

**REPORT ON CORPORATE GOVERNANCE
(In 2025)**

To:

- The State Securities Commission.
- The Stock Exchange

- Name of company: BINH LONG INDUSTRIAL PARK JSC
- Address of headoffice: Minh Hung ward, Dong Nai province.
- Telephone: 02713645206 Fax: 02713645206
Email: vanphong@blip.vn
- Charter capital: 240.000.000.000 đồng.
- Stock symbol: MH3
- Governance model:
 - + General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1	7/ NQ-ĐHĐCĐ	27/June/2025	2025 Annual General Meeting of Shareholders

II. Board of Directors (2025 Report):

1. Information about the members of the Board of Directors (BOD):

No.	Members of BOD	Position: Independent members of BOD, Non-executive members of BOD	The date becoming/ceasing to be the (Independent) member of BOD	
			Date of appointment (day/month/year)	Date of dismissal (day/month/year)

1	Mr. Hoang Van Xuyen	Chairman	26/June/2024	
2	Mr. Trinh Xuan Tien	Independent, non-executive Member	28/June/2023	
3	Mr. Nguyen Huu Tu	Member	28/June/2023	
4	Mr. Phan Huy Thanh	Member	26/June/2024	
5	Mr. Duong Duy Phu	Member	27/June/2025	

2. Meetings of the BOD:

No.	Members of BOD	Meeting attendance times	Meeting attendance percentage	Meeting absence reason
1	Mr. Hoang Van Xuyen	7	100	
2	Mr. Trinh Xuan Tien	7	100	
3	Mr. Nguyen Huu Tu	7	100	
4	Mr. Phan Huy Thanh	7	100	
5	Mr. Duong Duy Phu	5	71	<i>Newly elected</i>

3. Supervising the Board of Management by the BOD:

During the year, the BOD convened 7 periodical meetings, 5 times collecting written comments upon unexpected matters within authority and issued 33 resolutions and decisions to operate the Company's production and business activities. Members of the BOD have played well their roles in inspecting and supervising the production and business activities. Each member of the BOD has frankly contributed, analyzed and pointed out the strong points and unrealized matters of the board of General directors to learn from experiences and find solutions to perform better the production and business tasks in the near future.

4. Activities of the BOD's subcommittees (If any): the BOD does not appoint any of the BOD's subcommittees

5. Resolutions/Decisions of the BOD (2025 Report)

No.	Resolution/ Decision No.	Date day/month/year	Content	Passed percent -age
1	01/NQ-HĐQT	21/1/2025	Resolution on Production and Business for Quarter 4 th 2024	100
2	02/NQ-HĐQT	18/4/2025	Resolution of BOD on Adjourning the 2025 Annual General Meeting of Shareholders	100
3	02A/NQ-HĐQT	22/4/2025	Resolution of BOD on The Minh Hung III expansion (phase 2) investment project implementation funds deposited guarantee	100
4	03/NQ-HĐQT	09/5/2025	Resolution of BOD on BOD's periodical meeting of Quarter 1 th 2025	100

5	04/NQ-HĐQT	12/5/2025	Resolution on unanimous agreement of convening the 2025 Annual General Meeting of Shareholders	100
6	05/NQ-HĐQT	05/6/2025	Resolution on approval of meeting materials of the 2025 Annual General Meeting of Shareholders	100
7	06/NQ-HĐQT	17/6/2025	Resolution on unanimous agreement of additional election of BOD member of the remainder 2023-2028 term	100
8	07/NQ-HĐQT	27/6/2025	Resolution of the 2025 Annual General Meeting of Shareholders	100
9	08/NQ-HĐQT	14/7/2025	NQ thống nhất chia cổ tức Resolution on unanimous agreement of dividends payment	100
10	09/NQ-HĐQT	01/8/2025	Resolution of Meeting of the Board of Director in Quarter 2	100
11	10/NQ-HĐQT	09/9/2025	Resolution on passing for Amendment of Company Seal	100
12	11/NQ-HĐQT	16/9/2025	Resolution on assessing senior management positions	100
13	12/NQ-HĐQT	07/10/2025	Resolution on sponsor donations to the Study promotion Fund 28/10 in 2025	100
14	13/NQ-HĐQT	14/11/2025	Resolution of Board of Directors on Operation and Business Quarter 3/2025	100
15	14/NQ-HĐQT	14/11/2025	Resolution of BOD on Management Personnel to Mr. Le Van Trung	100
16	15/NQ-HĐQT	29/12/2025	Resolution of BOD on Management Personnel to Mr. Le Van Thanh Thong	100
17	01/QĐ-HĐQT	22/1/2025	Decision on 2025 ABC Bonus	100
18	02/QĐ-HĐQT	13/2/2025	Decision on Establishment of The task force for streamlining the Company's apparatus	100
19	03/QĐ-HĐQT	19/2/2025	Decision on approval of reviewed and added nominated list of planning for leadership and senior management positions	100
20	03A/QĐ-HĐQT	03/3/2025	Decision on unanimous agreement of expenditure for Organizing a sightseeing trip for Company employees in 2024	100
21	04/QĐ-HĐQT	06/3/2025	Decision approval on purchase plan serving Production and Business activities	100
22	05/QĐ-HĐQT	10/4/2025	Resolution on approval of relevant contents of Reports at the 2025 Annual General Meeting of Shareholders	100
23	06/QĐ-HĐQT	03/7/2025	Decision approval on Management Personnel going overseas	100

24	07/QĐ-HĐQT	08/7/2025	Decision on choosing Audit entity for Financial Statements 2025	100
25	08/QĐ-HĐQT	09/9/2025	Decision on Rewarding the Board of Management 2024	100
26	09/QĐ-HĐQT	22/10/2025	Decision on providing Internal Audit Regulation	100
27	10/QĐ-HĐQT	22/10/2025	Decision on providing Finance Management Regulation	100
28	11/QĐ-HĐQT	14/11/2025	Decision on Approval of 2025 Plan	100
29	12/QĐ-HĐQT	26/12/2025	Resolution of BOD on 2025 ABC Bonus	100
30	13/QĐ-HĐQT	26/12/2025	Decision on Estimated budget Approval of consulted items prepared to invest related to Infrastructure investment, construction and operation project.	100
31	14/QĐ-HĐQT	26/12/2025	Decision on Approval of Plan choosing contractors associated with consulted items prepared to invest related to the IP's Infrastructure investment, construction and operation project.	100
32	15/QĐ-HĐQT	29/12/2025	Decision on Assignment of duties to Mr. Le Van Thanh Thong	100
33	16/QĐ-HĐQT	30/12/2025	Decision on Dismissal of Chief Accountant to Mr. Le Van Trung	100

III. Board of Supervisors (2025 Report)

1. Information about Members of Board of Supervisors (BOS)

No.	Members of BOS	Position	Initial date/dismissal date	Professional qualifications
1	Mr. Vu Manh Xuan Tung	Board Head	Initial date 28/June/2023	Bachelor of Economics
2	Mr. Le Duc Le Van	Member	Initial date 28/June/2023	Construction Engineer
3	Mr. Đinh Thanh Toan	Member	Initial date 26/June/2024	Bachelor of Economics

2. Members of BOS Meetings

No.	Members of the Board of Supervisors	Meeting attendance times	Meeting attendance percentage	Pass rate	Meeting absence reason
1	Mr. Vu Manh Xuan Tung	02	100	-	

2	Mr. Le Duc Le Van	02	100	-	
3	Mr. Đinh Thanh Toàn	02	100	-	

3. Supervising activities of the BOS towards the BOD, Board of Management and shareholders.

4. The coordination among the BOS towards activities of the BOD, Board of Management and other managers:

5. Other activities of Board of Supervisors (if any)

IV. Board of Management

No.	Board of Management members	Date of birth (day/month/year)	Professional qualifications	Date of appointment/ date of dismissal (day/month/year)
1	Mr. Phan Huy Thanh	10/Dec/1985	Master of Business Administration	Date of appointment as CEO As of 19/Aug/2024
2	Mr. Huynh Van Thi	23/Apr/1983	Construction engineer on traffic roads and bridges	Date of appointment as of 01/Oct/2016

V. Chief Accountant

Full Name	Date of birth (day/month/year)	Professional qualifications	Date of appointment/ date of dismissal (day/month/year)
Mr. Le Van Trung	30/ Jan/ 1966	Bachelor of economics	Date of appointment as of 01/ Jan / 2021

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of the BOD, BOS members, Director (CEO), other managers and Company secretaries in accordance with regulations on corporate governance: *Non*.

VII.: The list of affiliated persons of the public company (annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company (Attached is a detailed list in **Appendix 01**)

No.	Name of Individual /Organization	Stock trading account (if any)	Position in Company (if any)	NSH No., Date of issue, Place of issue of NSH	Head office's address/Contract address	Date beginning being affiliated person	Date ceasing being affiliated person	Reasons	Affiliated relationship with Company

Note: NSH No.: ID card/Passport number (for individuals) or Business Registration License Number, Operating License or equivalent legal documents (for organization)/NSH.

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons. (Attached is a detailed list in **Appendix 04**)

No.	Name of Individual /Organization	Affiliated relationship with Company	NSH No., Date of issue, Place of issue of NSH	Head office's address/ Contract address	Date of transaction with Company	Resolution/ Decision No. passed by General Meeting of Shareholders/ Board of Directors... (if any, detailing date of issuance)	Content, Quantity, Total amount of transaction	Note

Note: NSH No.: ID card/Passport number (for individuals) or Business Registration License Number, Operating License or equivalent legal documents (for organization)/NSH.

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: *Non*

No.	Name of Individual /Organization	Affiliated relationship with internal person	Position in Company	ID card/Passport number; date and place of issuance	Address	Name of Company's subsidiaries in which the Company takes controlling power	Date of transaction	Content, Quantity, Total amount of transaction	Note

4. Transactions between the Company and other objects: *Non*

4.1. Transactions between the Company and the company that its members of Board of Management, Board of Supervisors, Director (General Director) and other managers who have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): *Non*

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): *Non*

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.

Full name	Position	Income	Remuneration of Board of

	(day/month/year)		Directors, Board of Supervisors
Mr.Hoang Van Xuyen	Chairman		47,000,000
Mr.Nguyen Huu Tu	BOD member		37,000,000
Mr.Trinh Xuan Tien	Independent BOD member		37,000,000
Mr.Phan Huy Thanh	BOD member	481,114,086	0
Mr. Duong Duy Phu	BOD member		13,500,000
Mr. Le Duc Le Van	BOS member		26,000,000
Mr.Dinh Thanh Toan	BOS member		22,000,000
Mr. Do Chi Hieu	Administrator, Secretary of BOD		34,200,000
Mr.Vu Manh Xuan Tung	Head of BOS	414,822,461	
Mr. Huynh Van Thi	Deputy General Director	451,157,932	
Mr. Le Van Trung	Chief accountant	409,822,461	

VIII. Share transactions of internal persons and their affiliated persons (annual report)

1. The list of internal persons and their affiliated persons (Attached is a detailed list in **Appendix 02**)

2. Transactions of internal persons and affiliated persons with shares of the Company (Attached is a detailed list in **Appendix 03**)

IX. Other significant issues: Non

Recipients:

-As above addressed

-Archived:....

CHAIRMAN OF BOD
(Sign, full name and seal)



Appendix 1: List of affiliated persons of the Company in 2025

STT	Name of Individual /Organization	Stock trading account (if any)	Position in Company (if any)	NSH No., Date of issue, Place of issue of NSH	Head office's address/Contract address	Date beginning being affiliated person	Date ceasing being affiliated person	Reasons	Affiliated relationship with Company
1	Nam Tan Uyen Join Stock Corporation			3700621209, 28/12/2011	Road ĐT747B, Long Binh street, Khánh Binh wards, Tân Uyên district, Bình Dương province				Representative person Mr. Duong Duy Phu
2	Binh Long Rubber Co., Ltd			3800100168-1, 10/11/2012	Binh Long town, Binh Phuoc province				Representative person: Mr. Hoang Van Xuyen
3	Mr. Trinh Xuan Tien		Independent member of Board of Directors	285257281, 03/02/2006		28/6/2023			
4	Mr. Nguyen Huu Tu		Member of Board of Directors	025071008774, 4/5/2021		28/6/2023			
5	Mr. Hoang Van Xuyen		Chairman of Board of Directors	070073002180, 25/4/2022		26/6/2024			
6	Mr. Phan Huy Thanh		Member of Board of Directors - General Director	070085000455, 03/4/2021		26/6/2024			
7	Mr. Duong Duy Phu		Member of Board of Directors	070085000455, 3/4/2021		27/6/2025			
8	Mr. Vu Manh Xuan Tung		Head of Board of Supervisors	068074000176, 27/3/2021		28/6/2023			
9	Mr. Le Duc Le Van		Member of Board of Supervisors	52085001025, 13/04/2021		28/6/2023			
10	Mr. Dinh Thanh Toan		Member of Board of Supervisors	070082005003, 16/02/2023		26/6/2024			
11	Mr. Do Chi Hieu		Administrator, secretary of Board of Directors	285006437, 09/8/2006		20/9/2018			
12	Mr. Huynh Van Thi		Deputy General Director, person authorized to disclose information	052083001282, 8/4/2021		1/10/2016, 11/9/2024			
13	Mr. Le Van Trung	058C616640	Chief accountant	038066009870, 27/3/2021		1/1/2016			

Appendix 2: List of internal persons and affiliated persons of internal persons of the Company in 2025

Stock symbol: MH3

Company's name: Binh Long Rubber IP JSC

Record date: 31/Dec/2025

No.	Stock symbol	Full Name	Position in Company (if any)	Affiliated relation - ship with internal persons	NSH type (ID card/ Passport number; Business registration license No.)	NSH No.	Date of issue of NSH	Date of appointment of internal person/ beginning being affiliated person	Note
BOARD OF DIRECTORS							(day, month, year)	(day, month, year)	(day, month, year)
1	MH3	Hoàng Văn Xuyên	Chairman		ID card	070073002180	25/4/2022	26/6/2024	
1.1	MH3	Hoàng Văn Loan		Father		Passed away		26/6/2024	
1.2	MH3	Lê Thị Tài		Mother	ID card	280361788	1/6/2010	26/6/2024	
1.3	MH3	Trương Đức Khôi		Father in law	ID card	030055006207	29/4/2021	26/6/2024	
1.4	MH3	Phùng Thị Phương		Mother in law	ID card	030158009972	29/4/2021	26/6/2024	
1.5	MH3	Trương Thị Chuyên		Wife	ID card	70183007344	27/9/2018	26/6/2024	
1.6	MH3	Hoàng Thanh Tâm		Brother	ID card	038055000542	25/4/2021	26/6/2024	
1.7	MH3	Hoàng Thanh Lý		Brother	ID card	Passed away		26/6/2024	
1.8	MH3	Hoàng Thị Thuyết		Sister	ID card	038164010773	11/4/2021	26/6/2024	
1.9	MH3	Hoàng Thị Mai		Sister	ID card	Passed away		26/6/2024	
1.10	MH3	Hoàng Thị Oanh		Sister	ID card	038168010082	10/4/2021	26/6/2024	
1.11	MH3	Hoàng Văn Tạc		Brother	ID card	280496641	31/7/2013	26/6/2024	
1.12	MH3	Cao Tươi Thắm		Brother in law	ID card	038068011094	11/4/2021	26/6/2024	
1.13	MH3	Nguyễn Hữu Thuyết		Brother in law	ID card	045064001192	24/4/2021	26/6/2024	
1.14	MH3	Mai Trung Hoà		Brother in law	ID card	038064010799	10/4/2021	26/6/2024	

1.15	MH3	Hoàng Thị Vinh		Sister in law	ID card	038160009902	10/4/2021	26/6/2024	
1.16	MH3	Lê Thị Hoàng		Sister in law	ID card	038156019749	23/2/2022	26/6/2024	
	MH3	* Organization						26/6/2024	
1.17	MH3	Binh Long Rubber Co., LTD		CEO	Business registration license No.	3800100168-1	10/11/2012	28/6/2023	
1.18	MH3	Thuan An wood processing JSC (GTA)		BOD member	Business registration license No.	3700403867	28/6/2023	26/6/2024	
1.19	MH3	Binh Phuoc Infrastructure Construction Investment JSC		BOD member	Business registration license No.	3800301869		26/6/2024	
1.20	MH3	Rubber trading and tourism services JSC		BOD member	Business registration license No.	5700504805		26/6/2024	
2	MH3	Trịnh Xuân Tiến	Independent member of BOD		ID card	070075000531	27/3/2021	28/6/2023	
2.1	MH3	Đỗ Thị Dân			ID card	034180010222	24/3/2021	28/6/2023	
2.2	MH3	Trịnh Đăng Khoa			ID card	070206001674	31/3/2021	28/6/2023	
2.3	MH3	Trịnh Đăng Linh			ID card	070308005262	25/4/2022	28/6/2023	
2.4	MH3	Trịnh Thị Yến			ID card	038180039440	28/9/2021	28/6/2023	
2.5	MH3	Trịnh Thị Yến Nhi			ID card	070199000021		28/6/2023	
2.6	MH3	Nguyễn Bá Giang			ID card	038074012040		28/6/2023	
2.7	MH3	Vũ Thị Gấm			ID card	285481642		28/6/2023	
3	MH3	Nguyễn Hữu Tú	BOD member		ID card	025071008774	4/5/2021	28/6/2023	
	MH3	* Individual							
3.1	MH3	Nguyễn Hữu Mọc		Father		(passed away 2021)		28/6/2023	
3.2	MH3	Nguyễn Thị Thọ		Mother		(passed away 2016)		28/6/2023	
3.3	MH3	Mai Thị Ngọc Dung		Wife	ID card	075177000817	25/3/2021	28/6/2023	
3.4	MH3	Nguyễn Hữu Huân		Son	ID card	070099006984	10/5/2021	28/6/2023	
3.5	MH3	Nguyễn Mai Tú Linh		Daughter	ID card	070307008952	4/5/2021	28/6/2023	
3.6	MH3	Nguyễn Thị Mai		Sister	ID card	025157002474	22/4/2021	28/6/2023	
3.7	MH3	Nguyễn Minh Tuấn		Brother	ID card	079061008094	13/1/2022	28/6/2023	
3.8	MH3	Nguyễn Thị Bích Khanh		Sister	ID card	025163004555	2/12/2022	28/6/2023	

3.9	MH3	Nguyễn Thị Khánh		Sister	ID card	025167002744	19/4/2021	28/6/2023	
3.10	MH3	Nguyễn Thị Thiết		Sister	ID card	025169014426	28/6/2021	28/6/2023	
3.11	MH3	Nguyễn Quý Sửu		Brother	ID card	025073011611	10/7/2022	28/6/2023	
3.12	MH3	Lê Hữu Kiên		Brother in law	ID card	025055008198	3/5/2022	28/6/2023	
3.13	MH3	Trần Thị Vân Thi		Sister in law	ID card	079164033416	10/5/2021	28/6/2023	
3.14	MH3	Nguyễn Ngọc Vân		Brother in law	ID card	025061002296	22/4/2021	28/6/2023	
3.15	MH3	Lê Văn Kiểm		Brother in law	ID card	025064000824	7/4/2021	28/6/2023	
3.16	MH3	Trịnh Thị Kim Liên		Sister in law	ID card	038174018362	10/7/2022	28/6/2023	
3.17	MH3	Mai Viết Khải		Father in law		(passed away 2016)		28/6/2023	
3.18	MH3	Lương Thị Liễu		Mother in law		non permit to disclose info		28/6/2023	
	MH3	* Organization						28/6/2023	
3.19	MH3	Bình Long Rubber Co., LTD		Deputy General Director	Business registration license No.	3800100168-1	10/11/2012	28/6/2023	
4	MH3	Phan Huy Thành	BOD member		ID card	070085000455	3/4/2021	26/6/2024	
4.1	MH3	Phan Văn Thưởng		Father	ID card	045058000273	29/3/2021	26/6/2024	
4.2	MH3	Phuong Thị Vân		Mother	ID card	001157017662	29/3/2021	26/6/2024	
4.3	MH3	Đỗ nguyên tường Vy		Wife	ID card	070189000667	3/4/2021	26/6/2024	
4.4	MH3	Phan huy Khang		Son		Date of birth2006		26/6/2024	
4.5	MH3	Phan Tường San		Daughter		Date of birth2020		26/6/2024	
4.6	MH3	Phan Mạnh Cường		Brother	ID card	070081000017	22/12/2021	26/6/2024	
4.7	MH3	Trương Thị Hồng Vân		Sister in law	ID card	045181000054	22/12/2021	26/6/2024	
4.8	MH3	Đỗ khắc Tường		Father in law	ID card	046057010107	26/4/2023	26/6/2024	
4.9	MH3	Nguyễn Minh Ánh		Mother in law	ID card	070160000190	27/3/2021	26/6/2024	
5	MH3	Dương Duy Phú	BOD member		ID card	070085000455	3/4/2021	27/6/2025	
5.1	MH3	Dương Đăng Huy		Father	Passport	524111169	30/12/2014	27/6/2025	
5.2	MH3	Nguyễn Thị Sen		Mother	Passport	Q00040473	15/8/2022	27/6/2025	

5.3	MH3	Vanessat Duong		Sister	Passport	A43450821	19/4/2024	27/6/2025	
5.4	MH3	Natalia Duong		Sister	Passport	579140768	20/7/2017	27/6/2025	
5.5	MH3	Phillip Hong Duong		Sister	Passport	524111170	30/12/2014	27/6/2025	
5.6	MH3	Nguyễn Thị Hiền Trang		Wife	ID card	075184016328	13/6/2024	27/6/2025	
5.7	MH3	Duong Gia Bảo		Son	ID card	079211010024		27/6/2025	
5.8	MH3	Duong Gia Hân		Daughter	ID card	079314039542		27/6/2025	
5.9	MH3	Pencak Jason Oscar Morris		Brother in la	Passport	549599636	4/10/2016	27/6/2025	
5.10	MH3	Nguyễn Khắc Chung		Brother in la	Passport	560232021	13/6/2017	27/6/2025	
5.11	MH3	Dương Thị Phương Thịnh		Sister in law	Passport	A02733991	20/1/2022	27/6/2025	
5.12	MH3	Nguyễn Thị Gái		Mother in la	CCCD	75158005823	20/8/2021	27/6/2025	
5.13	MH3	Nguyễn Thị Ngọc Trâm		Sister in law	CCCD	75193002337	26/4/2021	27/6/2025	
5.14	MH3	Nguyễn Lê Anh Bình		Brother in law	CCCD	46089000037	22/11/2021	27/6/2025	
		* Organization							
5.15	NTC	Nam Tan Uyen Joint Stock Corporation		CEO	Business registration license No.	3700621209	28/12/2011	27/6/2025	
5.16		VRG Khai Hoan JSC		BOD member	Business registration license No.	3700717246	1/6/2006	27/6/2025	
BOARD OF SUPERVISORS									
6	MH3	Vũ Mạnh Xuân Tùng	HEAD OF BOARD OF SUPERVISORS		ID card	068074000176	27/3/2021	28/6/2023	
6.1	MH3	Vũ Mạnh Khang		Father	ID card			28/6/2023	
6.2	MH3	Đỗ Thị Mỹ An		Mother	ID card	046141000121	27/3/2021	28/6/2023	
6.3	MH3	Nguyễn Thị Tú Dung		Wife	ID card	070182000526	29/3/2021	28/6/2023	
6.4	MH3	Vũ Đức Thuận		Son	ID card	070204000911	27/3/2021	28/6/2023	
6.5	MH3	Vũ Ngọc Mỹ Tâm		Daughter	ID card	070308001518	18/1/2023	28/6/2023	
6.6	MH3	Vũ Mạnh Tùng		Brother	ID card	046065008221	9/8/2021	28/6/2023	
6.7	MH3	Vũ Mạnh Tiến Tùng		Brother	ID card	070067000766	8/4/2021	28/6/2023	
6.8	MH3	Vũ Mạnh Thanh Tùng		Brother	ID card	048069000355	25/3/2021	28/6/2023	
6.9	MH3	Nguyễn Thị Cẩm Thúy		Sister in law	ID card	079170019754	5/4/2021	28/6/2023	

6.10	MH3	Đào Thị Hoa		Sister in law	ID card	070174000901	8/4/2021	28/6/2023	
6.11	MH3	Trần Thị Bé		Sister in law	ID card	070164001039	2/4/2021	28/6/2023	
7	MH3	Lê Đức Lê Văn	Member		ID card	052085001025	13/4/2021	28/6/2023	
7.1	MH3	Lê Đức Tân		Father	ID card	052053005972	9/5/2021	28/6/2023	
7.2	MH3	Lê Thị Huê		Mother	ID card	052160011479	9/5/2021	28/6/2023	
7.3	MH3	Lê Đức Vương		Brother	ID card	052083012534	9/5/2021	28/6/2023	
7.4	MH3	Huỳnh Thị Luyện		Sister in law	ID card	052185005246	9/5/2021	28/6/2023	
7.5	MH3	Lê Hoàng Vy		Sister	ID card	052190016363	9/5/2021	28/6/2023	
7.6	MH3	Hồ Đắc Duy		Brother in law	ID card	052088002384	9/5/2021	28/6/2023	
7.7	MH3	Lê Hoàng Việt		Sister	ID card	052193004274	4/5/2023	28/6/2023	
8	MH3	Đinh Thanh Toàn			ID card	070082005003	16/2/2023	26/6/2024	
8.1	MH3	Đinh Ngọc Chương		Father	ID card	070058003260	10/5/2021	26/6/2024	
8.2	MH3	Phạm Thị Mai		Mother	ID card	079158020009	10/5/2021	26/6/2024	
8.3	MH3	Đinh Thanh Vũ		Brother	ID card	070085005954	28/6/2021	26/6/2024	
8.4	MH3	Đinh Thị Ngọc Dung		Sister	ID card	070187007712	14/2/2022	26/6/2024	
8.5	MH3	Điền Thị Thuý Ngân		Sister in law	ID card	070186004850	10/5/2021	26/6/2024	
8.6	MH3	Lê Thành Thái		Brother in law	ID card	048084007380	27/8/2021	26/6/2024	
8.7	MH3	Đinh Hoàng Khánh		Son		Non ID card yet		26/6/2024	
8.8	MH3	Đinh Hoàng Thanh Yên		Son		Non ID card yet		26/6/2024	
		* Organization							
8.9	MH3	Thuan An Wood Processing JSC (GTA)		Member of Board of Supervisors	Business registration license No.	3700403867	28/6/2023	26/6/2024	
AMINISTRATOR, SECRETARY									
9	MH3	Đỗ Chí Hiếu	Administator, Secretary		ID card	095082000570	27/3/2021	20/9/2018	
9.1	MH3	Đỗ Trọng Thích		Father	ID card	038052005661	31/3/2021	20/9/2018	
9.2	MH3	Hoàng Thị Tâm		Mother	ID card	038148004306	31/3/2021	20/9/2018	
9.3	MH3	Lữ Thị Nga		Wife	ID card	038186022232	27/3/2021	20/9/2018	
9.4	MH3	Đỗ Chí Thái An		Son	ID card	070213003362	9/9/2024	20/9/2018	

9.5	MH3	Đỗ Chí Minh Khôi		Son	ID card	070219000636	9/9/2024	20/9/2018	
9.6	MH3	Đỗ Xuân Hà		Brother	ID card	070078000802	6/4/2021	20/9/2018	
9.7	MH3	Đỗ Thị Thu Hồng		Sister	ID card	070175000633	31/3/2021	20/9/2018	
9.8	MH3	Đỗ Chí Dũng		Brother	ID card	070090000935	3/4/2021	20/9/2018	
9.9	MH3	Đinh Thị Thúy		Sister in law	ID card	070190010668	10/5/2021	20/9/2018	
9.10	MH3	Hồ Thị Hồng		Sister in law	ID card	070193008422	10/5/2021	20/9/2018	
9.11	MH3	Đỗ Chí Trung		Brother	ID card	070089000678	13/4/2021	20/9/2018	
9.12	MH3	Cao Thị Bốn		Mother in law	ID card	038159023659	27/8/2021	20/9/2018	
9.13	MH3	Lữ Văn Tình		Father in law	ID card	038057016493	27/8/2021	20/9/2018	
BOARD OF EXECUTIVE, PERSON AUTHORIZED TO DISCLOSE INFORMATION									
9	MH3	Huỳnh Văn Thi	Deputy General Director, Person authorized to disclose info		ID card	052083001282	8/4/2021	1/10/2016, 11/9/2024	
9.1	MH3	Nguyễn Thị Đào		Mother	ID card	052159010304	28/6/2021	1/10/2016, 11/9/2024	
9.2	MH3	Huỳnh Thanh Quang		Brother	ID card	052075006628	13/7/2022	1/10/2016, 11/9/2024	
9.3	MH3	Trần thị Kim Tuyến		Sister in law	ID card	052183014182	9/8/2021	1/10/2016, 11/9/2024	
9.4	MH3	Huỳnh Thị Mai		Sister	ID card	052176019163	28/6/2021	1/10/2016, 11/9/2024	
9.5	MH3	Huỳnh Thị Hạnh		Sister	ID card	052179019208	28/6/2021	1/10/2016, 11/9/2024	
9.6	MH3	Nguyễn Văn Phúc		Brother in law	ID card	052077012849	8/7/2022	1/10/2016, 11/9/2024	
9.7	MH3	Huỳnh Minh Hải		Brother	ID card	052087013993	11/8/2021	1/10/2016, 11/9/2024	
9.8	MH3	Lê Thị Hoàng Thảo		Wife	ID card	070185001924	8/4/2021	1/10/2016, 11/9/2024	
9.9	MH3	Huỳnh Lê Huy		Son		Non ID card yet		1/10/2016, 11/9/2024	
9.10	MH3	Huỳnh Lê Thảo Ngân		Daughter		Non ID card yet		1/10/2016, 11/9/2024	

9.11	MH3	Lê Văn Sót		Father in law	ID card	074053000380	8/4/2021	1/10/2016, 11/9/2024	
9.12	MH3	Hoàng Thị Lan		Mother in law	ID card	079157012509	5/4/2021	1/10/2016, 11/9/2024	
10	MH3	Lê Văn Trung	Chief accountant		ID card	038066009870	27/3/2021	1/1/2016	
10.1	MH3	Phạm Thị Huyền		Mother	ID card	038134006009	28/6/2021	1/1/2016	
10.2	MH3	Vũ Xuân Bằng		Father in law	ID card	037042000620	30/3/2021	1/1/2016	
10.3	MH3	Vũ Thị Luyện		Wife	ID card	037165002659	27/3/2021	1/1/2016	
10.4	MH3	Lê Trọng Kiên		Son	ID card	070092000724	29/4/2010	1/1/2016	
10.5	MH3	Lê Trọng Cường		Son	ID card	0700096000474	27/3/2021	1/1/2016	
10.6	MH3	Đỗ Thị Lan Hương		Daughter in law	ID card	066191000858	30/3/2021	1/1/2016	
10.7	MH3	Lê Thị Na		Sister	ID card	038169027575	27/12/2022	1/1/2016	
10.8	MH3	Lê Thị Xum		Sister	ID card	038171010558	13/4/2021	1/1/2016	
10.9	MH3	Lê Thị Hợp		Sister	ID card	070173001491	11/4/2021	1/1/2016	
10.10	MH3	Lê Thị Bắc		Sister		Passed away 2004		1/1/2016	
10.11	MH3	Trần Văn Huỳnh		Brother in law		Passed away 2022		1/1/2016	
10.12	MH3	Trương Tất Soạn		Brother in law	ID card	034062008543	25/3/2021	1/1/2016	
10.13	MH3	Lê Trung Dũng		Brother in law		non permit to disclose info		1/1/2016	
10.14	MH3	Lý Thanh Tâm		Brother in law		non permit to disclose info		1/1/2016	

Appendix 3: Transaction between internal persons of the Company, affiliated persons of internal persons and affiliated persons with shares of the Company in 2025

No.	Person executing the transaction	Affiliated relationship with internal person	1/1/2025		31/12/2025		Reason increase, decrease (buy, sell, convert, bonus...)
			<i>Number of shares</i>	<i>Percentage</i>	<i>Number of shares</i>	<i>Percentage</i>	
1	Binh Long Rubber Co., Ltd	BOD Chairman	9.863.740	41,10%	9.863.740	41,10%	
2	Nam Tan Uyen Join Stock Corporation	BOD member	9.069.173	37,79%	9.069.173	37,79%	
3	Mr. Phan Huy Thanh	Member of Board of Directors	100	0,00%	100	0,00%	
4	Mr. Phan Van Thuong	Father of Member of Board of Directors	4.000	0,02%	4.000	0,02%	
5	Mrs. Vu Thi Luyen	Wife of Chief accountant	44.200	0,18%	44.200	0,18%	
6	Mr. Tran Van Huynh	Brother-in-law of Chief accountant	20.000	0,08%	20.000	0,08%	

Appendix 4: Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons in 2025.

	Name of Individual /Organization	Affiliated relationship with Company	NSH No., Date of issue, Place of issue of NSH	Head office's address/ Contract address	Date of transaction with Company	Resolution/ Decision No. passed by General Meeting of Shareholders/ Board of Directors... (if any, detailing date of issuance)	Content	Quantity, Total amount of transaction	
No.									Note
1	Binh Long Rubber Co., Ltd	Chairman of Board of Directors	3800100168-1, 10/11/2012	National road No.13, Phường Hưng wards, Bình Long town, Bình Phước province	10/2025	Resolution No. 08/NQ-HĐQT date 14/7/2025 refers to advance cash dividends 2024.	advance cash dividends 2024	15.781.984.000	Affiliated person of internal person
2	Nam Tan Uyen Join Stock Corporation	Ceasing as General Director from 1/November/2023	3700621209, 28/12/2011	Road ĐT747B, Long Binh street, Khánh Bình ward, Tân Uyên district, Bình Dương province	8/2025	Resolution No. 08/NQ-HĐQT date 14/7/2025 refers to advance cash dividends 2024.	advance cash dividends 2023	14.510.676.800	Affiliated person of internal person
3	Mr. Phan Huy Thành	Member of Board of Directors	070085000455	Phú Đức ward, Bình Long town, Bình Phước province	8/2025	Resolution No. 08/NQ-HĐQT date 14/7/2025 refers to advance cash dividends 2024.	advance cash dividends 2024	152.000	
4	Mr. Phan Văn Thường	Father of Member of Board of Directors	045058000273	Phú Đức ward, Bình Long town, Bình Phước province	8/2025	Resolution No. 08/NQ-HĐQT date 14/7/2025 refers to advance cash dividends 2024.	advance cash dividends 2023	6.080.000	Affiliated person of internal person
5	Mrs. Vũ Thị Luyện	Wife of Chief accountant	037165002659	Phú Đức ward, Bình Long town, Bình Phước province	8/2025	Resolution No. 08/NQ-HĐQT date 14/7/2025 refers to advance cash dividends 2024.	advance cash dividends 2024	67.184.000	Affiliated person of internal person
6	Mr. Trần Văn Huỳnh	Brother in law of Chief accountant	285146254	Phú Trung quarter, Hưng Chiến ward, Bình Long town - Bình Phước province	8/2025	Resolution No. 16/NQ-HĐQT, 15/7/2024 refers to advance cash dividends 2023; Resolution No. 08/NQ-HĐQT date 14/7/2025 refers to advance cash dividends 2024.	advance cash dividends 2023, 2024	60.800.000	Affiliated person of internal person

	Name of Individual /Organization	Affiliated relationship with Company	NSH No., Date of issue, Place of issue of NSH	Head office's address/ Contract address	Date of transaction with Company	Resolution/ Decision No. passed by General Meeting of Shareholders/ Board of Directors... (if any, detailing date of issuance)	Content	Quantity, Total amount of transaction	
<i>No.</i>									<i>Note</i>
7	MDF VRG Dongwha Joint-Venture Co.,	Under controlling power of Vietnam Rubber Group	3800426402	Minh Hung wards, Chon Thành district, Bình Phước province	in 2025	01/HDDV-KCN, date 29/12/2011	Liquidation of infrastructure management fee, fresh water provision and waste water	16.428.494.999	Sub-units of the same Group-VRG
8	Binh Long Rubber Co., Ltd	Chairman of Board of Directors	3800100168-1, 10/11/2012	National road No.13, Phường Hưng wards, Bình Long town, Bình Phước province	3/2025 +7/2025 +9/2025		Regular health check-ups fees for employees	92.765.200	Affiliated person of internal person