



## APPENDIX V

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

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

**VIETNAM RUBBER GROUP**  
**BA RIA RUBBER**  
**JOINT STOCK COMPANY**

No.: ...../BC-HĐQTCSBR

*Ho Chi Minh City, July . 2025*

### **REPORT** **CORPORATE GOVERNANCE**

**(6 months)**

To:

- State Securities Commission;
- Stock Exchange.

Name of Public Company: **BA RIA RUBBER JOINT STOCK COMPANY**

Address: National Highway 56, Ngai Giao Commune, Ho Chi Minh City.

Phone: 02543.881964

Fax: 02543.881169.

Email: vanphong@baruco.com.vn.

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

Stock code: BRR (Upcom HNX)

- Corporate Governance Model:

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

- Regarding the performance 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 2025.

Ba Ria Rubber Joint Stock Company held its Annual General Meeting of Shareholders 2025 on 27/06/2025. The General Meeting convened, discussed, and

approved the contents as per the Minutes of the General Meeting of Shareholders No. 598/BB.CSBR dated June 27, 2025, and the Annual General Meeting of Shareholders 2025 Resolution No. 13/NQ-DHĐCĐ dated June 27, 2025, which approved the following contents:

- Report on Business Performance in 2024, Business Plan for 2025
- Audited Financial Statements 2024
- Report on the activities of the Board of Directors in 2024, activity plan for 2025
- Report of the independent member of the Board of Directors in 2024
- Report of the Board of Supervisors in 2024
- Approved the Proposals:
  - + Proposal on profit distribution for 2024 and plan for 2025
  - + Proposal on salary and remuneration payment for the Board of Directors – Board of Supervisors in 2024 and plan for salary and remuneration payment for the Board of Directors - Board of Supervisors in 2025
  - + Proposal on the selection of the audit firm for 2025.
  - + Proposal on adjusting and supplementing business lines.
  - + Proposal on amending and supplementing the Company's Charter.
  - + Proposal on approving the dismissal of the Head of the Board of Supervisors, members of the Board of Supervisors, and the election of additional members to the Board of Supervisors for the 2021 - 2026 term

The General Meeting also proceeded to elect additional members to the Board of Supervisors, accordingly, Ms. Pham Thi Kim Loan was elected by the General Meeting as a member of the Board of Supervisors with a rate of 100% of total voting shares at the General Meeting. The Board of Supervisors also held a meeting to elect the Head of the Board of Supervisors with 100% of the members unanimously electing Ms. Pham Thi Kim Loan as the Head of the Company's Board of Supervisors for the 2021-2026 term.

## **II. Board of Directors 2025:**

### **1. Information on Board of Directors (BOD) members**



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

## 2. Board of Directors Meetings:

In the first 6 months of 2025, the Company's Board of Directors held 02 regular meetings, 01 extraordinary meeting, and collected opinions in writing. The number of attendances and opinions of the Board of Directors members are as follows:

No.	Board Member	No. of Board Meetings Attended	Attendance Rate	Reason for absence
1	Mr. Pham Hai Duong	3/3	100 %	
2	Mr. Tran Khac Chung	3/3	100 %	
3	Mr. Pham Van Khien	3/3	100 %	
4	Ms. Nguyen Thi Thuy Hang	3/3	100 %	
5	Mr. Phung The Minh	3/3	100 %	

In addition to regular or extraordinary meetings, the Board of Directors also organizes working sessions as required by work to discuss and resolve certain matters related to the Company's business production activities.

## 3. Supervisory Activities of the Board of Directors over the Board of Management:

The Board of Directors directed and supervised the implementation of the Resolutions of the General Meeting of Shareholders, the Resolutions and decisions



of the Board of Directors, ensuring proper adherence to reporting regimes, periodic financial reports, and effective Company governance; it also directed information disclosure in accordance with regulations. The directives included planning and implementing business production targets for 2025, such as: labor recruitment and arrangement, rubber latex extraction output, latex processing, sales, replanting, plantation care, latex protection in plantations, environmental work, etc.

The Chairman of the Board of Directors and its members participate in monthly briefing meetings invited by the Company's General Director. Through these meetings, the Company's Board of Directors frankly provides practical and specific opinions to identify sound strategies for effectively leading business production tasks; assisting the Board of Management and relevant departments in effectively carrying out business operations, investment activities, land management, and other related tasks.

The Company's Board of Management has deployed and implemented the 2025 business production tasks from the Company level down to the regional units, enterprises, and production teams. With high determination in leadership, direction, and implementation from the Company's Board of Directors, the Company's Board of Management, and the employees, the results of the business production targets for the first 6 months of 2025 are as follows:

- Actual extraction output: 2,282 tons, achieving 26% of the annual plan.
- Total revenue: VND 200.354 billion, achieving 33.75% of the annual plan.
- Total profit before tax: VND 61.565 billion, achieving 34.01% of the annual plan.
- Total profit after tax: VND 50.41 billion, achieving 31.12% of the annual plan.

The increase in revenue and profit compared to the performance in the first 6 months of 2024 is due to: higher latex selling prices, increased bank deposit interest, and revenue from liquidating replanted plantations.

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

The Board of Directors assigns members to be responsible for monitoring, managing, and operating the Company's business production activities. During regular meetings of the Board of Directors, members report on the status of their assigned tasks, including timely payment of salaries and bonuses, internal audit implementation, etc. The Company established a Human Resources and Remuneration Sub-committee according to Decision No. 887/QĐ-HĐQTCSBR dated May 27, 2024.



**5. Resolutions and Decisions issued by the Board of Directors in the first 6 months of 2025 are as follows:**

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

No.	Resolution No.	Date	Main Content	Approval Rate
1	151/NQ-HĐQT	06/02/2025	Regarding the Company's Chief Accountant Personnel	100 %
2	152/NQ-HĐQT	14/02/2025	Regarding the contents of the Q1/2025 regular meeting, approving the 2025 audited financial statements, documents to be submitted to the General Meeting of Shareholders, and handover of Cu Bi Commune Stadium	100 %
3	153/NQ-HĐQT	14/02/2025	Regarding the contents of the Q1/2025 regular meeting on 2025 production work	100 %
4	154/NQ-HĐQT	14/02/2025	Regarding the contents of the Q1/2025 regular meeting on 2025 replanting liquidation work, and organizational and personnel work	100 %
5	155/NQ-HĐQT	03/03/2025	Regarding the Appointment of the Company's Chief Accountant	100 %
6	156/NQ-HĐQT	03/03/2025	Regarding Personnel in charge of Corporate Governance and Secretary to the Board of Directors	100 %
7	157/NQ-HĐQT	21/03/2025	Regarding the Construction of Housing for Workers at the Plantations	100 %
8	158/NQ-HĐQT	02/04/2025	Regarding the Approval of the Policy on Personnel Work and Other Tasks	100 %
9	159/NQ-HĐQT	14/04/2025	Regarding the Approval of the Policy to Extend the Time for Holding the General Meeting of Shareholders 2025 annual	100 %
10	160/NQ-HĐQT	28/04/2025	Regarding the approval of the plan for streamlining the operational structure, the ratio of indirect labor at Ba Ria Rubber Joint Stock Company, and the	100 %

No.	Resolution No.	Date	Main Content	Approval Rate
			approval of the policy for consolidating personnel for the Head of the Board of Supervisors for the 2021-2026 term	
11	161/NQ-HĐQT	12/05/2025	Regarding the contents of the Q2/2025 regular meeting	100 %
12	162/NQ-HĐQT	20/05/2025	Regarding the approval of the issuance of the Regulation on Labor Management and Salaries at the Company and the policy on 2025 processing outsourcing	100 %
13	163/NQ-HĐQT	29/05/2025	Regarding the Approval of the Organization of the 2025 Annual General Meeting of Shareholders	100 %
14	164/NQ-HĐQT	04/06/2025	Regarding the Approval of Personnel Work	100 %
15	165/NQ-HĐQT	04/06/2025	Regarding the Approval of the Policy to Plant Acacia Hybrid Trees at Team 1, Team 2, Liquidate the Pure Acacia Hybrid Tree Plantation established in 2020 at Team 1, and Purchase a GNSS RTK Machine	100 %
16	166/NQ-HĐQT	04/06/2025	Regarding the Approval of Some Contents for Discussion and Voting at the 2025 Annual General Meeting of Shareholders	100 %
17	167/NQ-HĐQT	17/06/2025	Regarding the approval of the policy to cultivate bananas on IVb-class land in Cu Bi Area following rubber plantation liquidation in 2025 and Implement the Streamlining of the Organizational Structure at Processing Plant	100 %
18	168/NQ-HĐQT	23/06/2025	Regarding the Approval of the Policy to Hand Over Land to the Local Authority for the Implementation of the Project: Tran Hung Dao Secondary School, Binh Ba Commune	100 %
19	169/NQ-HĐQT	23/06/2025	Regarding the unanimous nomination	100 %



No.	Resolution No.	Date	Main Content	Approval Rate
			of personnel to participate in the Board of Supervisors, running for the position of Head of the Board of Supervisors for the 2021-2026 term.	
20	170/NQ-HĐQT	26/06/2025	Regarding the approval of the amendment and supplementation of the Company Charter.	100 %
21	171/NQ-HĐQT	30/06/2025	Regarding the selection of an independent audit firm for 2025 and the approval of the starting price for liquidating the hybrid acacia plantation.	100 %

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

No.	Decision No.	Date	Content
1	03/QĐ-HĐQTCSBR	03/01/2025	Regarding the establishment of a steering committee and working group to streamline the organizational structure at Ba Ria Rubber Joint Stock Company.
2	17/QĐ-HĐQTCSBR	10/01/2025	Regarding the approval of the economic-technical report for the construction project 'Construction of a latex collection station at Binh Ba Plantation'.
3	19/QĐ-HĐQTCSBR	13/01/2025	Regarding the continued nomination to participate in the Board of Supervisors at Ba Ria - Kampong Thom Rubber Joint Stock Company for the 2024-2029 term.
4	46/QĐ-HĐQTCSBR	04/02/2025	Regarding the establishment of a steering committee, organizing committee, and sub-committees for the Company's Employee Conference 2025.
5	65/QĐ-HĐQTCSBR	14/02/2025	Regarding the supplementary approval of the Sustainable Forest Management Plan.
6	115a/QĐ-HĐQTCSBR	28/02/2025	Regarding the liquidation of the 2025 replanted rubber plantation.

No.	Decision No.	Date	Content
7	116/QĐ-HĐQTCSBR	03/03/2025	Regarding the appointment of the Chief Accountant of Ba Ria Rubber Joint Stock Company.
8	121a/QĐ-HĐQTCSBR	03/03/2025	Regarding personnel in charge of Corporate Governance and Company Board Secretary.
9	217a/QĐ-HĐQTCSBR	04/03/2025	Regarding the consolidation of the Company's Asset Liquidation Council.
10	218a/QĐ-HĐQTCSBR	04/03/2025	Regarding the consolidation of the Company's Science and Technology Development Fund Management Council.
11	219a/QĐ-HĐQTCSBR	04/03/2025	Regarding the consolidation of the Company's Innovation Council.
12	324/QĐ-HĐQTCSBR	21/03/2025	Regarding the approval of the economic-technical report for the construction project Construction of worker accommodation for Team 3, Binh Ba Plantation'.
13	325/QĐ-HĐQTCSBR	21/03/2025	Regarding the approval of the economic-technical report for the construction project Construction of worker accommodation for Team 3, Cu Bi Plantation.
14	326/QĐ-HĐQTCSBR	21/03/2025	Regarding the approval of the economic-technical report for the construction project Construction of worker accommodation for Team 2, Xa Bang Plantation.
15	328/QĐ-HĐQTCSBR	24/03/2025	Regarding the overall approval of the contractor selection for the project Construction of worker accommodation for Team 3, Binh Ba Plantation.
16	329/QĐ-HĐQTCSBR	24/03/2025	Regarding the overall approval of contractor selection for the project Construction of worker accommodation for Team 3, Cu Bi Plantation.
17	330/QĐ-HĐQTCSBR	24/03/2025	Regarding the overall approval of contractor selection for the construction of worker



No.	Decision No.	Date	Content
			accommodation at Team 2, Xa Bang Plantation
18	342/QĐ-HĐQTCSBR	26/03/2025	Regarding the approval of the 2024 actual payroll fund
19	348/QĐ-HĐQTCSBR	27/03/2025	Regarding the approval of the investment unit cost for planting and caring for hybrid acacia on Ivb land
20	577/QĐ-HĐQTCSBR	14/04/2025	Regarding the reappointment of officials
21	578/QĐ-HĐQTCSBR	15/04/2025	Regarding the consolidation of the Company's Emulation and Commendation Council
22	579/QĐ-HĐQTCSBR	15/04/2025	Regarding the consolidation of the Company's Labor Recruitment Council
23	580/QĐ-HĐQTCSBR	15/04/2025	Regarding the consolidation of the Company's Salary Grade Promotion Council
24	585/QĐ-HĐQTCSBR	15/04/2025	Regarding the establishment of the Steering Committee and Organizing Committee for the 2025 Annual General Meeting of Shareholders
25	708/QĐ-HĐQTCSBR	28/04/2025	Regarding the promulgation of the Company's plan for streamlining the organizational structure and operating model
26	709/QĐ-HĐQTCSBR	28/04/2025	Regarding the establishment of the Implementation Council for the Company's plan for streamlining the organizational structure and operating model
27	714/QĐ-HĐQTCSBR	29/04/2025	Regarding the reappointment of Company Officer
28	860/QĐ-HĐQTCSBR	28/05/2025	Regarding the promulgation of the Company's regulations on labor and payroll management
29	945/QĐ-HĐQTCSBR	06/06/2025	Regarding resignation for retirement benefits

### III. Board of Supervisors

#### 1. Information on the Board of Supervisors Members

No.	Member of the Board	Position	Start/End date as Board of Supervisors Member	Professional Qualification
1	Ms. Huynh Thi Hoa	Head of the Board of Supervisors	27/6/2025	Bachelor of Finance and Accounting
2	Ms. Pham Thi Kim Loan	Head of the Board of Supervisors	27/6/2025	Bachelor of Economics
3	Mr. Hoang Quoc Hung	Member of the Board of Supervisors	22/4/2016	Master of Economics
4	Ms. Nguyen Thi Hai	Member of the Board of Supervisors	28/6/2021	Bachelor of Law

## 2. Board of Supervisors Meeting

No.	Full Name	No. of Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Ms. Huynh Thi Hoa	04 / 04	100 %	100 %	
2	Ms. Pham Thi Kim Loan	01 / 01	100 %	100 %	
3	Mr. Hoang Quoc Hung	05 / 05	100 %	100 %	
4	Ms. Nguyen Thi Hai	05 / 05	100 %	100 %	

After the 2025 Annual General Meeting of Shareholders, the Board of Supervisors held a meeting on June 30, 2025, to elect the Head of the Board of Supervisors, replacing Ms. Huynh Thi Hoa who requested retirement benefits. As a result of the election, Ms. Pham Thi Kim Loan was elected as the Company's Head of the Board of Supervisors for the 2021-2026 term with 3 out of 3 votes, accounting for 100%.

## 3. Supervisory Activities of the Board of Supervisors over the Board of Directors, Board of Management, and Shareholders:



Supervision activities are regularly carried out, contributing to helping the Company fully implement the contents and procedures in its business operations. Including:

- Supervising the implementation of resolutions of the Board of Directors, the Company's Board of Directors' Regulations, resolutions of the Annual General Meeting of Shareholders, and the Company's Charter.
- Supervising the inventory of assets at 00:00, January 01, 2025.
- Appraising the Quarter IV/2024 financial statements.
- Appraising the 2024 financial statements to be submitted to the 2025 General Meeting of Shareholders.
- Appraising the Quarter I/2025 financial statements.
- Inspecting capital construction investment and procurement of goods in 2024.
- Supervising the area affected by high-voltage power lines passing through the rubber plantation.

**\* Assessment of the Board of Directors' operations**

In the first 6 months of 2025, the Board of Directors held 03 meetings, including 02 regular meetings and 01 extraordinary meeting, and issued 21 Resolutions, 29 Decisions regarding: personnel matters, plans for streamlining the organizational structure, operating model, and some business operations in 2025.

**\* Assessment of the Board of Management's operations**

Based on Directive No. 67/CT-HĐQTCSVN dated February 19, 2025, of the Board of Directors of Vietnam Rubber Group regarding the implementation of the 2025 business production plan tasks for member units and Official Letter No. 634/CSVN-TCCB dated March 26, 2025, regarding the innovation and reorganization of the operating model at member rubber companies; - Based on Resolution No. 09-NQ/ĐU dated April 26, 2025, of the Company's Party Committee Standing Board and Resolution No. 160/NQ-HĐQTCSBR dated April 28, 2025, of the Company's Board of Directors regarding the approval of the Plan for streamlining the organizational structure, operating model, and indirect labor ratio at Ba Ria Rubber Joint Stock Company. The Company issued Plan No. 381/PA-CSBR, dated April 26, 2025, by the Board of Management of Ba Ria Rubber Joint Stock Company regarding the streamlining of the organizational structure, operating model, and indirect labor ratio at Ba Ria Rubber Joint Stock



Company. Settled policies and benefits for 13 employees after restructuring and downsizing, with a total amount of: VND 1,531,492,800.

The Company's Board of Management has implemented objectives, orientations, and fully carried out the tasks assigned by the General Meeting of Shareholders and the Board of Directors. The Board of Management's operational management has always been dynamic and prudent. The Company's land management has seen many positive changes, with existing issues gradually being resolved. On April 08, 2025, the Company re-signed Land Lease Contracts for 03 decisions 1131, 1132, and 5221 (including 08 Land Use Rights Certificates), transferring from "Ba Ria Rubber One Member Limited Company" to "Ba Ria Rubber Joint Stock Company" for an area of 4,771.3 hectares.

The Company continues to work with the Department of Agriculture and Rural Development, the Land Registration Office, and the tax authority to amend the Company's name (or issue new ones) on the 08 Land Use Rights Certificates related to the 03 aforementioned land lease decisions.

The Company has completed the dossier for land rent reduction for the land area transferred to the local authorities, specifically on March 28, 2025, the Company signed an amendment to the Land Lease Contract for 05 decisions 1129, 1133, 1135, 5219, 5220 (including 09 Land Use Rights Certificates) with a land rent reduction area of 68.68 hectares. The Company is currently working with the tax authority to fulfill its financial obligations and complete the procedures as regulated.

**4. Coordination of activities between the Board of Supervisors/Audit Committee with the operations of the Board of Directors, Board of Management, and other management personnel.**

The Company complies with production activities according to the provisions of the Enterprise Law, the Company Charter, other legal regulations, and the Group's Parent Company.

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

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

**IV. Board of Management.**



No.	Member of the Board of Management	Date of Birth	Professional Qualification	Start/End date as the Board of Management Member
1	Mr. Tran Khac Chung	04/3/1968	Master of Business Administration	Appointed General Director on 01/10/2024
2	Mr. Nguyen Cong Nhut	5/02/1980	Master of Economics	Appointed Deputy General Director on 01/11/2019
3	Mr. Nguyen Thai Binh	23/01/1983	Master of Business Administration	Appointed Deputy General Director on 01/02/2024

#### V. Chief Accountant:

The Company appointed Ms. Tran Thi Bao Chau – Deputy Head of Finance and Accounting Department to be in charge of Accounting of the Company according to Decision No. 191/QD.HDQTCSBR dated January 30, 2024, and dismissed her from the position of Chief Accountant of the Company from January 27, 2025, according to Decision No. 1579/QD-CSBR dated January 24, 2025. On March 03, 2025, the Company's Board of Directors signed Decision No. 116/QD-HDQTCSBR regarding the appointment of the Chief Accountant of Ba Ria Rubber Joint Stock Company. Accordingly, Ms. Huynh Thi Tu Ai holds the position of Chief Accountant from March 03, 2025.

Full Name	Date of Birth	Professional Qualification	Date of Appointment/ Dismissal
Huynh Thi Tu Ai	01/01/1974	Master of Economics	03/3/2025

#### VI. Corporate Governance Training:

Corporate governance training courses attended by members of the Board of Directors, members of the Board of Supervisors, the General Director, and other management personnel in the Company as per corporate governance regulations.

The following individuals have received corporate governance training, including:

- Ms. Huynh Thi Hoa: Head of the Board of Supervisors.

- Ms. Huynh Thi Tu Ai: Person in charge of Corporate Governance, Secretary.
- Mr. Nguyen Huu Nghia: Person in charge of Corporate Governance.
- Ms. Nguyen Thi Loan: Secretary of the Company's Board of Directors.

**VII. List of Related Persons of the Public Company for the First 6 Months of 2025 and Transactions of the Company's Related Persons with the Company itself.**

1. List of the Company's Related Persons (attached)

2. Transactions between the company and its related persons; or between the company and major shareholders, internal person, or related persons of internal person:

No.	Name of Organization/Individual	Relationship with the Company	NSH Certificate No.*, Issuance Date, Issuance Place of NSH	Head Office Address/ Address	Transaction Period	Resolution/ Decision No. of the Board of Directors (if any, specify issuance date)	Content, Quantity, Total Transaction Value/	Notes
1	Vietnam Rubber Group	Parent Company	0301266564 - 20/01/2022 - Ho Chi Minh City	236 Nam Ky Khoi Nghia Street, Vo Thi Sau Ward, District 3 – Ho Chi Minh City	From January to June 2025	174/NQ-HĐQTCSBR dated July 14, 2025	Contract No. 09/HĐĐG.25-BR, packaging, replacing rubber product packaging, transaction value: VND 13,305,600	
2	Hoa Binh Rubber Joint Stock Company	Subsidiary of the Group's Parent Company	3500657173	Hamlet 7, Hoa Binh Commun, Xuyen Moc District, Ba Ria - Vung Tau Province	From January to June 2025		Contract No. 16/HĐGCCB.2 4-BR, processing 90,335 tons of rubber latex, transaction value: VND 289,072,000	



3	Hoa Binh Rubber Joint Stock Company	Subsidiary of the Group's Parent Company	3500657173	Hamlet 7, Hoa Binh Commun, Xuyen Moc District, Ba Ria - Vung Tau Province	From January to June 2025		Contract No. 16/HĐGCCB.2 4-BR, processing 226,415 tons of rubber latex, transaction value: VND 724,528,000	
4	Rubber Research Institute	Subsidiary of the Group's Parent Company	3700258793-1	National Highway 13-Lai Khe Hamlet-Lai Hung Ben Cat District-Binh Duong Province	From January to June 2025		Contract 67/June 10, 2025, Purchase of stimulants, transaction value: VND 101,178,000	

3. Transactions between the Company's internal person, related persons of internal person with subsidiaries, or companies controlled by the Company.

In the first 6 months of 2025, no transactions occurred between the Company's internal person, related persons of internal person with subsidiaries, or other 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 management personnel have been or are founding members or members of the Board of Directors, or General Directors within the past three (03) years (as of the reporting date). None.

4.2. Transactions between the Company and companies where related persons of members of the Board of Directors, members of the Board of Supervisors, the General Director, and other management personnel are members of the Board of Directors or General Directors: None.

4.3. Other transactions of the Company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Board of Supervisors, the General Director, and other management personnel.

Remuneration, salaries, and bonuses of the Board of Directors are as follows:

Full Name	Position	Amount	Notes
Pham Hai Duong	Chairman of the Board of Directors	36,000,000 VND	
Tran Khac Chung	Member of the Board of Directors	0 VND	
Phung The Minh	Member of the Board of Directors	24,000,000 VND	
Nguyen Thi Thuy Hang	Member of the Board of Directors	195,900,000 VND	
Pham Van Khien	Member of the Board of Directors	195,900,000 VND	
<b>Total</b>		<b>451,800,000 VND</b>	

Remuneration, salaries, and bonuses of the Board of Supervisors are as follows:

Full Name	Position	Amount	Notes
Huynh Thi Hoa	Head of the Board of Supervisors	174,300,000 VND	
Hoang Quoc Hung	Member	12,000,000 VND	
Nguyen Thi Hai	Member	11,100,000 VND	
<b>Total</b>		<b>174,300,000 VND</b>	

Salaries of Managers are as follows:

Full Name	Position	Amount	Notes
Tran Khac Chung	General Director	217,500,000 VND	



Full Name	Position	Amount	Notes
Nguyen Thai Binh	Deputy General Director	188,700,000 VND	
Nguyen Cong Nhut	Deputy General Director	188,700,000 VND	
Huynh Thi Tu Ai	Chief Accountant	116,700,000 VND	
<b>Total</b>		<b>711,600,000 VND</b>	

**VIII. Stock transactions of internal person and related persons of internal person for the first 6 months of 2025.**

1. List of internal person and related persons of internal person (attached):
  2. Transactions involving internal person and related persons company shares.
- None

**IX. Other notable contents.**

The Company has prepared its Q2 financial statements and reviewed its semi-annual financial statements for 2025. The Company will disclose information as regulated.

The above is the first 6-month of 2025 Corporate Governance Report. Ba Ria Rubber Joint Stock Company respectfully submits this report to the Authorities and Investors./.

<b>Recipients:</b> <ul style="list-style-type: none"> <li>- As above;</li> <li>- Board of Directors;</li> <li>- Board of Management, Board of Supervisors;</li> <li>- Information disclosure;</li> <li>- Archive: AD, HR.</li> </ul>	<p align="center"><b>ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN</b></p> <p align="center">Signed</p> <p align="center"><b>Pham Hai Duong</b></p>
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**BARRIA RUBBER JOINT STOCK COMPANY**

## CO PHAN LIST OF IN

(Attached to the Corporate Governance Report for the first 6 months of 2025)

No.	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	Start date as related person	End date as related person	Reason	Related Relationship with the Company
<b>A.</b>	<b>Organization:</b>								
1	VIET NAM RUBBER GROUP			0301266564, issued on 20/016/2022	177, Hai Ba Trung, Ho Chi Minh city	22/4/2016	-	-	Parent Company
2	Trade Union of Ba Ria Rubber Joint Stock Company			Decision No. 12-TC/QD dated 01/8/1994	Ngai Giao, Ho Chi Minh city	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	Ngai Giao, Ho Chi Minh city	20/07/2022			Socio-political organization
<b>B.</b>	<b>Individual:</b>								
<b>B.I.</b>	<b>Board of Directors</b>								
<b>I.</b>	<b>Pham Hai Duong</b>		Chairman of the Board of Directors	046066012536, Police Department issued on 17/08/2021	C17 Thanh Uy Residential Area, Ward Hiep Binh Chanh, Thu Duc City, Ho Chi Minh City	17/9/2024			Wife
1	Mai Thi Huong			046172015871, Police Department issued on	C17 Thanh Uy Residential Area, Ward Hiep Binh				Child
2	Pham Huong Hai Tien			066195026026, Police Department issued on	C17 Thanh Uy Residential Area, Ward Hiep Binh				Child
3	Pham Hai Son			064202024495, Police Department issued on	C17 Thanh Uy Residential Area, Ward Hiep Binh				Son-in-law
4	Nguyen Huy Hoang			040093025910, Police Department issued on	C17 Thanh Uy Residential Area, Ward Hiep Binh				Biological sibling
5	Pham Lam Ngoc			06606700229, Police Department issued on	Loc Thanh Hamlet, Phu Loc Commune, Krong Nang				Biological sibling
6	Pham Thi Le Uyen			046172006897, Police Department issued on	Ninh Ich, Ninh Hoa, Khanh Hoa Province				Biological sibling
7	Pham Thi Le Dung			046174005289, Police Department issued on	Loc Thanh Hamlet, Phu Loc Commune, Krong Nang				Sibling-in-law
8	Mai Huu			046075020710, Police Department issued on	Group 11, Hoi Phu, Pleiku, Gia Lai Province				Sibling-in-law
9	Mai Thi Hue			046178007247, Police Department issued on	Loc Tan Hamlet, Phu Loc Commune, Krong Nang				Sibling-in-law
10	Mai Van Tan			66090015299, Police Department issued on	Loc Binh Hamlet, Phu Loc Commune, Krong Nang				Sibling-in-law
11	Mai Thi Lan			066184009452, Police Department issued on	107 Luong Dinh Cua, Pleiku, Gia Lai Province				Sibling-in-law



No.	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	Start date as related person	End date as related person	Reason	Related Relationship with the Company
12	Mai Thi Van			066187009201, Police Department issued on	Loc Thinh Hamlet, Phu Loc Commune, Krong Nang				Sibling-in-law
<b>II.</b>	<b>Tran Khac Chung</b>		<b>Member of the Board of Directors-General Directors</b>	<b>70068000029, Police Department issued on 05/8/2022</b>	<b>16/16/33 Nguyen Thien Thuat, Ward 2, Ho Chi Minh City</b>	<b>17/9/2024</b>			
1	Tran Anh Hue	-		070044000063, Police Department issued on	An Loc, Binh Long, Binh Phuoc Province				Father
2	Le Ba Kieu Lien	-		082168003077, Police Department issued on	109/1/9 Duong Ba Trac, Ward 1, District 8, Ho Chi City Garden, 59 Ngo Tat To, Ward 21, Binh Thanh				Wife
3	Tran Le Phuong Thao	-		070190010891, Police Department issued on	109/1/9 Duong Ba Trac, Ward 1, District 8, Ho Chi				Biological child
4	Tran Hy Dong	-		070097005993, Police Department issued on	An Loc, Binh Long, Binh Phuoc Province				Biological child
5	Tran Khac Chien	-		070072000638, Police Department issued on	City Garden, 59 Ngo Tat To, Ward 21, Binh Thanh				Biological sibling
6	Nguyen Tran Tuan Anh	-		079086023096, Police Department issued on	An Loc, Binh Long, Binh Phuoc Province				Son-in-law
7	Nguyen Thi Diem Quynh	-		079171017863, Police Department issued on	City Garden, 59 Ngo Tat To, Ward 21, Binh Thanh				Sister-in-law
8	Ba Ria KampongThom Rubber Joint Stock Company			3501317187, Department of Planning and Investment of Ba Ria - Vung Tau Province	Xuan Lap Ward, Long Khanh City, Dong Nai	28/6/2021			Related party
<b>III.</b>	<b>Pham Van Khien:</b>		<b>Member of the Board of Directors</b>	<b>Department issued on 05/07/2022, Police</b>	<b>Xuan Lap Ward, Long Khanh City, Dong Nai</b>				
1	Pham Dang Khoa			Department issued on 05/07/2022, Police	Xuan Lap Ward, Long Khanh City, Dong Nai				Father
2	Nguyen Thi Nhi			Department issued on 05/07/2022, Police	Xuan Lap Ward, Long Khanh City, Dong Nai				Mother
3	Nguyen Thi Nhi			Department issued on 05/07/2022, Police	Xuan Lap Ward, Long Khanh City, Dong Nai				Wife
4	Pham Thi Yen Nhi			075304013128, Police Department issued on	Xuan Lap Ward, Long Khanh City, Dong Nai				Biological child
5	Pham Thi Khanh Linh			075306017134, Police Department issued on	Xuan Lap Ward, Long Khanh City, Dong Nai				Biological child
6	Pham Dang Khoi			036078011087, Police Department issued on	25/23 Nguyen Trung Truc - Long Khanh City - Dong				Biological sibling
7	Pham Thi Dung			075182002815, Police Department issued on	Xuan Lap Ward, Long Khanh City, Dong Nai				Biological sibling
8	Pham Dang Nam			075083026211, Police Department issued on	No. 15/44 Dong Khoi - Bien Hoa City - Dong Nai				Biological sibling



No.	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	Start date as related person	End date as related person	Reason	Related Relationship with the Company
9	Pham Thi Hong Phuong			075185007571, Police Department issued on	Phu My - Xuan Lap Ward - Long Khanh City - Dong Nai				Biological sibling
10	Truong Thi Hue			046179002226, Police Department issued on	25/23 Nguyen Trung Truc - Long Khanh City - Dong				Sister-in-law
11	Huynh Van Dung			052078002901, Police Department issued on	Street No. 14, Xuan Lap Ward - Long Khanh City -				Brother-in-law
12	Nguyen Huu Thuc Uyen			048191001566, Police Department issued on	No. 15/44 Dong Khoi - Bien Hoa City - Dong Nai City				Sister-in-law
13	Nguyen Van An			075085015502, Police Department issued on	Phu My - Xuan Lap Ward - Long Khanh City - Dong				Brother-in-law
14	Viet Lao Rubber Joint Stock Company		Mr. Pham Van Khien is the Chairman of the Board	Business Registration Certification No. 0303612851, ngày 27/12/2004	236, Nam Ky Khoi Nghia, District 3, Ho Chi Minh City	2/3/2023			Related party
15	Viet Lao Rubber Joint Stock Company		Mr. Pham Van Khien is the Member of the Board	Business Registration Certification No. 3600881612, dated 02/4/2010	Suoi Tre, Long Khanh City, Dong Nai	3/8/2017			Related party
IV.	Long Khanh Industrial Park Joint Stock Company		Member of the Board of	075178005168, Police Department issued on	Ngai Giao, Ho Chi Minh city	28/6/2021			
1	Nguyen Thanh Lang			075054002846, Police Department issued on	Ngai Giao town, Chau Duc district, BRVT				Father
2	Le Thi Le			074157007348, Police Department issued on	Ngai Giao town, Chau Duc district, BRVT				Mother
3	Pham Tai Ty			045076006708, Police Department issued on	Ngai Giao town, Chau Duc district, BRVT				Husband
4	Pham Tai Danh			Still young	Ngai Giao town, Chau Duc district, BRVT				Biological child
5	Pham Nguyen Nhu Nguyet			Still young	Ngai Giao town, Chau Duc district, BRVT				Biological child
6	Nguyen Thi Thuy Lieu			077179002469, Police Department issued on	Quang Thanh, Chau Duc District, BRVT				Biological sibling
7	Nguyen Thi Thuy Hoa Linh			075183012507, Police Department issued on	Ngai Giao town, Chau Duc district, BRVT				Biological sibling
8	Nguyen Thi Thuy Kieu Loan			077186007799, Police Department issued on	72/12 Cong Hoa Street, Tan Binh, Ho Chi Minh City				Biological sibling
9	Nguyen Thanh Luan			077090004532, Police Department issued on	99/26 Hung Vuong, Ngai Giao, Chau Duc, BRVT				Biological sibling
10	Pham Tai Lan			045043002546, Police Department issued on	Nguyen Trai, Ngai Giao, Chau Duc, BRVT				Father-in-law
V.	Phung The Minh		Independent member of	45060000155, Police Department issued on	Hoa Hoi Commune, Ho Chi Minh city	28/6/2021			



No.	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	Start date as related person	End date as related person	Reason	Related Relationship with the Company
1	Nguyen Thi Phien			45163000131, Police Department issued on	Hamlet 8, Hoa Binh Commune, Xuyen Moc				Wife
2	Phung The Chau			77082001727, Police Department issued on	Hamlet 8, Hoa Binh Commune, Xuyen Moc				Child
3	Phung The Giang			77084002827, Police Department issued on	Do Chieu, Ward 3, Vung Tau City, BRVT.				Child
4	Phung The Phuong			273231238, Ba Ria - Vung Tau Police Department	Hamlet 8, Hoa Binh Commune, Xuyen Moc				Child
5	Phung The Hoang			45056000244, Police Department issued on	Cam Ranh, Khanh Hoa				Child
6	Phung Thi Kieu Anh			273291286, Ba Ria - Vung Tau Police Department	Cam Ranh, Khanh Hoa				Biological sister
7	Phung The Nhan			273396636, Ba Ria - Vung Tau Police Department	Xa Bang Commune, Chau Duc District, BRVT				Biological brother
<b>B.II. Board of Management</b>									
I.	Tran Khac Chung:		General Director	nhr mục I. B.I của HĐQT					
II.	Nguyen Cong Nhut:	50C2008	Deputy General Director	17508001702, Police Department issued on 27/12/2021	55 Nguyen Du, Xuan An Ward, Dong Nai	1/11/2019			
1	Tran Nguyen Thuy Trang			77180006702, Police Department issued on	55 Nguyen Du, Xuan An Ward, Long Khanh City,				Wife
2	Nguyen Nhut Huy			75205013221, Police Department issued on	55 Nguyen Du, Xuan An Ward, Long Khanh City,				Biological child
3	Nguyen Minh Quan			75207012142, Police Department issued on	55 Nguyen Du, Xuan An Ward, Long Khanh City,				Biological child
4	Nguyen Cong Duy			75092014819, Police Department issued on	55 Nguyen Du, Xuan An Ward, Long Khanh City,				Biological sibling
6	Nguyen Cong Tai			74052003539, Police Department issued on	55 Nguyen Du, Xuan An Ward, Long Khanh City,				Father
7	Huynh Thi Ngoc Lien			74153003899, Police Department issued on	55 Nguyen Du, Xuan An Ward, Long Khanh City,				Mother
8	Tran My Sang			54048004295, Police Department issued on	A 05 Quarter 2, Binh Da Ward, Bien Hoa, Dong Nai				Father-in-law
9	Nguyen Phuong Linh			77157003127, Police Department issued on	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 is the Member of the Board of	Business Registration Certification No. 6200013617, dated 18/10/2007	Doan Ket Ward, Lai Chau City, Lai Chau Province	10/3/2020			Related party
11	Lai Chau II Rubber Joint Stock Company		Mr. Nguyen Cong Nhut is the Member of the Board of	Business Registration Certification No. 620032320, dated 8/9/2009	Doan Ket Ward, Lai Chau City, Lai Chau Province	10/3/2020			Related party



No.	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	Start date as related person	End date as related person	Reason	Related Relationship with the Company
22	Yen Bai Rubber Joint Stock Company		Mr. Nguyen Cong Nhut is the Member of the Board of	Business Registration Certification No. 5200506963, dated 02/4/2010	Yen Bai City, Yen Bai Province	10/3/2020			Related party
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	1/2/2024			
1	Nguyen Van Thoa			80046000123, Police Department issued on 25/3/2021	125, Trinh Hoai Duc, Phu Loi Ward, TDM Town, Binh Duong Province	1/2/2024			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	1/2/2024			Mother
3	Le Thanh Thai	005C360477 tại 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	1/2/2024			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	1/2/2024			Son
5	Nguyen Huynh Phuong An			070175000020, Police Department issued on 00/4/2021	Apartment 9H6 Phu Dat Apartment, D5 Street, Ward 25, Binh Thanh District, Ho Chi Minh City	1/2/2024			Daughter
6	Nguyen Thi Phuong Ngoc			070175000435, Police Department issued on 26/7/2021	Urban Area, TDM, Binh Duong	1/2/2024			Biological sister
7	Nguyen Thi Kim Dung			42052009303, Police Department issued on 22/8/2023	LD8.12 Lexington Apartment Area, An Phu Ward, District 2, Ho Chi Minh City	1/2/2024			Biological sister
8	Le Xuan Ky			42153005877, Police Department issued on 28/6/2021	Ngo May residential group, Ba Ngoi ward, Cam Ranh city, Khanh Hoa province.	1/2/2024			Father-in-law
9	Tran Thi Kim Lien			07017500435, Police Department issued on 26/7/2021	Ngo May residential group, Ba Ngoi ward, Cam Ranh city, Khanh Hoa province.	1/2/2024			Mother-in-law
10	Le Minh Tung				82 Hoang Van Thu, Chanh Nghia Ward, Thu Dau Mot, Binh Duong	1/2/2024			Brother-in-law
B.III	Chief Accountant								
I.	Huynh Thi Tu Ai:	50C3513	Chief Accountant	075070006545, Police Department issued on	Quang Trung, Xuan Hoa Ward, Long Khanh City,	3/3/2025			



No.	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	Start date as related person	End date as related person	Reason	Related Relationship with the Company
1	Nguyen Minh Doan	50C7001		075070006545, Police Department issued on	178A, Quang Trung, Xuan Hoa Ward, Long Khanh	3/3/2025	-	-	Husband
2	Nguyen Huynh Minh Nhut			075097002239, Police Department issued on	178A, Quang Trung, Xuan Hoa Ward, Long Khanh	3/3/2025			Biological child
3	Nguyen Huynh Minh Quan			77201006424, Police Department issued on	178A, Quang Trung, Xuan Hoa Ward, Long Khanh	3/3/2025			Biological child
4	Huynh Duc Tri			052062000328, Police Department issued on	40, Ly Tu Trong, Quy Nhon, Binh Dinh	3/3/2025			Mother
5	Huynh Van Bao	069C10213		75097001254, Police Department issued on	No. 38, 31C, An Khanh Ward, District 2, Ho Chi	3/3/2025			Biological brother
6	Huynh Van Bao	069C18686 6, CK.SHB		270832924	No. 38, 31C, An Khanh Ward, District 2, Ho Chi	3/3/2025			Sister-in-law
7	Huynh Van Chuong			272451421	Xuan Lap Ward - Long Khanh City - Dong Nai	3/3/2025			Biological brother
8	Huynh Van Dung			052078002901, Police Department issued on	Street No. 14, Xuan Lap Ward - Long Khanh City -	3/3/2025			Biological sibling
9	Pham Thi Dung			075182002815, Police Department issued on	Street No. 14, Xuan Lap Ward - Long Khanh City -	3/3/2025			Sister-in-law
II.	Tran Thi Bao Chau		Person in charge of	77186000253, Police Department issued on	Lien Son hamlet, Xa Bang commune, Chau Duc district, BRYT province	1/2/2024	1/27/2025	Resign	
1	Nguyen Dai Nghia	4.608E+10		46084012945, Police Department issued on	Lien Son hamlet, Xa Bang commune, Chau Duc	1/2/2024	1/27/2025		Husband
2	Bui Thi Phuc	7.716E+10		77160000216, Police Department issued on	Lien Loc hamlet, Xa Bang commune, Chau Duc	1/2/2024	1/27/2025		Mother
3	Tran Van Cu	7.706E+10		77060000196, Police Department issued on	Lien Loc hamlet, Xa Bang commune, Chau Duc	1/2/2024	1/27/2025		Father
4	Tran Thi Bao Ngoc	7.719E+10		77186000252, Police Department issued on	Dien Bien Phu Street, Phuoc Nguyen Ward, BRYT	1/2/2024	1/27/2025		Biological sister
5	Tran Quang Thanh	7.708E+10		77084000157, Police Department issued on	Dien Bien Phu Street, Phuoc Nguyen Ward, BRYT	1/2/2024	1/27/2025		Brother-in-law
6	Tran Thi Bao Minh	7.719E+10		77186000252, Police Department issued on	Halm Heights Apartments, Ward An Phu, Thu Duc	1/2/2024	1/27/2025		Biological sibling
7	Huynh The Vinh	9.21E+10		92096000465, Police Department issued on	Halm Heights Apartments, Ward An Phu, Thu Duc	1/2/2024	1/27/2025		Brother-in-law
8	Nguyen Khoi	4.605E+10		46051000158, Police Department issued on	Xa Bang hamlet, Xa Bang commune, Chau Duc	1/2/2024	1/27/2025		Father-in-law
9	Tran Thi Suong	4.615E+10		46154000282, Police Department issued on	Xa Bang hamlet, Xa Bang commune, Chau Duc	1/2/2024	1/27/2025		Mother-in-law
B.IV	Board of Supervisors								
I.	Huynh Thi Hoa:	005C35545 4	Head of the Board of Supervisors	74168000020, Police Department issued on 01/10/2022	Ngai Giao commune, Ho Chi Minh City	22/4/2016	6/27/2025	Dismiss	



No.	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	Start date as related person	End date as related person	Reason	Related Relationship with the Company
1	Pham Van Thoa			36062003664, Police Department issued on	National Highway 56, Duc Trung Hamlet, Binh Ba,				Husband
2	Pham Huynh Trung Hau			77300000153, Police Department issued on	National Highway 56, Duc Trung Hamlet, Binh Ba,				Biological child
3	Pham Trung Thuan			77203004022, Police Department issued on	National Highway 56, Duc Trung Hamlet, Binh Ba,				Biological child
4	Huynh Thi Chinh			074139000026, Police Department issued on	National Highway 56, Duc Trung Hamlet, Binh Ba,				Mother
5	Huynh thi Minh Chau			270652621, Ba Ria - Vung Tau Police Department issued on 13/01/2013	Cap Rang hamlet, Suoi Tre, Long Khanh, Dong Nai				Biological sister
6	Huynh Van Xem			270652754, Ba Ria - Vung Tau Police Department issued on 09/5/2007	Cap Rang hamlet, Suoi Tre, Long Khanh, Dong Nai				Biological brother
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				Biological sister
<b>II. Pham Thi Kim Loan</b>			<b>Head of the Board of Supervisors</b>	<b>75178005936, 27/12/20212, Police Department</b>	<b>193A Quang Trung - Ward Xuan Hoa, Dong Nai Province</b>	<b>6/30/2025</b>			
1	Le Van Ha			75075004458, 27/12/2021, Police Department	193A Quang Trung - Ward Xuan Hoa - Long Khanh City - Dong Nai Province				Husband
2	Le Vinh Nghi			75304001112, 29/3/2021, Police Department	193A Quang Trung - Ward Xuan Hoa - Long Khanh City - Dong Nai Province				Biological child
3	Le Bao Long			75212007436, 20/9/2024, Ministry of Public Security	193A Quang Trung - Ward Xuan Hoa - Long Khanh City - Dong Nai Province				Biological child
4	Pham Van Minh			75057004007, 10/8/2021, Police Department	91, To Hien Thanh - Long Khanh City - Dong Nai Province				Father



No.	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	Start date as related person	End date as related person	Reason	Related Relationship with the Company
5	Pham Thi Phung			72158006913, 16/9/2021, Police Department	91, To Hien Thanh - Long Khanh City - Dong Nai Province				Mother
6	Pham Van Binh			75080009008, 25/02/2022, Police Department	91, To Hien Thanh - Long Khanh City - Dong Nai Province				Biological sibling
7	Pham Thi Thu Trang			75182018136, 16/9/2021, Police Department	91, To Hien Thanh - Long Khanh City - Dong Nai Province				Biological sibling
III.	Hoang Quoc Hung:	5C261872	Member of the Board of Supervisors	70090000096, 01/12/2019, Police Department	Phu Rieng, Dong Nai	22/4/2016			
1	Hoang Van Son			285171934 Binh Phuoc Police issued on 8/7/2016	Phu Rieng, Binh Phuoc				Father
2	Le Thi Loan			285499079 Binh Phuoc Police issued on 12/6/2017	Phu Rieng, Binh Phuoc				Mother
3	Hoang Le Phuong Tram			285547379 Binh Phuoc Police issued on 24/5/2019	Phu Rieng, Binh Phuoc				Elder sister
IV.	Nguyen Thi Hai		Member of the Board of Supervisors	045179007158, Police Department issued on 27/12/2021	36 Hoang Hoa Tham, Ngai Giao, Ho Chi Minh City	28/6/2021			
1	Nguyen Van Phien			04505400014, Police Department issued on	Ngai Giao, Ho Chi Minh City				Father
2	Duong Thi Hien			04515800087, Police Department issued on	Ngai Giao, Ho Chi Minh City				Mother
3	Dang Van Duc			051074015131, Police Department issued on	Ngai Giao, Ho Chi Minh City				Husband
4	Dang Nguyen Quynh Giang			075306017229, Police Department issued on	Ngai Giao, Ho Chi Minh City				Biological child
5	Dang Nguyen Quynh Nhu			Still young	Ngai Giao, Ho Chi Minh City				Biological child
6	Nguyen Thi Hoai Nhon			075183015346, Police Department issued on	Toc Tien commune, Phu My town, BRVT				Biological sibling
7	Nguyen Thi Hoai Thanh			075185000060, Police Department issued on	Hoa Thanh, Tan Phu, Ho Chi Minh City.				Biological sibling
8	Nguyen Thi Hoai Huong			077186000859, Police Department issued on	Binh Hung Hoa B Ward, Binh Tan District, Ho Chi Minh City.				Biological sibling
9	Nguyen Thi Dieu Trang			077188000895, Police Department issued on	Long Toan Ward, Ba Ria City, BRVT				Biological sibling
10	Nguyen Thanh Dat			077089007467, Police Department issued on	Binh Hung Hoa B Ward, Binh Tan District, Ho Chi Minh City.				Biological sibling



No.	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	Start date as related person	End date as related person	Reason	Related Relationship with the Company
<b>I</b>	<b>Huynh Thi Tu Ai:</b>	<b>50C3513</b>	<b>Person in charge of Information</b>	<b>As in Section I.B.III of the Chief Accountant</b>					
<b>II</b>	<b>Nguyen Huu Nghia</b>	<b>005C504042</b>	<b>Person in charge of Corporate</b>	<b>075075000477, 11/3/2021, Police Department</b>	<b>Hoa Hoi, Ho Chi Minh City</b>	<b>3/3/2025</b>			
1	Nguyen Long		<del>Member of the</del> Board of Directors	075047003611, 10/8/2021, Police Department	Xuan Lap, Dong Nai				Father
2	Nguyen Nguyen Khoi My			077309005102, 18/5/2023, Police Department	Hoa Hoi, Ho Chi Minh City				Biological child
3	Nguyen Nguyen Vi Thao			077313005308, 27/9/2024, Ministry of Public Security	Hoa Hoi, Ho Chi Minh City				Biological child

Ho Chi Minh City, July ,2025

**CHAIRMAN OF THE BOARD OF DIRECTORS**

Signed

**Pham Hai Duong**

**LIST OF MEMBER UNITS OF THE GROUP**

(Attached to Report No. /BC-HĐQTCSBR dated /7/2025)

No.	Unit
	<b><u>100% State-Owned Subsidiaries</u></b>
1	Dong Nai Rubber Corporation
2	Dau Tieng Rubber Corporation
3	Binh Long Rubber Company Limited
4	Loc Ninh Rubber Company Limited
5	Phu Rieng Rubber Company Limited
6	Nam Giang Rubber Company Limited
7	Krong Buk Rubber One Member Company Limited
8	Ea Hleo Rubber One Member Company Limited
9	Chupah Rubber Company Limited
10	Chuprong Rubber Company Limited
11	Mang Yang Rubber Company Limited
12	Chu Se Rubber Company Limited.
13	Kon Tum Rubber Company Limited
14	Binh Thuan Rubber Company Limited
15	Quang Tri Rubber Company Limited
16	Quang Nam Rubber Company Limited
17	Quang Ngai Rubber Company Limited
18	Ha Tinh Rubber Company Limited
19	Huong Khe - Ha Tinh Rubber Company Limited
20	Thanh Hoa Rubber Company Limited
21	Rubber Research Institute of Vietnam
22	Rubber Health Center
23	Viet Nam Rubber Magazine
24	Rubber Industrial College
	<b><u>Subsidiaries with Over 50% State Ownership</u></b>
25	Geruco Song Con Hydropower Joint Stock Company
26	Bao Loc VRG Joint Stock Company
27	VRG - Daknong Joint Stock Company
28	Rubber Industry - Import- Export Joint Stock Company
29	Geru Star Sport Joint Stock Company
30	VRG - Quang Tri MDF Joint Stock Company
31	Phuoc Hoa Rubber Joint Stock Company.
32	Viet Lao Rubber Joint Stock Company
33	Hoa Binh Rubber Joint Stock Company
34	Hang Gon Rubber Joint Stock Company
35	Quasa - Geruco Joint Stock Company
36	Rubber Trading and Tourism Services Joint Stock Company
37	Nam Tan Uyen Joint Stock Corporation



No.	Unit
38	Thuan An Wood Processing Joint Stock Company
39	Dau Tieng Wood Work Joint Stock Company
40	Hung Yen Tourism And Trading Joint Stock Company
41	Rubber Engineering Joint Stock Company
42	Dong Phu Rubber Joint Stock Company
43	Tay Ninh Rubber Joint Stock Company
44	Son La Rubber Joint Stock Company
45	Dien Bien Rubber Joint Stock Company
46	Lai Chau Rubber Joint Stock Company
47	Sa Thay Rubber Joint Stock Company
48	Nghe An Rubber Investment & Development Joint Stock Company
49	Tan Bien Kampongthom Rubber Joint Stock Company
50	Phu Rieng - Kratie Joint Stock Company
51	VRG - Phu Yen Joint Stock Company
52	Tan Bien Rubber Joint Stock Company
53	Dau Giay Industrial Zone Joint-Stock Company
54	Long Khanh Industrial Zone Joint - Stock Company
55	Ha Giang Rubber Joint Stock Company
56	Truong Phat Rubber Joint Stock Company
57	Dong Phu - Kratie Joint Stock Company
58	Dong Nai - Kratie Rubber Joint Stock Company
59	Cty CP Thủy điện VRG Ngọc Linh
60	Dong Phu Rubber Joint Stock Company
61	Baolam Rubber Joint-Stock Company
62	An Dien Industrial Zone Joint Stock Company
63	VRG Kien Giang MDF Joint Stock Company
64	Phu Thinh Investment Construction Rubber Joint Stock Company
65	Tay Ninh Import Export And Processing Furniture Joint Stock Company
66	Dautieng Rubber Mechanical - Transport Joint - Stock Company
67	Phu Thinh Fertilize Commercial Joint Stock Company
68	Lai Chau II Rubber Joint Stock Company
69	Baria-Kampong Thom Rubber Joint Stock Company
70	Chuse – Kampong Thom Rubber Joint Stock Company
71	Mang Yang Rattanakiri Rubber Joint Stock Company
72	Phuoc Hoa Kampong Thom Aphivath Caoutchouc Co.,Ltd.
73	Bac Dong Phu Corporation Industrial Park
74	Binh Long Rubber Industrial Park Joint Stock Company
75	Yen Bai Rubber Joint Stock Company
76	Dau Tieng - Lao Cai Rubber Joint Stock Company
77	Krong Buk - Ratanakiri Rubber joint Stock Company
78	Chur Prong - Stungtreng Rubber Joint Stock Company
79	Dau Tieng - Kratie Joint Stock Company
80	Dau Tieng Campuchia Rubber Joint Stock Company
81	Dong Nai Rubber Wood Processing Joint Stock Company
82	C.R.C.K Aphivath Caout Chouc Co.,Ltd

No.	Unit
83	Tan Binh Industrial Park Joint Stock Company
84	VRG - Khai Hoan Joint Stock Company
85	Ha Tinh – Bolikhamxay Rubber Company Limited (Laos)
86	Siem Reap – Tay Ninh Rubber Development Company Limited (Cambodia)
87	VRG - Oudomxay Rubber Co. Ltd.
88	VKETI co.,ltd
89	Dau Tieng - Lai Chau Rubber Joint Stock Company
90	Ea H'leo - Binh Minh Joint Stock Company
91	Phuoc Hoa Dak Lak rubber company limited
92	Muong Nhe Dien Bien Rubber Joint Stock Company
93	Quang Tri - Qua Van Rubber One Member Limited Liability Company (Laos)
94	VRG - JAPAN Rubber Export Joint Stock Company
95	Loc Ninh Wood Joint Stock Company
96	Phuoc Hoa - Dak Lak Rubber And Forestry Limited Company
97	Kon Tum Rubber Wood Manufacturing Co.,Ltd
98	Vietnam Furniture Town Corporation.