Tran Ngoc Quang		03/01/2019			Brother
7.4	Nguyen Thi Le		03/01/2019			Sister-in-law
7.5	Tran Thi Ngoc Phuong		03/01/2019			Sister
7.6	Nguyen Van Chung		03/01/2019			Brother-in-law
7.7	Tran Ngoc Minh		03/01/2019			Brother
7.8	Nguyen Thi Thanh Thuy		03/01/2019			Sister-in-law
7.9	Tran Thi Ngoc Thuy		03/01/2019			Sister
7.10	Đang Van Het		03/01/2019			Brother-in-law
7.11	Tran Ngoc Hieu		03/01/2019			Brother
7.12	Tran Nhu Oanh		03/01/2019			Sister-in-law

STT/ No	Name of organization/individual	Position at the Company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company/Relationship with the Company
8	Nguyen Thi Phuong	Member	28/06/2022			
8.1	Nguyen Phi Hung		28/06/2022			Husband
8.2	Nguyen Ngoc Tram Anh		28/06/2022			Daughter
8.3	Nguyen Duc Dung		28/06/2022			Son
8.4	Nguyen Van Thanh		28/06/2022			Father
8.5	Vo Thi La		28/06/2022			Mother
8.6	Nguyen Van Hung		28/06/2022			Father-in-law
8.7	Đinh Thi Huong		28/06/2022			Mother-in-law
8.8	Nguyen Thanh Long		28/06/2022			Brother
8.9	Nguyen Thanh Nhon		28/06/2022			Brother
8.10	Nguyen Thi Thu Hien		28/06/2022			Sister
8.11	Nguyen Van Hung		28/06/2022			Brother
8.12	Ha Thi Khanh		28/06/2022			Sister-in-law
8.13	Le Cu		28/06/2022			Brother-in-law
8.14	Phan Thi Huyen		28/06/2022			Sister-in-law

STT/ No	Name of organization/individual	Position at the Company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company/Relationship with the Company
9	Tu Xuan Lam	Kiểm soát viên/Member	14/09/2020			
9.1	Nguyen Thi Nhuan		14/09/2020			Mother
9.2	Nguyen Thi Ha		14/09/2020			Wife
9.3	Tu Khanh Vi		14/09/2020			Daughter
9.4	Tu Duc Kien		14/09/2020			Son
9.5	Tu Xuan Truong		14/09/2020			Brother
9.6	Tu Xuan Dong		14/09/2020			Brother
9.7	Tu Thi Thanh Tam		14/09/2020			Sister
B. Organize						
1	People's Committee of Dong Nai Province		03/01/2019			



SONG BE JOINT STOCK RUBBER COMPANY

Appendix 02

**LIST OF THE INSIDERS AND THEIR INVOLVED
SONG BE JOINT STOCK RUBBER COMPANY**

(enclosed with report no .01.../Report- board of directors, 22 th, Janury, 2026 board of directors of Song Be Joint stock Rubber Company)

No	Name of organization/individual	Position at the Company (if any)	Number of shares owned at the end of the period	Stock ownership ratio	Note
A. Individual					
1	Thai Cong Can	Non-executive Chairman of the Board of Directors	17.325	0.021	
1.1	Thai Thi Thu Hong		0	0	
1.2	Thai Cong Dung		0	0	
1.3	Nguyen Que		0	0	
1.4	Hoang Thi Kham Duc		0	0	
2	Nguyen Dong Dan	Member of the Board of Directors - Executive director	75.800	0,093	
2.1	Nguyen Thi Tham		0	0	



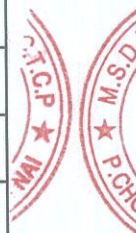
No	Name of organization/individual	Position at the Company (if any)	Number of shares owned at the end of the period	Stock ownership ratio	Note
2.2	Nguyen Thi Ha My		0	0	
2.3	Nguyen Xuan Phi		0	0	
2.4	Nguyen Chau Xa		0	0	
2.5	Nguyen Thi Luong		0	0	
2.6	Nguyen Minh Khai		0	0	
2.7	Nguyen Thi Ngoc Loan		0	0	
2.8	Nguyen Thi Huong		0	0	
1.9	Le Thi Hay		0	0	
2.10	Pham Van Viet		0	0	
2.11	Ngo Thi Mau		0	0	
2.12	Truong Tan Dat		0	0	
2.13	Nguyen Huu Phuc		0	0	
3	Nguyen Minh Thien	Member of the Board of Directors -Vice director	16.325	0,02	
3.1	Nguyen Van Tinh		0	0	

No	Name of organization/individual	Position at the Company (if any)	Number of shares owned at the end of the period	Stock ownership ratio	Note
3.2	Nguyen Thi Minh Ha		0	0	
3.3	Pham Thi Niem		0	0	
3.4	Nguyen Minh Thinh		0	0	
3.5	Nguyen Minh The		0	0	
3.6	Nguyen Minh Chi		0	0	
3.7	Nguyen Minh Tinh		0	0	
3.8	Nguyen Thi Thien Nhi		0	0	
3.9	Nguyen Le Manh Hien		0	0	
3.10	Pham Van Thach		0	0	
3.11	Huynh Thi Thua		0	0	
4	Huynh Quang Vinh	Chief accountant, the authorized person	22.075	0,027	
4.1	Huynh Quang Huu		0	0	
4.2	Tran Thi Dieu		0	0	

No	Name of organization/individual	Position at the Company (if any)	Number of shares owned at the end of the period	Stock ownership ratio	Note
4.3	Phan Thi Biet		0	0	
4.4	Huynh Thi Kim Ngan		0	0	
4.5	Huynh Thi Kim Don		0	0	
4.6	Huynh Thi Kim Hang		0	0	
4.7	Huynh Quang Phuc		0	0	
4.8	Huynh Thi Kim Phuong		0	0	
4.9	Huynh Thi Kim Sang		0	0	
4.10	Huynh Thi Kim Oanh		0	0	
4.11	Nguyen Thi My Dung		0	0	
4.12	Huynh Thuy Trang		0	0	
4.13	Ho Thi Phuong Dung		0	0	
4.14	Đo Duc Hung		0	0	
4.15	Nguyen Manh Truong		0	0	
4.16	Huynh phan Linh Tu		0	0	

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No	Name of organization/individual	Position at the Company (if any)	Number of shares owned at the end of the period	Stock ownership ratio	Note
5	Nguyen Thi My Phuoc	Non-executive Member of the Board of Directors/in charge of internal governance/ Secretary of the Board of Directors	14.675	0,018	
5.1	Nguyen Thanh Phu		0	0	
5.2	Nguyen Thi Dinh		0	0	
5.3	Nguyen Anh Vu		0	0	
5.4	Nguyen Thi My Linh		0	0	
5.5	Nguyen Thi My Loan		0	0	
5.6	Nguyen Ngoc Minh		0	0	
5.7	Vu Thi Da Yen		0	0	
5.8	Nguyen Minh Vu		0	0	
6	Truong Minh Hung	Independent member of the Board of Directors	0	0	
6.1	Truong Minh Tu		0	0	
6.2	Nguyen Thi Hoa		0	0	
6.3	Pham Thi Ngan		0	0	



No	Name of organization/individual	Position at the Company (if any)	Number of shares owned at the end of the period	Stock ownership ratio	Note
6.4	Truong Minh Gia Kiet		0	0	
6.5	Truong Minh Phuong Nhu		0	0	
6.6	Truong Minh Huyen		0	0	
6.7	Phi Dinh Hien		0	0	
6.8	Nguyen Thi Ngoan		0	0	
7	Tran Thi Ngoc Lien	Department head	6.292	0,008	
7.1	Tran Ngoc Yen		0	0	
7.2	Tran Thi Yen		0	0	
7.3	Tran Ngoc Quang		0	0	
7.4	Nguyen Thi Le		0	0	
7.5	Tran Thi Ngoc Phuong		0	0	
7.6	Nguyen Van Chung		0	0	
7.7	Tran Ngoc Minh		0	0	
7.8	Nguyen Thi Thanh Thuy		0	0	
7.9	Tran Thi Ngoc Thuy		0	0	
7.10	Đang Van Het		0	0	

No	Name of organization/individual	Position at the Company (if any)	Number of shares owned at the end of the period	Stock ownership ratio	Note
7.11	Tran Ngoc Hieu		0	0	
7.12	Tran Nhu Oanh		0	0	
8	Nguyen Thi Phuong	Member	2.925	0,004	
8.1	Nguyen Phi Hung		0	0	
8.2	Nguyen Ngoc Tram Anh		0	0	
8.3	Nguyen Duc Dung		0	0	
8.4	Nguyen Van Thanh		0	0	
8.5	Vo Thi La		0	0	
8.6	Nguyen Van Hung		0	0	
8.7	Đinh Thi Huong		0	0	
8.8	Nguyen Thanh Long		0	0	
8.9	Nguyen Thanh Nhon		0	0	
8.10	Nguyen Thi Thu Hien		0	0	
8.11	Nguyen Van Hung		0	0	
8.12	Ha Thi Khanh		0	0	
8.13	Le Cu		0	0	
8.14	Phan Thi Huyen		0	0	
9	Tu Xuan Lam	Member	5.842	0,007	

No	Name of organization/individual	Position at the Company (if any)	Number of shares owned at the end of the period	Stock ownership ratio	Note
9.1	Nguyen Thi Nhuan		0	0	
9.2	Nguyen Thi Ha		0	0	
9.3	Tu Khanh Vi		0	0	
9.4	Tu Duc Kien		0	0	
9.5	Tu Xuan Truong		0	0	
9.6	Tu Xuan Dong		0	0	
9.7	Tu Thi Thanh Tam		0	0	
B. organize					
1	People's Committee of Dong Nai Province		792.426.960	97,354	

