

No: *522* /CSTB-TCKT

Tay Ninh, March 16, 2026

CHANGE IN PERSONNEL

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

To: Hanoi Stock Exchange

*Based on Board Resolution No 56/QĐ-HĐQTCSTB dated March 16, 2026 of
Tan Bien Rubber Joint Stock.*

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

Reassignment:

- Mr. Tran Van Toan
- Former position in the organization: Deputy General Director of the
Company.
- Newly appointed position: Deputy General Director of the Company.
- Term: Since May 5, 2026
- Effective date: May 5, 2026

This information was published on the company's website on March 16,
2026, as in the link: **<http://www.tabiruco.vn/quan-he-co-dong/>**

**** Attached documents***

- Board Resolution No. 56/QĐ-
HĐQTCSTB dated March 16, 2026.

Organization representative

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



Nguyễn Trần Thiên Phúc

No.: 56 /QĐ-HĐQTCSTB

Tay Ninh, March 16, 2026

DECISION

**On the extension of tenure in the position of
Deputy General Director of Tan Bien Rubber Joint Stock Company**

BOARD OF DIRECTORS OF TAN BIEN RUBBER JOINT STOCK COMPANY

Pursuant to Decision No. 191/ QĐ-HĐQTCSTB dated June 26, 2026 of the Board of Directors of Tan Bien Rubber Joint Stock Company on the promulgation of the (amended and supplemented) Charter of Organization and Operation – Tan Bien Rubber Joint Stock Company;

Pursuant to Decision No. 235/QĐ-HĐQTCSTB dated August 17, 2023 of Vietnam Rubber Group on the promulgation of the Regulation on Management of Title and Position Holders at the Group and Representatives of Vietnam Rubber Group at enterprises;

Pursuant to Resolution No. 17-NQ/ĐU dated September 11, 2025 of the Party Committee of Tan Bien Rubber Joint Stock Company on personnel affairs;

Pursuant to Official Dispatch No. 866/HĐQTCSVN-TCCB dated November 4, 2025 of Vietnam Rubber Group regarding the concurrence on the extension of tenure in the position of Deputy General Director of Tan Bien Rubber Joint Stock Company until the time of reaching the statutory retirement age;

Considering the proposal of the Company's General Director in Submission No. 1136/TTr-CSTB dated September 5, 2025.

DECIDES:

Article 1. To extend the tenure in the position of Deputy General Director of Tan Bien Rubber Joint Stock Company for Mr. **Tran Van Toan**, currently holding the position of Deputy General Director of Tan Bien Rubber Joint Stock Company, effective from May 5, 2026 until the time of reaching the statutory retirement age.

Article 2. The salary coefficient of Mr. **Tran Van Toan** shall remain unchanged; the regimes, benefits and responsibilities associated with the title of Deputy General Director of the Company shall be governed in accordance with the Company's regulations and applicable laws.

Article 3. Members of the Board of Directors, the General Director, the Head of the Administration Department, Heads of functional departments, affiliated units of Tan Bien Rubber Joint Stock Company concerned and Mr. **Tran Van Toan** shall be responsible for the implementation of this Decision./.

Recipients:

- As per Article 3;
- Supervisory Board of the Company;
- Filed: General Office, Secretary of the BOD.

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



Trương Văn Cư