

<b>Code</b>	<b>HRC</b>
<b>Company name</b>	Hoa Binh Rubber Joint Stock Company
<b>Date</b>	02/03/2025
<b>Subject</b>	Change in personnel

**Content:**

On January 25, 2025, the BOD of Hoa Binh Rubber Joint Stock Company approved the change in personnel with details as follows:

1. The resignation of Mr. Tran Khac Chung as Chairman of the BOD
2. The appointment of Mr. Nguyen Van Quang as Chairman of the BOD cum Legal Representative
3. The appointment of Mr. Vu Quang Khai - Deputy General Director as Legal Representative
4. The resignation of Mr. Nguyen Huu Nghia as Secretary of the BOD, Person in charge of Corporate Governance, Authorized person for Information Disclosure
5. The appointment of Mr. Ho Cong Dung as Secretary of the BOD, Person in charge of Corporate Governance, Authorized person for Information Disclosure.