

Appendix 1

**SONG BE RUBBER  
JOINT STOCK COMPANY**

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

*Chon Thanh, May 29<sup>th</sup>, 2026.*

**CHANGE IN PERSONNEL**

(Applied to cases of appointment and/or dismissal/resignation)

*To: Hanoi Stock Exchange.*

Pursuant to Decision No. 26/QD-BOD dated May 29, 2026 of the Board of Directors of Song Be Rubber Joint Stock Company on retirement with pension benefits, we would like to respectfully announce the change of personnel of Song Be Rubber Joint Stock Company as follows:

***Trường hợp bổ nhiệm/In case of appointment (\*):***

- *Mr./Ms.:*
- *Former position in the organization:*
- *Newly appointed position:*
- *Term:*
- *Effective date:*

***In case of dismissal/resignation:***

- *Mr./Ms.:* Nguyen Dong Dan
- *Former position in the organization:* Member of the Board of Directors; General Director; Legal Representative.
- *Dismissed/Resigned position:* General Director; Legal Representative.
- *Current position:* Member of the Board of Directors.
- *Reason (if any):* Retirement under the pension scheme/regime
- *Effective date:* From June 1, 2026.

*This information was published on the company's website on (date), as in the link [www.caosusongbe.vn](http://www.caosusongbe.vn).*

**Attached documents:**

- *Decision on the change in personnel.*

**Organization representative**  
**Person authorized to disclose**  
**information**



*Huỳnh Quang Vinh*

**SONG BE RUBBER  
JOINT STOCK COMPANY**

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

No.: 26/QĐ-HĐQT

Chon Thanh, May 29<sup>th</sup>, 2026

**DECISION  
Regarding Retirement for Pension Benefits**

**CHAIRMAN OF THE BOARD OF DIRECTORS  
OF SONG BE RUBBER JOINT STOCK COMPANY**

*Pursuant to the Law on Social Insurance No. 41/2024/QH15 dated June 29, 2024;*

*Pursuant to the Labor Code 2019;*

*Pursuant to Decision No. 913/QĐ-UBND dated March 16, 2026, issued by the People's Committee of Dong Nai Province regarding the settlement of retirement benefits for Mr. Nguyen Dong Dan starting from June 01, 2026;*

Considering the proposal of the Company's Personnel Department.

**DECIDES**

**Article 1.** Mr. **NGUYEN DONG DAN** Date of birth: November 29, 1964

Social Insurance (BHXH) Code: 9299002481

Contact phone number: 0918530658

Job title, rank, position: General Director of the Company

Working unit: Song Be Rubber Joint Stock Company

To retire to enjoy retirement benefits from: **June 01, 2026**

Place of residence upon retirement: Group 1, Quarter 1, Chon Thanh Ward, Dong Nai City

Method of receiving pension: Via personal bank account

Account number: 5600918530658

Opened at: Vietnam Bank for Agriculture and Rural Development (Agribank) – Binh Phuoc Branch.

Initial place of registration for health insurance (BHYT) medical examination and treatment: Binh Phuoc General Hospital.

**Article 2.** The retirement benefits and pension regime for Mr. Nguyen Dong Dan shall be processed and settled by the Tan Khai Social Insurance office in accordance with the provisions of the Social Insurance law of Viet Nam.

**Article 3.** The Heads of the Personnel Department, the Finance and Accounting Department, and Mr. Nguyen Dong Dan are responsible for the implementation of this Decision./.

**Recipients:**

- As article 3;
- Tan Khai Social Insurance office;
- Filed at the.

**FOR AND ON BEHALF OF THE BOARD OF  
CHAIRMAN**



**Thái Cong Can**