

NO.: 56/QĐ-KCNCSBL

Dong Nai, December 29th, 2025

DECISION

**Re: Appointment of Financial Department Deputy Head position
Binh Long Rubber Industrial Park Joint Stock Company**

**BOARD OF DIRECTORS
BINH LONG RUBBER INDUSTRIAL PARK JOINT STOCK COMPANY**

Pursuant to the Enterprise Law;

Pursuant to the Charter of Binh Long Rubber Industrial Park Joint Stock Company;

Pursuant to Resolution No. 43-NQ/ĐU dated December 23, 2025 of the Party Committee of Binh Long Rubber Co., Ltd on personnel issue;

Pursuant to Resolution No. 15/NQ-HĐQT dated December 29, 2025 of the Board of Directors of Binh Long Rubber Industrial Park Joint Stock Company on personnel issue;

DECIDES:

Article 1. To receive and appoint Mr. **Le Van Thanh Thong** - Deputy Head of the Financial Department of Binh Long Rubber Co., Ltd to hold the position of Deputy Head of the Financial Department and assign him to be in charge of executing the Financial Department of Binh Long Rubber Industrial Park Joint Stock Company effective date from January 1, 2026.

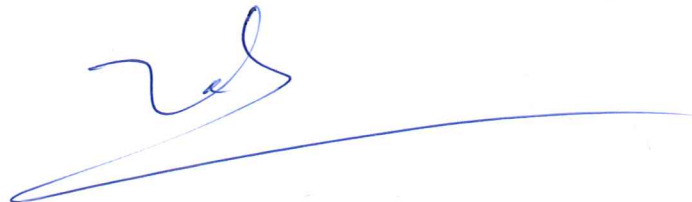
Article 2. Mr. **Le Van Thanh Thong** shall enjoy a salary coefficient of 2.84 (two point eight four - Grade 01 Deputy Department Head of Category II enterprise) effective date from January 1, 2026.

Article 3. The Board of General Directors, Head of Administration-Human Resources Department, Heads of professional departments of Binh Long Rubber Industrial Park Joint Stock Company and Mr. **Le Van Thanh Thong** personally shall be responsible for implementing this Decision.

Recipients:

- Company BOD;
- BOS;
- As per Article 3;
- Archived :

GENERAL DIRECTOR





**BINH LONG RUBBER
INDUSTRIAL PARK JSC**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Liberty - Happiness

No.: 15/QĐ-HĐQT

Dong Nai, December 29, 2025

DECISION

**Re: Assignment of duties as Chief Accountant
Binh Long Rubber Industrial Park Joint Stock Company**

**BOARD OF DIRECTORS
BINH LONG RUBBER INDUSTRIAL PARK JOINT STOCK COMPANY**

Pursuant to the Charter of Binh Long Rubber Industrial Park Joint Stock Company;

Pursuant to Document No. 1131/HĐTVCSBL-TCLĐ of the Members' Council of Binh Long Rubber Co., Ltd dated December 25, 2025 on unanimous approval on the policy on personnel issue at Binh Long Rubber Industrial Park Joint Stock Company;

Pursuant to Resolution No. 43-NQ/ĐU dated December 23, 2025 of the Party Committee of Binh Long Rubber Co., Ltd on personnel issue;

Pursuant to Resolution No. 15/NQ-HĐQT dated 29/Dec/2025 of the Board of Directors of Binh Long Rubber Industrial Park Joint Stock Company on personnel issue;

Pursuant to Decision No. 56/QĐ-KCNC SBL dated 29/Dec/2025 of Binh Long Rubber Industrial Park Joint Stock Company on appointment of personnel.

DECIDES:

Article 1. To assign the duties of Chief Accountant of Binh Long Rubber Industrial Park Joint Stock Company to Mr. **Le Van Thanh Thong** - Deputy Head, person in charge of executing the Financial Department of the Company effective date from January 1, 2026.

Article 2. The salary and benefits that Mr. **Le Van Thanh Thong** enjoys shall be in accordance with the Company's regulations.

Article 3. The Board of Directors, Board of General Directors of Binh Long Rubber Industrial Park Joint Stock Company, relevant professional departments and Mr. **Le Van Thanh Thong** shall be responsible for implementing this Decision./.

Recipients:

- As per Article 3;
- Archived

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

Hoang Van Xuyen

No.: 15/QĐ-HĐQT

Binh Phuoc, December 29, 2025

RESOLUTION
BOARD OF DIRECTORS
BINH LONG RUBBER INDUSTRIAL PARK JOINT STOCK COMPANY
On personnel issue

Pursuant to the Enterprise Law No. 68/2014/QH13 dated November 26, 2014 of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of Binh Long Rubber Industrial Park Joint Stock Company;

Pursuant to the Proposal of General Director of Binh Long Rubber Industrial Park Joint Stock Company dated December 22, 2025 on Appointment of Chief Accountant position in charge of executing the Financial Department and assignment of accounting duties at Binh Long Rubber Industrial Park Joint Stock Company;

Pursuant to Document No. 1131/HĐTVCSBL-TCLĐ of the Members' Council of Binh Long Rubber Co., Ltd dated December 25, 2025 on Unanimous approval on the policy on personnel issue at Binh Long Rubber Industrial Park Joint Stock Company;

Pursuant to Resolution No. 43/NQ-ĐB dated December 23, 2025 of the Party Committee of Binh Long Rubber Co., Ltd on personnel issue;

Pursuant to the Minutes of the Board of Directors meeting (under form of opinion solicitation) of Binh Long Rubber Industrial Park Joint Stock Company dated December 29, 2025 on personnel issue.

RESOLVES

1. To unanimously agree to receive and appoint Mr. **Le Van Thanh Thong** - Deputy Head of the Financial Department of Binh Long Rubber Co., Ltd to hold the position of Deputy Head of the Financial Department and assign him to be in charge of executing the Financial Department of Binh Long Rubber Industrial Park Joint Stock Company effective date from January 1, 2026.

2. The Board of General Directors, Head of Administration-Human Resources Department, Heads of company departments, and relevant individuals named herein shall implement in accordance with this Resolution.

This Resolution shall take effect from the date of signing.

Recipients:

- BOD, BOS Members;
- Board of Executive
- Archived

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Hoang Van Xuyen