

APPENDIX V

(Issued together with Circular No. 96/2020/TT-BTC
dated November 16, 2020 of the Minister of Finance)

VIETNAM RUBBER GROUP
BA RIA RUBBER JOINT STOCK COMPANY
No: 74 /BC-HĐQTCSBR

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
Ba Ria - Vung Tau, January 30, 2024

REPORT REPORT ON CORPORATE GOVERNANCE IN YEAR 2024

To: - State Securities Commission
- Hanoi Stock Exchange

Name of the Public Company: **BA RIA RUBBER JOINT STOCK COMPANY**
Address: National Highway 56, Binh Ba Commune, Chau Duc District, Ba Ria -
Vung Tau Province.

Phone: 02543.881964; Fax: 02543.881169.

Email: vanphong@baruco.com.vn.

Charter Capital: 1,125,000,000,000 VND (One thousand one hundred and twenty-five billion Vietnam Dong)

Stock code: BRR (Upcom HNX)

- Governance model:

+ the General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.

- The implementation of internal audit: Implementing internal audit in 2024 with the following content: Procurement and construction bidding according to Resolution No. 134/NQ-HĐQT dated October 7, 2024 of the Company's Board of Directors.

I. Activities of the General Meeting of Shareholders:

* Annual General Meeting of Shareholders 2024.

Ba Ria Rubber Joint Stock Company held the Annual General Meeting of Shareholders 2024 on April 26, 2024. The General Meeting conducted the meeting, discussed and approved according to the Minutes of the General Meeting of Shareholders No. 323/BB.CSBR dated April 26, 2024 and Resolution of the Annual General Meeting of Shareholders 2024 No. 11/NQ-ĐHĐCĐ including the following contents:

- Report on the activities of the Board of Directors in 2023 and the plan for 2024.
- Report on production-business results in 2023 and the Plan for 2024.

- Audited financial statements for 2023; selecting an audit unit for the 2024 financial statements.
- Report of the Board of Supervisors.
- Approving the Cash payment level, salaries, Board of Directors, Executive Board and Board of Supervisors in 2023 and the Payment plan for 2024.
- Profit distribution plan for 2023 and plan for 2024.

* Extraordinary General Meeting of Shareholders 2024

On September 17, 2024, Ba Ria Rubber Joint Stock Company held an Extraordinary General Meeting of Shareholders in 2024. The General Meeting conducted the meeting, discussed and approved according to the Minutes of Meeting No. 751/BB.CSBR dated September 17, 2024 and Resolution No. 12/NQ-ĐHĐCĐ including the following contents:

- Amending and supplementing the Company's Charter with the content regarding the Legal Representative including 02 people: Chairman of the Board of Directors and General Director of the Company.

- Dismissing Board of Director' member and electing additional Board of Director' members of the Company.

II. Board of Directors in 2024:

1. Information on Board of Director' members (BOD)

No.	Member of the Board of Directors	Position/(Independent Member, Non-Executive Member)	Start Date/End Date as Member/Independent Member	
			Appointment Date	Dismissal Date
1.	Mr. Nguyen Minh Doan	Dedicated Non-Executive Chairman	28/6/2021	17/9/2024
2.	Mr. Huynh Quang Trung	Executive Member	22/4/2016	17/9/2024
3.	Mr. Pham Van Khien	Executive Member	28/6/2021	-
4.	Ms. Nguyen Thi Thuy Hang	Non-Executive Member	28/6/2021	-
5.	Mr. Phung The Minh	Independent Member	28/6/2021	-
6.	Mr. Pham Hai Duong	Non-Executive Chairman, Concurrent	17/9/2024	-
7.	Mr. Tran Khac Chung	Member, General Director	17/9/2024	-

2. Board of Directors meetings:

In 2024, the Company's Board of Directors held 04 regular meetings, 19 extraordinary meetings and obtained opinions in writing. The number of Board of Director' members attending meetings and giving opinions is as follows:

No.	Member of the Board of Directors	Number of Meetings Attended/Opinions Given	Attendance Rate	Reasons for absence
1	Mr. Nguyen Minh Doan	15/22	68%	Dismissal, Transfer
2	Mr. Huynh Quang Trung	15/22	68%	Dismissal, Resignation
3	Mr. Pham Van Khien	22/22	100%	-
4	Ms. Nguyen Thi Thuy Hang	22/22	100%	-
5	Mr. Phung The Minh	17/22	78%	Business Trip
6	Mr. Pham Hai Duong	7/22	32%	Business Trip
7	Mr. Tran Khac Chung	7/22	32%	

In addition to regular or irregular meetings, the Board of Directors also organizes working sessions as required to discuss and resolve matters related to the company's production-business activities.

3. Board of Directors' Supervision of the Executive Board:

The Board of Directors has directed and supervised the implementation of the General Meeting of Shareholders' Resolution, the Board of Directors' Resolutions and Decisions, compliance with reporting regimes and periodic financial statements, and good corporate governance; directed the disclosure of information in accordance with regulations. The directed contents include the development of plans and the implementation of production-business plan targets for 2024, such as: rubber latex exploitation output, latex processing, sales, replanting and new planting, garden care, arrangement of latex tapping labor, latex protection in gardens, environmental work, etc.

The Chairman and members participate in monthly meetings convened by the General Director. Through these meetings, the Board of Directors frankly provides practical and specific opinions to find appropriate solutions for effective leadership in production-business; assisting the Executive Board and units in carrying out production-business, investment, and land management tasks, etc.

The Executive Board has developed and implemented the 2024 production-business plan from the company level to farms, factories, and production clusters. With high determination in leadership, direction, and implementation from the

company's Board of Directors, Executive Board, and all employees. The results of the 2024 production-business targets achieved are as follows:

- Exploitation output achieved: 1,230 tons, reaching 13.3% of the annual plan.
- Sales volume: 2,445.38 tons, reaching 23.4% of the annual plan.
- Total revenue: 138.5 billion VND, reaching 26% of the annual plan.
- Total Profit before tax: 31.6 billion VND, reaching 20.55% of the annual plan.
- Total Profit after tax: 31.6 billion VND, reaching 20.55% of the annual plan.
- Budget contribution: 37.3 billion VND, reaching 44.2% of the annual plan.

4. Activities of Sub-committees under the Board of Directors:

The Board of Directors assigns members to be responsible for tasks in monitoring, managing, and directing the company's production-business activities. During regular Board meetings, members report on the implementation of their assigned tasks. Timely payment of salaries and bonuses; implementation of internal audits, etc. The company has established a compensation and benefits sub-committee according to Decision No. 887/QĐ-HĐQTCSBR dated May 27, 2024.

5. Resolutions and Decisions issued by the Board of Directors in 2024 as follows:

***Resolutions of the Board of Directors:**

No	Resolution Number	Date	Main Content	Approval Rate
1	95/NQ-HĐQT	16/1/2024	Review of production-business activities in Q4 and 2023; development of the 2024 Plan, other matters.	100%
2	96/NQ-HĐQT	25/1/2024	Policy on liquidation of orchards for replanting in 2024	100%
3	97/NQ-HĐQT	30/1/2024	Policy on appointment and dismissal of the Chief Accountant	100%
4	98/NQ-HĐQT	1/2/2024	Approval of the starting price for liquidated rubber trees for replanting in 2024	100%
5	99/NQ-HĐQT	29/2/2024	Personnel matters: Re-appoint capital representatives and the Board of Supervisors at the invested company.	100%
6	100/NQ-HĐQT	6/3/2024	Implement the 2024 production-business and investment plan; prepare for the 2024 Annual General Meeting.	100%
7	101/NQ-HĐQT	12/3/2024	Approve the liquidation price for ASSETS handed over to the local government for the Binh Ba Commune Stadium project.	100%
8	103/NQ-HĐQT	28/3/2024	Proposal to establish the Company's Party Committee Office.	100%

9	104/NQ-HĐQT	3/4/2024	Submit to the group for approval the starting price for the second round of liquidation of the orchard in 2024.	100%
10	105/NQ-HĐQT	3/4/2024	Agree on the content to be submitted to the Annual General Meeting; land management; labor recruitment and latex exploitation; other matters.	100%
11	106/NQ-HĐQT	6/5/2024	Proposal to submit to the group for approval the plan for organizational structure arrangement, operating model, and indirect labor ratio.	100%
12	107/NQ-HĐQT	7/5/2024	Pay 2023 dividends.	100%
13	108/NQ-HĐQT	8/5/2024	Evaluate the production-business situation in Quarter 1, implementation of the 2024 Plan, and other matters.	100%
14	109/NQ-HĐQT	8/5/2024	Personnel matters.	100%
15	110/NQ-HĐQT	8/5/2024	Regarding the liquidation of the hybrid acacia orchard at As above Xa Bang (14.9845 ha).	100%
16	111/NQ-HĐQT	8/5/2024	Regarding the implementation of the Production-Business and Investment Plan, and the 2024 Financial Plan.	100%
17	112/NQ-HĐQT	8/5/2024	Regarding output implementation for areas without labor.	100%
18	113/NQ-HĐQT	14/5/2024	Proposal to sell goods to the Parent company and member companies.	100%
19	114/NQ-HĐQT	22/5/2024	Select an independent audit unit to audit the semi-annual and annual financial statements for 2024.	100%
20	115/NQ-HĐQT	28/5/2024	Reduce ASSETS and hand over land to the local government at the Rubber Hotel and Tourism.	100%
21	116/NQ-HĐQT	29/5/2024	Build worker housing at Xa Bang Farm.	100%
22	117/NQ-HĐQT	18/6/2024	Build worker housing at Cu Bi Farm.	100%
23	118/NQ-HĐQT	27/6/2024	Hire a consulting unit to apply for an environmental permit for the Xa Bang Latex Processing Plant.	100%
24	119/NQ-HĐQT	28/6/2024	Organize the 30th anniversary of the company's establishment.	100%
25	120/NQ-HĐQT	15/7/2024	Evaluate the production-business situation in Quarter 2/6 months of implementing the 2024 Plan, production content: labor, wages, land, intercropping, etc.	100%
26	121/NQ-HĐQT	22/7/2024	Submit to the group for resolution the resignation letter of General Director Huynh Quang Trung.	100%

27	122/NQ-HĐQT	23/7/2024	Submit to the Group for approval of the financial plan, amendment and issuance of the Financial Regulations – Reward Regulations; production-business activities, agricultural activities, etc.	100%
28	123/NQ-HĐQT	31/7/2024	Submit to the Group the policy of amending and supplementing the Charter and organizing the Extraordinary General Meeting of Shareholders in 2024	100%
29	124/NQ-HĐQT	02/8/2024	Submit to the Group the content and time of the Extraordinary General Meeting of Shareholders 2024	100%
30	125/NQ-HĐQT	19/8/2024	Personnel matters: General Director of the Company	100%
31	126/NQ-HĐQT	19/8/2024	Personnel matters: Chairman of the Board of Directors of the Company	100%
32	127/NQ-HĐQT	19/8/2024	Personnel matters: capital representative and Board of Directors of the Company	100%
33	128/NQ-HĐQT	19/8/2024	Submit to the Group the policy of dismissing the capital representative and the Board of Directors at Ba Ria-Kampong Thom Rubber Joint Stock Company	100%
34	129/NQ-HĐQT	08/9/2024	Resolution on dismissing the Capital Representative and ceasing participation in the Board of Directors at Ba Ria-Kampong Thom Rubber Joint Stock Company for Mr. Huynh Quang Trung	100%
35	130/NQ-HĐQT	06/9/2024	Personnel of the Board of Directors and contents submitted to the Extraordinary General Meeting of Shareholders in 2024	100%
36	131/NQ-HĐQT	17/9/2024	Election of Mr. Pham Hai Duong as Chairman of the Board of Directors of Ba Ria Rubber Joint Stock Company	100%
37	132/NQ-HĐQT	17/9/2024	Dismissal of Mr. Huynh Quang Trung from the position of General Director of the Company	100%
38	133/NQ-HĐQT	17/9/2024	Appointment of Mr. Tran Khac Chung as General Director of Ba Ria Rubber Joint Stock Company	100%
39	134/NQ-HĐQT	07/10/2024	Implement production-business activities in exploitation, agriculture, labor, liquidation of orchards, etc.	100%

40	135/NQ-HĐQT	08/10/2024	Submit to the Group the proposal to appoint Mr. Tran Khac Chung, Member of the Board of Directors and General Director of the Company, as the capital representative of Ba Ria Rubber Joint Stock Company at Ba Ria - Kampong Thom Rubber Joint Stock Company.	100%
41	136/NQ-HĐQT	18/10/2024	Content of the regular meeting of Quarter IV/2024: 9-month evaluation; production-business activities, investment and land management, personnel organization and non-core projects.	100%
42	137/NQ-HĐQT	05/11/2024	Submit to the Group for approval of the policy to hand over land in Xuan Son Commune, Chau Duc District, BRVT Province	100%
43	138/NQ-HĐQT	05/11/2024	Promulgate and apply amendments to 02 Regulations: Financial Management Regulations and Raw Rubber Material Purchasing Regulations.	100%
44	139/NQ-HĐQT	5/11/2024	Submit to the Group the proposed appointment of the Company's Chief Accountant.	100%
45	140/NQ-HĐQT	26/11/2024	Promulgate and apply amendments to the Regulations on Information Disclosure and Internal Spending Regulations - ASSETS utilization.	100%
46	141/NQ-HĐQT	26/11/2024	Implement Project 34: restructuring the organizational structure, operating model, and indirect labor ratio.	100%
47	142/NQ-HĐQT	26/11/2024	Personnel work: reappointment and rotation of personnel.	100%
48	143/NQ-HĐQT	26/11/2024	Establish the Company Office.	100%
49	144/NQ-HĐQT	27/12/2024	Submit to the Group the proposed handover of the headquarters land in Cu Bi Commune, Chau Duc District, to the local authorities.	100%
50	145/NQ-HĐQT	27/12/2024	Regarding the issuance of amendments and supplements to the Regulations on Cash on hand Management, Cash in bank Management, and Debt Management at Ba Ria Rubber Joint Stock Company.	100%
51	146/NQ-HĐQT	27/12/2024	Regarding the request for liquidation of ASSETS and land handover to local authorities for the project: Construction of new Quang Thanh Primary School, Chau Duc District.	100%

52	147/NQ-HĐQT	27/12/2024	Regarding the content of the meeting to develop the 2025 plan.	100%
53	149/NQ-HĐQT	27/12/2024	Regarding the approval of the starting price for the liquidation of car ASSETS.	100%
54	150/NQ-HĐQT	31/12/2024	Regarding the appointment and reappointment of Capital Representatives and participation in the Board of Directors and Supervisory Board of Ba Ria Rubber Joint Stock Company at Ba Ria - Kampong Thom Rubber Joint Stock Company for the 2024-2029 term.	100%

***Decisions of the Board of Directors:**

TT	Decision Number	Date	Content
01	190/QĐ-HĐQTCSBR	30/01/2024	Decision on dismissal from the position of Deputy General Director and Chief Accountant of the Company for Mr. Nguyen Ngoc Thinh (transferred to the Group).
01	191/QĐ-HĐQTCSBR	30/01/2024	Decision on the appointment of Ms. Tran Thi Bao Chau as Accountant in Charge of the Company.
02	192/QĐ-HĐQTCSBR	30/01/2024	Decision on receiving and appointing Mr. Nguyen Thai Binh to the position of Deputy General Director of the Company.
03	284/QĐ-HĐQTCSBR	31/01/2024	Decision on adjusting the 2023 investment and construction plan.
04	377/QĐ-HĐQTCSBR	07/02/2024	Decision on changing the composition of the asset liquidation council.
05	380/QĐ-HĐQTCSBR	15/02/2024	Decision on approving the fire prevention and fighting system renovation investment report at the factory.
06	401/QĐ-HĐQTCSBR	22/02/2024	Decision on consolidating the Steering Committee for Green Growth and Sustainable Development.
07	430/QĐ-HĐQTCSBR	07/3/2024	Decision on consolidating the Salary Council, the Science and Technology Fund Management Council, and the Rubber Quality Council.

08	467/QĐ-HĐQTCSBR	22/3/2024	Decision on approving the Cash fund for salary payments in 2023.
09	826/QĐ-HĐQTCSBR	25/4/2024	Decision to issue amendments and supplements to the Democratic Regulations.
10	887/QĐ-HĐQTCSBR	27/5/2024	Decision to establish a subcommittee on personnel and remuneration.
11	957/QĐ-HĐQTCSBR	12/6/2024	Decision on approving the 2024 production-business and construction investment plan.
12	958/QĐ-HĐQTCSBR	13/6/2024	Decision on approving the total estimated cost of basic rubber tree plantation care in 2024.
13	1038/QĐ-HĐQTCSBR	01/7/2024	Decision on approving the investment report for selecting a consulting unit to apply for an environmental permit for the factory.
14	1098/QĐ-HĐQTCSBR	16/7/2024	Decision to consolidate the Occupational Safety and Health Council.
15	1103/QĐ-HĐQTCSBR	17/7/2024	Decision on approving the air blower.
16	1130/QĐ-HĐQTCSBR	24/7/2024	Decision to establish a debt collection urging Cluster.
17	1134/QĐ-HĐQTCSBR	25/7/2024	Decision to establish a Cluster to develop and implement a plan to relocate the tapping points of tall rubber trees.
18	1135/QĐ-HĐQTCSBR	25/7/2024	Decision to issue a revised and supplemented salary scale system.
19	1189/QĐ-HĐQTCSBR	05/8/2024	Decision on approving the technical and economic report for the construction of worker housing at Cu Bi and Xa Bang farms.
20	1198/QĐ-HĐQTCSBR	09/8/2024	Decision to establish the Steering Committee and the Digital Transformation Cluster at Ba Ria Rubber Joint Stock Company.
21	1218/QĐ-HĐQTCSBR	14/8/2024	Decision to establish a working group to work with the Inspection Team of the

			Ministry of Labor, Invalids and Social Affairs.
22	1312/QĐ-HĐQTCSBR	04/9/2024	Decision to establish the organizing committee for the 2024 Extraordinary General Meeting of Shareholders.
23	1317/QĐ-HĐQTCSBR	05/9/2024	Decision to dismiss Mr. Huynh Quang Trung as a designated representative and member of the Board of Directors at Ba Ria-Kampong Thom Rubber Joint Stock Company.
24	1363/QĐ-HĐQTCSBR	13/9/2024	Decision on approving the supplementary periodic cadre planning for 2024.
25	1370/QĐ-HĐQTCSBR	18/9/2024	Decision to dismiss Mr. Huynh Quang Trung from the position of General Director of Ba Ria Rubber Joint Stock Company.
26	1371/QĐ-HĐQTCSBR	18/9/2024	Decision to appoint Mr. Tran Khac Chung to the position of General Director of Ba Ria Rubber Joint Stock Company.
27	1377/QĐ-HĐQTCSBR	19/9/2024	Decision to issue amendments and supplements to the Regulations on Management and Use of the Bonus fund and Welfare Fund.
28	1410/QĐ-HĐQTCSBR	08/10/2024	Decision on the steering committee, organizing committee, and judging panel for the 2024 Golden Hands Rubber harvest Competition.
29	1443/QĐ-HĐQTCSBR	01/11/2024	Decision to consolidate the rubber purchasing committee.
30	1456/QĐ-HĐQTCSBR	07/11/2024	Resolution issuing amendments and supplements to the Regulations on purchasing rubber latex.
31	1485/QĐ-HĐQTCSBR	20/11/2024	Resolution approving the investment report on car procurement.
32	1494/QĐ-HĐQTCSBR	27/11/2024	Resolution issuing amendments and supplements to the Regulations on information disclosure.
33	1495/QĐ-HĐQTCSBR	27/11/2024	Resolution issuing amendments and supplements to the Internal Spending and Asset Management Regulations.

34	1496/QĐ-HĐQTCSBR	27/11/2024	Resolution issuing a project on arranging the organizational structure, operating model, and indirect labor ratio of the company.
35	1506/QĐ-HĐQTCSBR	29/11/2024	Resolution establishing a working group with the government inspection team.
36	1509/QĐ-HĐQTCSBR	03/12/2024	Resolution consolidating the Asset Liquidation Council.
37	1520/QĐ-HĐQTCSBR	05/12/2024	Resolution on reappointing personnel.
38	1521/QĐ-HĐQTCSBR	05/12/2024	Resolution consolidating the Initiative Council.
39	1522/QĐ-HĐQTCSBR	05/12/2024	Resolution consolidating the Emulation Council.
40	1523/QĐ-HĐQTCSBR	05/12/2024	Resolution consolidating the Science and Technology Fund Management Board.
41	1524/QĐ-HĐQTCSBR	05/12/2024	Resolution consolidating the Legal Cluster.
42	1525/QĐ-HĐQTCSBR	05/12/2024	Resolution consolidating the Labor Recruitment Council.
43	1526/QĐ-HĐQTCSBR	05/12/2024	Resolution establishing the Steering Committee and Digital Transformation Cluster.
44	1531/QĐ-HĐQTCSBR	05/12/2024	Resolution consolidating the Salary Increase Council.
45	1601/QĐ-HĐQTCSBR	31/12/2024	Resolution issuing amendments and supplements to the Debt Management Regulations.
46	1602/QĐ-HĐQTCSBR	31/12/2024	Resolution issuing amendments and supplements to the Cash Management Regulations.
47	1603/QĐ-HĐQTCSBR	31/12/2024	Resolution approving the investment rate for replanting and caring for basic constructed rubber trees in 2024.
48	1604/QĐ-HĐQTCSBR	31/12/2024	Resolution approving the total estimated cost of caring for basic constructed rubber trees in 2024.

III. Board of Supervisors

1. Information on Members of the Board of Supervisors (BKS)

No.	Member of the Board of Supervisors	Position	Start/End Date as Member of the Board of Supervisors	Qualification
1	Ms. Huynh Thi Hoa	Head of the BoS	22/4/2016	Bachelor of Accounting
2	Mr. Hoang Quoc Hung	Member of the Board of Supervisors	22/4/2016	Master of Economics
3	Ms. Nguyen Thi Hai	Member of the Board of Supervisors	28/6/2021	Bachelor of Laws

2. Board of Supervisors (BKS) Meeting

No.	Full Name	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms. Huynh Thi Hoa	04	100%	100%	
2	Mr. Hoang Quoc Hung	04	100%	100%	
3	Ms. Nguyen Thi Hai	04	100%	100%	

3. Supervisory activities of the Board of Supervisors towards the Board of Directors, Executive Board, and ordinary equity holders:

Supervisory work is carried out regularly, contributing to the company's full implementation of content and processes in production-business activities. Including:

- Supervising the implementation of Resolutions of the Board of Directors, Regulations of the Board of Directors, Resolutions of the Annual General Meeting of Shareholders, and the Company Charter.

- Effective supervision of financial investments in Affiliated companies and other short-term and long-term investments. Joint venture projects with partners.

- Q4 2023 Financial Statements and 2023 Annual Financial Statements submitted to the 2024 General Meeting of Shareholders; appraisal of Q1/2024 financial statements; supervision of information disclosure to the Securities Commission as regulated.

- Conduct unscheduled inspections and supervision as requested by the Company, the group, and in areas deemed necessary by the Company's Board of Supervisors, in accordance with the actual situation at the Company.

- Supervise the asset inventory at 0:00 on January 1, 2024.

- Inspect Cash on hand and deposits at the Company in 2023;
- Quick report to the Chairman of the Board of Directors of the Company on some contents regarding the franchising of latex exploitation at the Company.
- Recommendations on Land Management at the Company from 2016 to present, on capital investment outside the Company;

The Board of Directors held the 2024 Annual General Meeting of Shareholders on April 26, 2024, in accordance with current regulations. Actively and closely followed the objectives and orientations of the Resolution of the General Meeting of Shareholders and the practical situation of the Company's business activities to provide timely direction and effectively meet assigned tasks.

The Board of Directors of the Company held regular and irregular meetings, where participating members provided opinions, discussed production work with a high sense of responsibility, and promptly oriented Resolutions and conclusions to effectively direct production activities at the Company.

The Board of General Directors of the Company has implemented the objectives, orientations, and fully performed the tasks assigned by the General Meeting of Shareholders and the Board of Directors. The management of the Board of General Directors has always been dynamic and cautious. Comply with regimes, regulations, legal policies, Charters, Regulations, and Resolutions in managing and operating the Company's production and business activities, aiming towards increasing efficiency and development.

4. Coordination of activities between the Member of the Board of Supervisors/Audit Committee with the activities of the Board of Directors, the Board of General Directors, and other management personnel.

The Company complies with production activities in accordance with the Law on Enterprises, the Company's Charter, other legal regulations, and the Parent company group.

The Company's Board of Supervisors has closely coordinated in inspecting and supervising the management of owners' capital and the management of the Company's capital invested in other enterprises while ensuring its principles of coordination and independence in performing its assigned functions and duties.

The Board of Directors and the Board of General Directors of the Company always create favorable conditions for the Board of Supervisors to perform its functions and duties; fully participate and provide opinions in periodic meetings and working sessions on the Company's operational strategies; review the production and business performance reports prepared by the executive board.

The recommendations and proposals of the Board of Supervisors are received and considered by the Company's Board of Directors and the Board of General Directors, who simultaneously direct relevant departments to seriously implement the opinions of the Board of Supervisors.

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

IV. The executive board.

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/dismissal of Member of Board of Management
1	Mr. Huynh Quang Trung	17/5/1964	Bachelor of Forestry	Dismissal of General Director on 01/10/2024
2	Mr. Nguyen Cong Nhut	5/02/1980	Master of Economics	Appointment of Deputy General Director on 01/11/2019
3	Mr. Nguyen Ngoc Thinh	26/10/1969	Master of Business Administration	Dismissal of General Director on 01/2/2024
4	Mr. Nguyen Thai Binh	23/01/1983	Master of Business Administration	Appointment of Deputy General Director on 01/02/2024
5	Mr. Tran Khac Chung	23/01/1983	Master of Business Administration	Appointment of General Director on 01/10/2024

V. Chief Accountant

The Company appointed Ms. Tran Thi Bao Chau – Deputy Head of Finance and Accounting to take on the role of Accountant in Charge of the Company according to Decision No. 191/QĐ.HĐQTCSBR dated January 30, 2024. The Company is currently carrying out personnel work for the Chief Accountant position.

VI. Training courses on corporate governance:

Training courses on corporate governance attended by Members of the Board of Directors, Members of the Board of Supervisors, the General Director, and other managers in the Company, in accordance with regulations on corporate governance.

The following individuals have received training in corporate governance:

- Ms. Huynh Thi Hoa: Head of the Board of Supervisors.
- Ms. Huynh Thi Tu Ai: Governance Officer, Secretary.

VII. The list of affiliated persons of the public company in 2024 and transactions of affiliated persons of the Company.

1. The list of affiliated persons of the Company (attached).

2. Transactions between the Company and its affiliated persons or between the Company and its major share-holders, internal persons and affiliated persons of internal persons.

During the year, transactions occurred between the Company and major shareholders as follows:

No.	Name of organization/individual	Relationship with the company	ID card No./Passport No., date of issue, place of issue	Head office address/ Address	Transaction time	Resolution/ Decision No. of the Board of Directors (if any, specify the date of issuance)	Content, quantity, total transaction value/	Note
1	Vietnam Rubber Group	Parent company	0301266564	177, Hai Ba Trung, District 3, HCMC	05/6/2024	113/NQ-HĐQT dated 14/5/2024	PL 01- Principle contract No. 93/HĐ-CSVN-NT: sale of 60.48 tons, transaction value 2,824,416,000 VND	
2	Vietnam Rubber Group	Parent company	0301266564	177, Hai Ba Trung, District 3, HCMC	03/7/2024	113/NQ-HĐQT dated 14/5/2024	PL 02- Principle contract No. 93/HĐ-CSVN-NT: sale of 138.60 tons, transaction value 6,464,480,400 VND	
3	Vietnam Rubber Group	Parent company	0301266564	177, Hai Ba Trung, District 3, HCMC	05/8/2024	113/NQ-HĐQT dated 14/5/2024	PL 03- Principle contract No. 93/HĐ-CSVN-NT: sale of 161.28 tons, transaction value 7,237,843,200 VND	
4	Vietnam Rubber Group	Parent company	0301266564	177, Hai Ba Trung, District 3, HCMC	09/9/2024	113/NQ-HĐQT dated 14/5/2024	PL 04- Principle contract No. 93/HĐ-CSVN-NT: sale of 161.28 tons, transaction value 8,010,979,200 VND	
5	Vietnam Rubber Group	Parent company	0301266564	177, Hai Ba Trung, District 3, HCMC	01/10/2024	113/NQ-HĐQT dated 14/5/2024	PL 05- Principle contract No. 93/HĐ-CSVN-NT: sale of 161.28 tons, transaction value 7,707,772,800 VND	
6	Vietnam Rubber Group	Parent company	0301266564	177, Hai Ba Trung, District 3, HCMC	08/11/2024	113/NQ-HĐQT dated 14/5/2024	PL 06- Principle contract No. 93/HĐ-CSVN-NT: sale of 161.28 tons, transaction value 9,163,728,000 VND	

7	Vietnam Rubber Group	Parent company	0301266564	177, Hai Ba Trung, District 3, HCMC	03/12/2024	113/NQ-HĐQT dated 14/5/2024	PL 07- Principle contract No. 93/HĐ-CSVN-NT: sale of 161.28 tons, transaction value 8,556,912,000 VND	
8	Geru Star Sport Joint Stock Company		0301634641	1/1 Tan Ky Tan Quy, Son Ky, Tan Phu District, Ho Chi Minh City	08/11/2024	113/NQ-HĐQT dated 14/5/2024	Contract 48 93/HĐKT.24-BR: sale of 10.08 tons, transaction value 573,652,800 VND	
9	Hoa Binh Rubber Joint Stock Company		3500657173	Hamlet 7, Hoa Binh Commune, Xuyen Moc District, Ba Ria - Vung Tau Province	From August/2024 to December/2024		Contract No. 16/HĐ.GCCB.24-BR: rubber processing 206.64 tons of rubber latex, transaction value 661,248,000 VND	
10	Vietnam Rubber Group	Parent company	0301266564	177, Hai Ba Trung, District 3, HCMC	From January to June/2024		Contract No. 1964A/HĐ-CSVN, transaction value: 65,078,182 VND;	
11	Vietnam Rubber Group	Parent company	0301266564	177, Hai Ba Trung, District 3, HCMC	From July to December/2024		Contract No. 11/HĐ-CSVN BA RIA, transaction value: 131,626,094 VND	
12	Vietnam Rubber Magazine		0301456773	236, Nam Ky Khoi Nghia, Ward 6, District 3, Ho Chi Minh City	May, June, December/2024		Invoice No. 117, 140, 141, 382, transaction value 504,740,000 VND	
13	Rubber Reseach Institute Of Vietnam		3700258793-1	National Highway 13, Lai Khe Hamlet-Lai Hung-Ben Cat District-Binh Duong Province	September, November, December/2024		Invoice No. 832, 1068, 1166, 1216, transaction value 368,129,800 VND	
14	Rubber Engineering Joint Stock Company		0300693348	No. 12 HT25 Street-Cluster 2-Hiep Thanh Ward-District 12-Ho Chi Minh City	May, July/2024		Invoice No. 79, 143, transaction value 294,430,000 VND	

15	Rubber Medical Center		0306630094	229 Hoang Van Thu, Ward 8, Phu Nhuan District, Ho Chi Minh City	May/2024		Invoice No. 12, transaction value 352,080,000 VND	
16	Ben Thanh Rubber Joint Stock Company		0301150295	Lot B3-1 Northwest Cu Chi Industrial Zone, Giap Hai Street (D3), Trung Lap Ha Commune, Cu Chi District, Ho Chi Minh City	September/2024		Invoice No. 1386, transaction value 48,708,000 VND	

3. Transactions between Internal person of the Company, affiliated persons of internal persons with subsidiaries, Companies controlled by the Company. No

During the year, no transactions occurred between internal persons of the company, affiliated persons of internal persons with subsidiaries, Companies controlled by the Company.

4. Transactions between the Company and other entities.

4.1. Transactions between the Company and Companies where Members of the Board of Directors, Members of the Board of Supervisors, the General Director, and other managers were and are founding members or Members of the Board of Directors, the General Director within the last three (03) years (calculated at the time of reporting).

No.	Name of organization/ individual	Relationship with the company	ID card No./Passport No., date of issue, place of issue	Head office address/ Address	Transaction time	Resolution/Decision No. of the Board of Directors ... approved (if any)	Content, quantity, total transaction value/	Notes
1	Ba Ria-Kampong Thom Joint Stock Company	Affiliated company	3501317187	Binh Ba, Chau Duc, BRVT Province	27/03/2024		Income from dividends 20,954,000,000 VND	

2	Long Khanh Industrial Zone Joint Stock Company	Equity investment		Long Khanh Dong Nai	27/05/2024		Income from dividends 6,840,000,000 VND
3	Vietnam-Laos Rubber Joint Stock Company	Equity investment	0303612851	236, Nam Ky Khoi Nghia, District 3, HCMC	25/01/2024		Income from dividends 5,276,000,000 VND
4	Hoa Binh Rubber Joint Stock Company	Member of the Board of Directors	0303612851	Hoa Binh Commune, Xuyen Moc, Ba Ria - Vung Tau Province	25/01/2024		Income from processing activities 661,248,000 VND
4	Rubber Reseach Institute Of Vietnam	Other manager	0303612851	177, Hai Ba Trung, District 3, HCMC	25/01/2024		Income from research services 368,129,800 VND

4.2. Transactions between the Company and Companies where affiliated persons of Members of the Board of Directors, Members of the Board of Supervisors, the General Director, and other managers are Members of the Board of Directors or the General Director.

4.3. Other transactions of the Company (if any) that may bring material or immaterial benefits to Members of the Board of Directors, Members of the Board of Supervisors, the General Director, and other managers. No

VIII. Share transactions of internal persons and affiliated persons of internal persons in 2024.

1. List of internal persons and affiliated persons of internal persons (attached):
2. Transactions of internal persons and their affiliated persons with the company's shares. No

IX. Other noteworthy matters.

Implementing the policy on investment in high-tech agricultural production projects in the locality, the People's Committee of BRVT Province issued Decision No. 2236/QĐ-UBND dated August 29, 2019, and Decision 2241A/QĐ-UBND dated August 29, 2019, on the recovery of 326.61 hectares of land (of which: Xuan Son Commune People's Committee manages 2.69 hectares of land, Ba Ria Rubber Joint

Stock Company manages 323.92 hectares of land) with a compensation value of 45.6 billion VND for 323.92 hectares. In 2023, 47.4 hectares of land were handed over for the exploitation of leveling materials for the Bien Hoa - Vung Tau Expressway Phase 1, following Resolution No. 90/NQ-CP of the government and Decision No. 1063/QĐ-UBND dated May 10, 2023, of Ba Ria - Vung Tau Province.

The remaining area has not yet completed the handover procedures because Ba Ria Rubber Joint Stock Company and the People's Committee of Ba Ria - Vung Tau Province have not agreed on the compensation and support price. Ba Ria Rubber Joint Stock Company has repeatedly sent written requests to soon reach an agreement on the handover, but to date, the handover of the above land area has not been completed. The Company continues to accelerate the progress to reach an agreement on the compensation price and carry out land handover procedures according to regulations.

This is the Corporate Governance Report for 2024. Ba Ria Rubber Joint Stock Company respectfully reports to your agency and investors.

To:

- As above;
- Board of Directors;
- Executive Board, Board of Supervisors;
- Public Disclosure;
- Archive: VT, TCHC.

The Members of the Board of Directors



CHAIRMAN

(signed)

Pham Hai Duong

LIST OF INSIDERS OF THE PUBLIC COMPANY AS OF 31/12/2024
(Attached to the Report on Corporate Governance Situation for 2024)

STT	Name	Stock Trading Account	Position at the Company	Owner's Paper Number	Issue Date	Place of issue	Address	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes
1	Pham Hai Duong		Chairman of the Board of Directors	046066012536	17/08/2021	Police Department on Administrative Management of Social Order	C17 Residential Area of the City Party Committee, Hiep Binh Chanh Ward, Thu Duc District, Ho Chi Minh City			
2	Tran Khac Chung		Member of the Board of Directors / General Director	070068000029	08/05/2022	Police Department on Administrative Management of Social Order	16/16/33 Nguyen Thien Thuat, Ward 2, District 3, HCMC HCM.			
3	Phung The Minh		Member of the Board of Directors	045060000155	17/5/2019	Police Department on Administrative Management of Social Order	Hoa Binh Commune, Xuyen Moc District, BRVT	2.000	0,0018%	
4	Nguyen Thi Thuy Hang		Member of the Board of Directors	075178005168	08/12/2021	Police Department on Administrative Management of Social Order	Ngai Giao Town, Chau Duc district, BRVT	13.900	0,0124%	
5	Pham Van Kien		Member of the Board of Directors	036075026248	25/02/2022	Police Department on Administrative Management of Social Order	Xuan Lap Ward, Long Khanh City, Dong Nai	3.000	0,0027%	
6	Nguyen Cong Nhut	50C2008	Deputy General Director	175080011702	27/12/2021	Police Department on Administrative Management of Social Order	55 Nguyen Du, Xuan An Ward, Ho Chi Minh City Long Khanh, Dong Nai	3.600	0,0032%	
7	Nguyen Thai Binh	006C39668 8, ACBS	Deputy General Director	074083000940	09/4/2021	Police Department on Administrative Management of Social Order	Apartment 9H6 Phu Dat Apartment, D5 Street, Ward 25, Binh Thanh District, Ho Chi Minh City	1000	0,0009%	

STT	Name	Stock Trading Account	Position at the Company	Owner's Paper Number	Issue Date	Place of issue	Address	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes
8	Tran Thi Bao Chau		Accounting Practitioner	077186000253	29/05/2021	Police Department on Administrative Management of Social Order	Lien Son hamlet, Xa Bang, Chau Duc, BRVT province	-	-	
9	Huynh Thi Hoa	5C355454	Head of the Supervisory Board	074168000020	07/02/2021	Police Department on Administrative Management of Social Order	Binh Ba Commune, Chau Duc BRVT District	1.800	0,0016%	
10	Nguyen Thi Hai		Member of the Supervisory Board	045179007158	27/12/2021	Police Department on Administrative Management of Social Order	Ngai Giao Town, Chau Duc, BR-VT	1.400	0,0012%	
11	Hoang Quoc Hung	5C261872	Member of the Supervisory Board	070090000096	02/01/2019	Police Department on Administrative Management of Social Order	Phu Rieng, Binh Phuoc	-	-	
12	Huynh Thi Tu Ai	50C3513	Person in charge of company administration, secretary, person authorizing information disclosure	015217400029	14/8/2019	Police Department on Administrative Management of Social Order	Quang Trung, Xuan Hoa Ward, Long Khanh City, Dong Nai	4.100	0,0036%	

Ba Ria-Vung Tau, January/30/ 2025

GENERAL DIRECTOR



TRAN KHAC CHUNG

**VIET NAM RUBBER GROUP
BA RIA RUBBER JOINT STOCK COMPANY**

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

LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS IN 2024 (Full Version)

(Attached to the Report on Corporate Governance Situation for 2024)

STT	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	Number of Owner's Certificate*, date of issue, place of issue	Address	The start time is the person involved	The time is not related	Reason	Related Relationship with the Company
A/	Organization:								
1	VIET NAM RUBBER GROUP			301266564, issued for the first time on 30/6/2010	177 Hai Ba Trung, District 3, HCMC	22/4/2016	-	-	Parent Company
2	Trade Union of Ba Ria Rubber Joint Stock Company			Decision No. 12-TC/QD dated 01/8/1994	Binh Ba, Chau Duc, BRVT	22/04/2016			Socio-political organization
3	Youth Union of Ba Ria Rubber Joint Stock Company			Decision No. 848-QD/TCHC dated 20/7/2022	Binh Ba, Chau Duc, BRVT	20/07/2022			Socio-political organization
B/	Individual:								
B.I.	Board of Directors								
I/	Nguyen Minh Doan:	50C7001	Chairman of the Board of Directors	075070006545, Police Department issued on 01/10/2022	178A, Quang Trung, Xuan Hoa Ward, Long Khanh City, Dong Nai	22/4/2016			
1	Huynh Thi Tu Ai	50C3513	Person in charge of company administration, secretary, person authorizing information disclosure	15217400029, Police Department issued on 14/8/2019	178A, Quang Trung, Xuan Hoa Ward, Long Khanh City, Dong Nai				Wife
2	Nguyen Huynh Minh Nhut			075097002239, Police Department issued on 01/03/2023	178A, Quang Trung, Xuan Hoa Ward, Long Khanh City, Dong Nai				Biological children
3	Nguyen Huynh Minh Quan			077201006424, Police Department issued on 14/8/2019	178A, Quang Trung, Xuan Hoa Ward, Long Khanh City, Dong Nai				Biological children
4	Nguyen Thi Mai Thao	50C44423		075169008896, Police Department issued on 3/5/2022	Suoi Tre Hamlet, Suoi Tre Ward, Long Khanh City, Dong Nai				Sister
5	Nguyen Thi Ngoc Dan			075174009921, Police Department issued on 8/9/2022	Quarter 8, Gia Ray City, Xuan Loc, Dong Nai				younger siblings
6	Nguyen Minh Dai			075174009922, Police Department issued on 8/9/2022	Suoi Tre Hamlet, Suoi Tre Ward, Long Khanh City, Dong Nai				younger siblings

Job Transfer

STT	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	Number of Owner's Certificate*, date of issue, place of issue	Address	The start time is the person involved	The time is not related	Reason	Related Relationship with the Company
II/	Huynh Quang Trung:		Member of the Board of Directors, General Director	027064009204, Police Department issued on 27/12/2021	Cach mang thang 8, Xuan An Ward, Long Khanh City, Dong Nai	22/4/2016		Resignation Request	
1	Bui Thi Bang Tam			075174003701, Police Department issued on 27/12/2021	Cach mang thang 8, Xuan An Ward, Long Khanh City, Dong Nai				Wife
2	Huynh Huu Tai			075095008979, Police Department issued on 25/02/2022	Cach mang thang 8, Xuan An Ward, Long Khanh City, Dong Nai				child
3	Huynh Thi Thao Hien			075198017521, Police Department issued on 06/7/2021	Cach mang thang 8, Xuan An Ward, Long Khanh City, Dong Nai				child
4	Hoang Thi Yen			036136008320, Police Department issued on 27/12/2021	Cach mang thang 8, Xuan An Ward, Long Khanh City, Dong Nai				Biological mother
5	Bui Van Long			074044002110, Police Department issued on 10/8/2021	Thich Quang Duc, Xuan An Ward, Long Khanh City, Dong Nai				Father-in-law
6	Huynh Thi Thuy			052152007347, Police Department issued on 10/8/2021	Thich Quang Duc, Xuan An Ward, Long Khanh City, Dong Nai				mother-in-law
7	Ba Ria KampongThom Rubber Joint Stock Company		Mr. Huynh Quang Trung as Chairman of the Board of Directors	Business Registration No. '3501317187 first issued on 26/4/2009	Binh Ba, Chau Duc, BRVT	12/02/2022			Related Organizations
III/	Pham Van Kien:		Member of the Board of Directors	036075026248, Police Department issued on 25/02/2022	Xuan Lap Ward, Long Khanh City, Dong Nai	28/6/2021			
1	Pham Dang Khoa			036059004705, Police Department issued on 12/5/2021	Xuan Lap Ward, Long Khanh City, Dong Nai				Biological father
2	Nguyen Thi Nhi			036154018582, Police Department issued on 12/5/2021	Xuan Lap Ward, Long Khanh City, Dong Nai				Biological mother
3	Nguyen Thi Nhi			092188015610, Police Department issued on 25/02/2022	Xuan Lap Ward, Long Khanh City, Dong Nai				Wife

STT	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	Number of Owner's Certificate*, date of issue, place of issue	Address	The start time is the person involved	The time is not related	Reason	Related Relationship with the Company
1	Nguyen Thanh Lang			075054002846, Police Department issued on 08/12/2021	Ngai Giao town, Chau Duc district, BRVT				Biological father
2	Le Thi Le			074157007348, Police Department issued on 08/12/2021	Ngai Giao town, Chau Duc district, BRVT				Biological mother
3	Pham Tai Ty			045076006708, Police Department issued on 11/5/2021	Ngai Giao town, Chau Duc district, BRVT				Husband
4	Pham Tai Danh			Minor	Ngai Giao town, Chau Duc district, BRVT				Biological children
5	Pham Nguyen Nhu Nguyet			Minor	Ngai Giao town, Chau Duc district, BRVT				Biological children
6	Nguyen Thi Thuy Lieu			077179002469, Police Department issued on 25/4/2021	Quang Thanh, Chau Duc District, BRVT				Younger siblings
7	Nguyen Thi Thuy Hoa Linh			075183012507, Police Department issued on 30/8/2021	Ngai Giao town, Chau Duc district, BRVT				Younger siblings
8	Nguyen Thi Thuy Kieu Loan			077186007799, Police Department issued on 21/4/2021	72/12 Cong Hoa Street, Tan Binh, Ho Chi Minh City				Younger siblings
9	Nguyen Thanh Luan			077090004532, Police Department issued on 17/4/2021	99/26 Hung Vuong, Ngai Giao, Chau Duc, BRVT				Younger siblings
10	Pham Tai Lan			045043002546, Police Department issued on 5/11/2021	Nguyen Trai, Ngai Giao, Chau Duc, BRVT				Father-in-law
V/	Phung The Minh		Independent Member of the Board of Directors	45060000155, Police Department issued on 17/5/2019	Hoa Binh Commune, Xuyen Moc District, BRVT	28/6/2021			
1	Nguyen Thi Phien			45163000131, Police Department issued on 17/3/2019	Hamlet 8, Hoa Binh Commune, Xuyen Moc District, BRVT Province				Wife
2	Phung The Chau			77082001727, Police Department issued on 13/01/2020	Hamlet 8, Hoa Binh Commune, Xuyen Moc District, BRVT Province				Child

STT	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	Number of Owner's Certificate*, date of issue, place of issue	Address	The start time is the person involved	The time is not related	Reason	Related Relationship with the Company
4	Pham Thi Yen Nhi			075304013128, Police Department issued on 25/02/2022	Xuan Lap Ward, Long Khanh City, Dong Nai				Biological children
5	Pham Thi Khanh Linh			075306017134, Police Department issued on 25/02/2022	Xuan Lap Ward, Long Khanh City, Dong Nai				Biological children
6	Pham Dang Khoi			036078011087, Police Department issued on 25/4/2021	25/23 Nguyen Trung Truc – Long Khanh City – Dong Nai				Younger siblings
7	Pham Thi Dung			075182002815, Police Department issued on 01/05/2021	Xuan Lap Ward, Long Khanh City, Dong Nai				Younger siblings
8	Pham Dang Nam			075083026211, Police Department issued on 01/27/2022	No. 15/44 Dong Khoi - Bien Hoa City - Dong Nai Province				Younger siblings
9	Pham Thi Hong Phuong			075185007571, Police Department issued on 08/10/2021	Phu My - Xuan Lap Ward - Long Khanh City -Dong Nai Province				Younger siblings
10	Truong Thi Hue			046179002226, Police Department issued on 25/4/2021	25/23 Nguyen Trung Truc – Long Khanh City – Dong Nai				Sister-in-law
11	Huynh Van Dung			052078002901, Police Department issued on 01/05/2021	Street No. 14, Xuan Lap Ward - Long Khanh City - Dong Nai				Brother-in-law
12	Nguyen Huu Thuc Uyen			048191001566, Police Department issued on 11/10/2022	No. 15/44 Dong Khoi - Bien Hoa City - Dong Nai City				Sister-in-law
13	Nguyen Van An			075085015502, Police Department issued on 08/10/2021	Phu My - Xuan Lap Ward - Long Khanh City - Dong Nai City				Brother-in-law
14	Viet Lao Rubber Joint Stock Company		Mr. Pham Van Kien as Member BOD	Business Registration No. 0303612851, dated 27/12/2004	236, Nam Ky Khoi Nghia, District 3, Ho Chi Minh City	03/02/2023			Related Organizations
15	Long Khanh Industrial Park Joint Stock Company		Mr. Pham Van Kien as Member BOD	Business Registration No. 3600881612, dated 02/4/2010	Suoi Bamboo, Long Khanh City, Dong Nai	08/03/2017			Related Organizations
IV/	Nguyen Thi Thuy Hang		Member of the Board of Directors	075178005168, Police Department issued on 12/8/2021	TT. Ngai Giao, Chau Duc district, BRVT	28/6/2021			

STT	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	Number of Owner's Certificate*, date of issue, place of issue	Address	The start time is the person involved	The time is not related	Reason	Related Relationship with the Company
3	Phung The Giang			77084002827, Police Department issued on 13/01/2020	Do Chieu, Ward 3, Vung Tau City, BRVT.				Child
4	Phung The Phuong			273231238, Ba Ria - Vung Tau Police Department issued on 24/9/2015	Hamlet 8, Hoa Binh Commune, Xuyen Moc District, BRVT Province				Child
5	Phung The Hoang			45056000244, Police Department issued on 01/10/2022	Cam Ranh, Khanh Hoa				Child
6	Phung Thi Kieu Anh			273291286, Ba Ria - Vung Tau Police Department issued on 17/7/2017	Cam Ranh, Khanh Hoa				Siblings
7	Phung The Nhan			273396636, Ba Ria - Vung Tau Police Department issued on 10/9/2015	Xa Bang Commune, Chau Duc District, BRVT Province				Brother
VI/	Pham Hai Duong		Chairman of the Board of Directors	046066012536, Police Department issued on 17/08/2021	C17 Thanh Party Committee Residential Area, Hiep Binh Chanh Ward, Thu Duc City, Ho Chi Minh City	17/9/2024			
1	Mai Thi Huong			046172015871, Police Department issued on 13/3/2022	C17 Thanh Party Committee Residential Area, Hiep Binh Chanh Ward, Thu Duc City, Ho Chi Minh City				Wife
2	Pham Huong Hai Tien			066195026026, Police Department issued on 17/8/2021	C17 Thanh Party Committee Residential Area, Hiep Binh Chanh Ward, Thu Duc City, Ho Chi Minh City				Child
3	Pham Hai Son			064202024495, Police Department issued on 13/3/2022	C17 Thanh Party Committee Residential Area, Hiep Binh Chanh Ward, Thu Duc City, Ho Chi Minh City				Child
4	Nguyen Huy Hoang			040093025910, Police Department issued on 07/5/2023	C17 Thanh Party Committee Residential Area, Hiep Binh Chanh Ward, Thu Duc City, Ho Chi Minh City				Son-in-law
5	Pham Lam Ngoc			06606700229, Police Department issued on 27/6/2022	Loc Thanh Village, Phu Loc Commune, Krong Nang, Dak Lak Province				Younger siblings
6	Pham Thi Le Uyen			046172006897, Police Department issued on 27/6/2021	Ninh Ich, Ninh Hoa, Khanh Hoa				Younger siblings
7	Pham Thi Le Dung			046174005289, Police Department issued on 08/7/2021	Loc Thanh Village, Phu Loc Commune, Krong				Younger siblings
8	Mai Huu			046075020710, Police Department issued on 09/8/2021	Group 11, Hoi Phu, PleiKu, Gia Lai				Brother-in-law

STT	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	Number of Owner's Certificate*, date of issue, place of issue	Address	The start time is the person involved	The time is not related	Reason	Related Relationship with the Company
9	Mai Thi Hue			046178007247, Police Department issued on 08/7/2021	Loc Tan Village, Phu Loc Commune, Krong Nang, Dak Lak				Brother-in-law
10	Mai Van Tan			66090015299, Police Department issued on 12/8/2021	Loc Binh Village, Phu Loc Commune, Krong Nang, Dak Lak				Brother-in-law
11	Mai Thi Lan			066184009452, Police Department issued on 12/01/2022	107 Luong Dinh Cua Street, PleiKu, Gia Lai				Brother-in-law
12	Mai Thi Van			066187009201, Police Department issued on 09/8/2021	Loc Tinh Village, Phu Loc Commune, Krong Nang, Dak Lak				Brother-in-law
VII/	Tran Khac Chung		Member of the Board of Directors - General Director	70068000029, Police Department issued on 05/8/2022	109/1/9 Duong Ba Trac Street, Ward 1, District 8, Ho Chi Minh City	17/9/2024		Appointed as General Director from 01/10/2024	
1	Tran Anh Hue	-		070044000063, Police Department issued on 29/3/2021	An Loc, Binh Long, Binh Phuoc				Father
2	Le Ba Kieu Lien	-		082168003077, Police Department issued on 04/04/2023	109/1/9 Duong Ba Trac Street, Ward 1, District 8, Ho Chi Minh City				Wife
3	Tran Le Phuong Thao	-		070190010891, Police Department issued on 12/8/2022	City garden, 59 Ngo Tat To Street, Ward 21, Binh Thanh				Biological children
4	Tran Hy Dong	-		070097005993, Police Department issued on 11/08/2021	109/1/9 Duong Ba Trac Street, Ward 1, District 8, Ho Chi Minh City				Biological children
5	Tran Khac Chien	-		070072000638, Police Department issued on 29/03/2021	An Loc, Binh Long, Binh Phuoc				Younger siblings
6	Nguyen Tran Tuan Anh	-		079086023096, Police Department issued on 07/05/2022	City garden, 59 Ngo Tat To Street, Ward 21, Binh Thanh				Son-in-law
7	Nguyen T Diem Quynh	-		079171017863, Police Department issued on 22/02/2021	An Loc, Binh Long, Binh Phuoc				Sister-in-law
8	Ba Ria Kampong Thom Rubber Joint Stock Company			5501517187, Department of Planning and Investment of BRVT province issued on 26/04/2009	Binh Ba, Chau Duc, BRVT				Related Organizations
B.II/	Board of Executives								
I/	Tran Khac Chung:		General Director	as Section VII/B.I of the Board of Directors					
II/	Nguyen Cong Nhut:	50C2008	Deputy General Director	175080011702, Police Department issued on 27/12/2021	55 Nguyen Du, Xuan An Ward, Ho Chi Minh City Long Khanh, Dong Nai	11/01/2019			
1	Tran Nguyen Thuy Trang			77180006702, Police Department issued on 27/12/2021	55 Nguyen Du, Xuan An Ward, Ho Chi Minh City Long Khanh, Dong Nai				Wife

STT	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	Number of Owner's Certificate*, date of issue, place of issue	Address	The start time is the person involved	The time is not related	Reason	Related Relationship with the Company
2	Nguyen Nhut Huy			75205013221, Police Department issued on 27/12/2021	55 Nguyen Du, Xuan An Ward, Ho Chi Minh City Long Khanh, Dong Nai				Biological children
3	Nguyen Minh Quan			75207012142, Police Department issued on 25/4/2021	55 Nguyen Du, Xuan An Ward, Ho Chi Minh City Long Khanh, Dong Nai				Biological children
4	Nguyen Cong Duy			75092014819, Police Department issued on 10/8/2021	55 Nguyen Du, Xuan An Ward, Ho Chi Minh City Long Khanh, Dong Nai				younger siblings
6	Nguyen Cong Tai			74052003539, Police Department issued on 10/8/2021	55 Nguyen Du, Xuan An Ward, Ho Chi Minh City Long Khanh, Dong Nai				Biological father
7	Huynh Thi Ngoc Lien			74153003899, Police Department issued on 10/8/2021	55 Nguyen Du, Xuan An Ward, Ho Chi Minh City Long Khanh, Dong Nai				biological mother
8	Tran My Sang			54048004295, Police Department issued on 03/8/2022	A 05 Quarter 2, Binh Da Ward, Bien Hoa, Dong Nai				Father-in-law
9	Nguyen Phuong Linh			77157003127, Police Department issued on 19/8/2022	A 05 Quarter 2, Binh Da Ward, Bien Hoa, Dong Nai				mother-in-law
10	Lai Chau Rubber Joint Stock Company		Mr. Nguyen Cong Nhut as Member of the Board of	Business Registration No. 6200013617, dated 18/10/2007	Doan Ket Ward, Lai Chau City, Lai Chau Province	03/10/2020			Related Organizations
11	Lai Chau II Rubber Joint Stock Company		Mr. Nguyen Cong Nhut as Member of the Board of	Business Registration No. 620032320, dated 8/9/2009	Doan Ket Ward, Lai Chau City, Lai Chau Province	03/10/2020			Related Organizations
22	Yen Bai Rubber Joint Stock Company		Mr. Nguyen Cong Nhut as Member of the Board of	Business Registration No. 5200506963, dated 02/4/2010	Yen Bai City, Yen Bai Province	03/10/2020			Related Organizations
III/	Nguyen Thai Binh:	006C396688, ACBS	Deputy General Director	74083000940, Police Department issued on 09/4/2021	Apartment 9H6 Phu Dat Apartment, D5 Street, Ward 25, Binh Thanh District, Ho Chi Minh City	02/01/2024			
1	Nguyen Van Thoi			80046000123, Police Department issued on 25/3/2021	125, Trinh Hoai Duc, Phu Loi Ward, TDM Town, Binh Duong Province	02/01/2024			Father
2	Huynh Thi Phuong			51151000236, Police Department issued on 25/3/2021	125, Trinh Hoai Duc, Phu Loi Ward, TDM Town, Binh Duong Province	02/01/2024			Native

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3	Le Thanh Thai	005C360477 at MBS		056182000200, Police Department issued on 17/8/2021	Apartment 9H6 Phu Dat Apartment, D5 Street, Ward 25, Binh Thanh District, Ho Chi Minh City	02/01/2024			Wife
4	Nguyen Thai Bao			056206000047, Police Department issued on 19/12/2021	Apartment 9H6 Phu Dat Apartment, D5 Street, Ward 25, Binh Thanh District, Ho Chi Minh City	02/01/2024			Son
5	Nguyen Huynh Phuong An				Apartment 9H6 Phu Dat Apartment, D5 Street, Ward 25, Binh Thanh District, Ho Chi Minh City	02/01/2024			Daughter
6	Nguyen Thi Phuong Ngoc			070173000826, Police Department issued on 09/4/2021	Plot 3, Lot D1, Chanh Nghia Urban Area, TDM, Binh Duong	02/01/2024			Siblings
7	Nguyen Thi Kim Dung			07017500435, Police Department issued on 26/7/2021	LD8.12 Lexington Apartment Area, An Phu Ward, District 2, Ho Chi Minh City	02/01/2024			Siblings
8	Le Xuan Ky			42052009303, Police Department issued on 22/8/2023	Ngo May residential group, Ba Ngoi ward, Cam Ranh city, Khanh Hoa province.	02/01/2024			Father-in-law
9	Tran Thi Kim Lien			42153005877, Police Department issued on 28/6/2021	Ngo May residential group, Ba Ngoi ward, Cam Ranh city, Khanh Hoa province.	02/01/2024			Mother-in-law
10	Le Minh Tung			07017500435, Police Department issued on 26/7/2021	82 Hoang Van Thu, Chanh Nghia Ward, Thu Dau Mot, Binh Duong	02/01/2024			Fennel
III/	Nguyen Ngoc Thinh:	50C1711	Deputy General Director	048069001072, Police Department issued on 01/05/2021	Phuoc Hung Ward, Ba Ria City, BRVT	11/01/2022			
1	Tran Pham Xuan Yen			60169000040, Police Department issued on 03/7/2017	Quarter 7, Phuoc Hung Ward, Ba Ria Town, BRVT Province		02/01/2024		Wife
2	Nguyen Tuan Phong			077095004438, Police Department issued on 01/5/2021	Quarter 7, Phuoc Hung Ward, Ba Ria Town, BRVT Province		02/01/2024		biological children
3	Nguyen Minh Tien			77202006157, Police Department issued on 6/7/2019	Quarter 7, Phuoc Hung Ward, Ba Ria Town, BRVT Province		02/01/2024		biological children
4	Nguyen Thi Le Hoa			46159000268, Police Department issued on 01/10/2022	Group 16, Phuoc Thanh Quarter, My Xuan Ward, Phu My Town, BRVT Province		02/01/2024		Sister

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5	Kha Khanh Loc			79057005116, Police Department issued on 25/9/2018	Group 16, Phuoc Thanh Quarter, My Xuan Ward, Phu My Town, BRVT Province		02/01/2024	Job Transfer	Brother-in-law	
6	Nguyen Thi Tuyet Suong			07716200384, Police Department issued on 20/8/2021	Group 2, Phuoc Thanh Quarter, My Xuan Ward, Phu My Town, BRVT Province		02/01/2024		Sister	
7	Nguyen Thi Thanh Trang			79057003265, Police Department issued on 22/6/2017	262B, Lac Long Quan, Ward 10, District 11 Ho Chi Minh City		02/01/2024		Sister	
8	Nguyen My Le			079064016443, Police Department issued on 16/4/2021	262B, Lac Long Quan, Ward 10, District 11 Ho Chi Minh City		02/01/2024		Sister	
9	Nguyen Nhan			46061000204, Police Department issued on 28/12/2018	Group 16, Tan Hanh Quarter, Phu My Ward, Phu My Town, BRVT		02/01/2024		Brother	
10	Ho Thi Nhu Huong			46166000250, Police Department issued on 28/12/2018	Group 16, Tan Hanh Quarter, Phu My Ward, Phu My Towny, BRVT		02/01/2024		sister-in-law	
11	Nguyen Thi Ngoc Tuy			565122062	45 Rockefeller #ST, Randolph MA 02368, USA		02/01/2024		Sister	
B.III/	Chief Accountant: Nguyen Ngoc Thinh:			as Section III/B.II of the Board of Directors above		22/4/2016	02/01/2024			
B.IV/	Accounting Practitioner: Tran Thi Bao Chau			77186000253, Police Department issued on 28/05/2021	Lien Son hamlet, Xa Bang commune, Chau Duc district, BRVT province	02/01/2024				
1	Nguyen Dai Nghia	46084012945		46084012945, Police Department issued on 29/05/2021	Lien Son hamlet, Xa Bang commune, Chau Duc district, BRVT province	02/01/2024				Husband
2	Bui Thi Phuc	77160000216		77160000216, Police Department issued on 02/7/2021	Lien Loc hamlet, Xa Bang commune, Chau Duc district, BRVT province	02/01/2024				Biological mother
3	Tran Van Cu	77060000196		77060000196, Police Department issued on 02/7/2021	Lien Loc hamlet, Xa Bang commune, Chau Duc district, BRVT province	02/01/2024			Biological father	
4	Tran Thi Bao Ngoc	77186000252		77186000252, Police Department issued on 15/8/2023	Dien Bien Phu Street, Phuoc Nguyen Ward, BRVT province	02/01/2024			Siblings	
5	Tran Quang Thanh	77084000157		77084000157, Police Department issued on 08/11/2021	Dien Bien Phu Street, Phuoc Nguyen Ward, BRVT province	02/01/2024			Brother-in-law	

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6	Tran Thi Bao Minh	77186000252		77186000252, Police Department issued on 15/8/2023	Halm Heights Apartments, Ward An Phu, Thu Duc City, Ho Chi Minh City	02/01/2024			Younger siblings
7	Huynh The Vinh	92096000465		92096000465, Police Department issued on 25/9/2022	Halm Heights Apartments, Ward An Phu, Thu Duc City, Ho Chi Minh City	02/01/2024			Brother-in-law
8	Nguyen Khoi	46051000158		46051000158, Police Department issued on 28/8/2022	Xa Bang hamlet, Xa Bang commune, Chau Duc district, BRVT province	02/01/2024			father-in-law
9	Tran Thi Suong	46154000282		46154000282, Police Department issued on 25/8/2022	Xa Bang hamlet, Xa Bang commune, Chau Duc district, BRVT province	02/01/2024			Mother-in-law
B.V/	Supervisory Board								
I/	Huynh Thi Hoa:	005C355454	Head of the Supervisory Board	74168000020, Police Department issued on 01/10/2022	Binh Ba Commune, Chau Duc BRVT District	22/4/2016			
1	Pham Van Thoi			36062003664, Police Department issued on 01/10/2022	National Highway 56, Duc Trung Hamlet, Binh Ba, Chau Duc, BRVT				Husband
2	Pham Huynh Trung Hau			77300000153, Police Department issued on 01/10/2022	National Highway 56, Duc Trung Hamlet, Binh Ba, Chau Duc, BRVT				Biological children
3	Pham Trung Thuan			77203004022, Police Department issued on 01/10/2022	National Highway 56, Duc Trung Hamlet, Binh Ba, Chau Duc, BRVT				Biological children
4	Huynh Thi Chinh			074139000026, Police Department issued on 01/10/2022	National Highway 56, Duc Trung Hamlet, Binh Ba, Chau Duc, BRVT				Biological mother
5	Huynh Thi Minh Chau			270652621, Ba Ria - Vung Tau Police Department issued on 13/01/2013	Tuong Rang hamlet, Suoi Tre, Long Khanh, Dong Nai				Siblings
6	Huynh Van View			270652754 Ba Ria - Vung Tau Police Department issued on 09/5/2007	Tuong Rang hamlet, Suoi Tre, Long Khanh, Dong Nai				Brother

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7	Huynh Thi Manh			270576312 Ba Ria - Vung Tau Police Department issued on 01/4/2007	Cam Tan hamlet, Cam Tan, Long Khanh, Dong Nai				Siblings
II/	Hoang Quoc Hung:	5C261872	Member of the Supervisory Board	70090000096, Police Department issued on 1/12/2019	Nguyen Kiem, Phu Nhuan District, Ho Chi Minh City	22/4/2016			
1	Hoang Van Son			285171934 Binh Phuoc Police issued on 8/7/2016	Phu Rieng, Binh Phuoc		-	-	Biological father
2	Le Thi Loan			285499079 Binh Phuoc Police issued on 12/6/2017	Phu Rieng, Binh Phuoc				Biological mother
3	Hoang Le Phuong Tram			285547379 Binh Phuoc Police issued on 24/5/2019	Phu Rieng, Binh Phuoc				sister
III/	Nguyen Thi Hai		Member of the Supervisory Board	045179007158, Police Department issued on 27/12/2021	36 Hoang Hoa Tham, Ngai Giao Town, Chau Duc, BR-VT	28/6/2021			
1	Nguyen Van Phien			04505400014, Police Department issued on 11/02/2021	Ngai Giao town, Chau Duc, BRVT				Biological father
2	Duong Thi Hien			045158000087, Police Department issued on 01/10/2022	Ngai Giao town, Chau Duc, BRVT				Biological mother
3	Dang Van Duc			051074015131, Police Department issued on 08/7/2022	Ngai Giao town, Chau Duc, BRVT				Husband
4	Dang Nguyen Quynh Giang			075306017229, Police Department issued on 20/8/2021	Ngai Giao town, Chau Duc, BRVT				Biological children
5	Dang Nguyen Quynh Nhu			Minor	Ngai Giao town, Chau Duc, BRVT				Biological children
6	Nguyen Thi Hoai Nhon			075183015346, Police Department issued on 30/5/2022	Toc Tien commune, Phu My town, BRVT				Younger siblings
7	Nguyen Thi Hoai Thanh			075185000060, Police Department issued on 21/01/2021	Hoa Thanh, Tan Phu, Ho Chi Minh City.				Younger siblings

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8	Nguyen Thi Hoai Huong			077186000859, Police Department issued on 31/10/2021	Binh Hung Hoa B Ward, Binh Tan District, Ho Chi Minh City				Younger siblings
9	Nguyen Thi Dieu Trang			077188000895, Police Department issued on 10/12/2021	Long Toan Ward, Ba Ria City, BRVT				Younger siblings
10	Nguyen Thanh Dat			077089007467, Police Department issued on 14/6/2022	Binh Hung Hoa B Ward, Binh Tan District, Ho Chi Minh City				Younger siblings
11	Nguyen Thanh Cong			077093009034, Police Department issued on 10/8/2021	Ngai Giao town, Chau Duc, BRVT				Younger siblings
B.VI/	Huynh Thi Tu Ai:	50C3513	Person in charge of company administration, secretary, person authorizing information disclosure	075070006545 , Police Department issued on 14/8/2019	Quang Trung, Xuan Hoa Ward, Long Khanh City, Dong Nai	03/01/2020			
1	Nguyen Minh Doan	50C7001	Member of the Board of Directors	075070006545, Police Department issued on 01/10/2022	178A, Quang Trung, Xuan Hoa Ward, Long Khanh City, Dong Nai				Husband
2	Nguyen Huynh Minh Nhut			075097002239, Police Department issued on 01/3/2023	178A, Quang Trung, Xuan Hoa Ward, Long Khanh City, Dong Nai				Biological children
3	Nguyen Huynh Minh Quan			77201006424, Police Department issued on 14/8/2019	178A, Quang Trung, Xuan Hoa Ward, Long Khanh City, Dong Nai				Biological children
4	Huynh Duc Tri			052062000328, Police Department issued on 25/3/2022	40, Ly Tu Trong, Quy Nhon, Binh Dinh				Biological mother
5	Huynh Van Bao	069C10213		75097001254, Police Department issued on 22/11/2022	No. 38, 31C, An Khanh Ward, District 2, Ho Chi Minh City. HCM				Brother
6	Le Thi Kim Thao	069C186866, SHB Securities		270832924	No. 38, 31C, An Khanh Ward, District 2, Ho Chi Minh City. HCM				sister-in-law
7	Huynh Van Chuong			272451421	Xuan Lap Ward - Long Khanh City - Dong Nai				Brother

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8	Huynh Van Dung			052078002901, Police Department issued on 01/05/2021	Street No. 14, Xuan Lap Ward - Long Khanh City - Dong Nai				younger siblings
9	Pham Thi Dung			075182002815, Police Department issued on 05/01/2021	Street No. 14, Xuan Lap Ward - Long Khanh City - Dong Nai				Sister-in-law

Ba Ria - Vung Tau, January/30/2025

GENERAL DIRECTOR

