





TT	Member of the Board of Directors	Duty	Date of starting as a member of the Board of Directors	Date no longer a member of the Board of Directors	Number of Meetings Attended	Proportion	Reasons for not attending
1	Mr. Bui Van Thang	President	25/4/2022		52/52	100%	
2	Mr. Pham Hong Phu	Commissioner	26/4/2021	26/7/2024	07/52	13%	No longer a member. Board of Directors from July 2024
3	Mr. Nguyen Minh Thien	Commissioner	26/4/2021	26/7/2024	07/52	13%	No longer a member. Board of Directors from July 2024
4	Mr. Dao Van Duc	Commissioner	25/4/2022		52/52	100%	
5	Mr. Nguyen Manh Thai	Commissioner	26/4/2021		48/52	92%	Business travel
6.	Mr. Nguyen Dinh Khoat	Commissioner	26/7/2024		17/52	33%	Member. Board of Directors from July 2024
7.	Mr. Nguyen Van Hien	Commissioner	26/7/2024		17/52	33%	Member. Board of Directors from July 2024

## 2. Supervisory activities of the Board of Directors for the Board of



#### Directors (CEO):

In 2024, the Chairman of the Board of Directors has chaired meetings of the Board of Directors. The Board of Directors has oriented the work program and discussed solutions with the Board of Directors to implement the production and business plan in 2024.

At the end of May 2024, the Company had the incident that the General Director, Legal Representative and Deputy General Director of the Company were prosecuted and detained, which caused a lot of difficulties in operating the Company's apparatus. However, in a short time, the Board of Directors together with the Board of Directors had timely solutions, quickly removed obstacles, and ensured the stability of the Company's production and business.

In particular, some activities are highlighted as follows:

- The Annual General Meeting of Shareholders was successfully held on April 23, 2024.
- Direct the payment of dividends in 2023.
- Dismissal of the titles of General Director and Deputy General Director for 02 Mr. Pham Hong Phu and Nguyen Minh Thien.
- Appointment of 02 Deputy General Directors.
- Assign the responsibilities and duties of General Director to Mr. Nguyen Van Hien - Deputy General Director of the Company.
- Appointment of the Company's legal representative.
- Approved the organization of the Extraordinary General Meeting of Shareholders on July 26, 2024 to consolidate the personnel of the Board of Directors.

In addition, the Members of the Board of Directors also regularly receive written notices, via email, and phone about the company's operation to agree on the direction and issue resolutions and decisions. Therefore, the Board of Directors always promptly grasps information, to direct and urge the activities of the Board of Directors as well as the Company.

3. Activities of subcommittees of the Board of Directors: There are no subcommittees.

4. Resolutions/Decisions of the Board of Directors:

#### **(\*) Resolution:**



<i>STT</i>	<i>Day</i>	<i>RES-Board of Directors</i>	<i>Content</i>
1	18/01/2024	01/2024	Approving the Production and Business Plan in 2024 and Q1/2024
			Some production and business operations of the Company
2	22/ 01/2024	02/2024	Approved the Major Repair Plan 2024 and the Construction Investment Plan 2024
3	31/01/2024	03/2024	Approved the feasibility study report of the project "Investment in additional equipment for the production of semi-steel tires, increasing the capacity of 300,000 tires/year"
			Approval of the Technical Economic Report for the item "Motorcycle Tire Tightening Inflator (Quantity: 02 sets)"
			Approval of the Technical Economic Report for the category "Vacuum Cleaner for Motorcycle Tubes (Quantity: 03 sets)"
			Approval of the amendment of the Financial Regulation
			Approval of the amendment of the Internal Expenditure Regulation
4	08/3/2024	04/2024	Last registration date for exercising the right to attend the 2024 Annual General Assembly
5	27/3/2024	05/2024	Approval of the company's realized salary fund in 2023
6	28/3/2024	06/2024	Approving the contents, meeting agenda and documents to be submitted to the 2024 Annual General Meeting of Shareholders
7	01/4/2024	07/2024	Through the rotation of cadres of Binh Duong Factory
8	05/4/2024	08/2024	Approval of production and business results for the 2nd quarter of 2024
			Approved the Contractor Selection Plan for the project to invest in additional equipment for the production of semi-steel tires, increasing the capacity of 300,000 tires/year
			Approval of the Contractor Selection Plan for the category of Motorcycle Tube Tightening Pump (Quantity: 02 sets)
			Approved the Contractor Selection Plan for the category of Motorcycle Tube Vacuum Cleaner



			(Quantity: 03 sets)
			Approved the Technical Economic Report for the category of 350HP Screw Air Compressor (Quantity: 01 set)
			Approval of the Inventory Management Regulation
			Approved a total loan limit of VND 1,100 billion (of which medium and long-term loan limit: VND 100 billion to serve the expansion and increase of PCR tire production capacity) at the Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ho Chi Minh City Branch. Ho Chi Minh City
9	23/4/2024	09/2024	Resolution of the Annual General Meeting of Shareholders
10	17/5/2024	10/2024	Agreed on the policy of appointing the Deputy General Director in charge of Production and Investment of the Company
11	17/5/2024	11/2024	Agree on the appointment of the Deputy General Director in charge of Company Quality
12	23/5/2024	12/2024	Unanimously promulgated together with the Resolution "Plan to implement the process of appointing Deputy General Director of Southern Rubber Industry Joint Stock Company",
13	31/5/2024	13/2024	Agreed for the Representative to report and consult Vietnam Chemical Group on the dismissal of Mr. Pham Hong Phu to perform the duties and duties of the General Director of the company
			Agreed for the Representative to report and consult Vietnam Chemical Group on the dismissal of Mr. Nguyen Minh Thien from the title of Deputy General Director of the company
			Agree for the Representative to report to the Group, relevant units and individuals to organize the Extraordinary General Meeting of Shareholders in accordance with regulations in order to consolidate the personnel of the Board of Directors; Executive Board
			Record the content of the report on the production and business situation until May 31, 2024



14	12/6/2024	14/2024	Agreed to organize a meeting of the leadership team to implement the process of disassigning Mr. Pham Hong Phu to perform the duties and duties of the General Director of the Company
			Agreed to organize a meeting of the leadership team to implement the process of dismissal of the title of Deputy General Director of the Company for Mr. Nguyen Minh Thien
			Agreed and approved the appointment of Mr. Nguyen Van Hien to hold the position of Deputy General Director of the Company
			Agreed and approved the appointment of Mr. Nguyen Anh to hold the position of Deputy General Director of the Company
			Agree to organize a meeting of the leadership team to select 01 Deputy General Director of the Company who meets the criteria and conditions to assign to perform the responsibilities and tasks of the General Director of the Company
15	12/6/2024	15/2024	Agreed to organize the Extraordinary General Meeting of Shareholders before July 29, 2024 to consolidate the personnel of members of the Board of Directors of the Company
16	14/6/2024	16/2024	Unanimously authorize Mr. Bui Van Thang to sign documents related to the change of the Business Registration License on behalf of the Board of Directors
			Agreed to assign Mr. Nguyen Van Hien - Deputy General Director, assign to perform the duties and responsibilities of the Company's General Director, organize the implementation of work related to the Company's production and business activities
17	24/6/2024	17/2024	Unanimous dismissal of the title of General Director, Legal Representative of the Company for Mr. Pham Hong Phu from June 24, 2024
			Unanimously appointing Mr. Nguyen Van Hien - Deputy General Director, assigning the General Director to perform the duties and responsibilities as the Legal Representative of the Company from June 24, 2024.



18	25/6/2024	18/2024	Agreed to vote at the Extraordinary General Meeting of Shareholders on the dismissal of Mr. Pham Hong Phu and Mr. Nguyen Minh Thien from the position of Member of the Board of Directors
			Agreed for the Representative to report to Vietnam Chemical Group etc. to elect 02 additional members of the Board of Directors
			Agreed for the Representative to report to Vietnam Chemical Group etc. to consolidate the personnel of the Board of Directors
			Approved the content of Human Resources Work at the Planning-Investment-Mechanical Department of the Company and the Radial Tire Enterprise of the Company
			Agree for the Representative to report to Vietnam Chemical Group etc. Amend Article 3 of the Charter of organization and operation of the Company
			Agreed not to approve because it is not under the jurisdiction of the Board of Directors on the content of extension for another 15 days (until July 10, 2024) for the bidding package "Supply and guidance for installation of 51-inch, vulcanizing machines quantity: 08 sets of engines" under the Project "Investment in additional equipment for production of semi-steel tires, increase the capacity by 300,000 tires/year"
			Unanimously choose Southern Financial Accounting & Auditing Consulting Services Co., Ltd. (AASCS) as the auditor of the Company's reviewed financial statements for 6 months and the whole year of 2024
			Acknowledging and agreeing for the Representative to submit a report to the Group to review the implementation plan of the 2024 production and business plan, develop the production and business plan and construction investment plan in 2025 (1st time)
19	27/6/2024	19/2024	Unanimously appointing Mr. Bui Van Thang - Chairman of the Board of Directors of the Company as the Legal Representative of the Company, from June 27, 2024.



			<p>The Board of Directors agreed on the content that Mr. Bui Van Thang will fully authorize Mr. Nguyen Van Hien – Deputy General Director in charge of directly operating the company to fully perform the arising rights and obligations of the legal representative.</p> <p>unanimously propose the Supervisory Board to develop and implement the supervision, inspection, appraisal and recommendation of the strict compliance with the Regulations and Regulations of the State, the Group and the Company, in the process of organizing and operating all production and business activities of the company within the scope of the authorized person</p> <p>Agreed not to approve because it is not under the jurisdiction of the Board of Directors for an extension of 15 days (until July 11, 2024) for the bidding package "Supply and guidance for the installation of 2-stage forming machines, Quantity: 02 sets of machines" under the Project "Investment in additional equipment for the production of semi-steel tires, increase the capacity by 300,000 tires/year"</p>
20	29/6/2024	20/2024	Approval of credit and security measures at Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ho Chi Minh City Branch
21	05/7/2024	21/2024	Approving the contents, programs and documents to be submitted to the Extraordinary General Meeting of Shareholders in 2024
22	26/7/2024	22/2024	Resolution of the Extraordinary General Meeting of Shareholders
23	02/8/2024	23/2024	Approval of the Regulation on operation of grassroots fire fighting teams
24	09/8/2024	24/2024	Approval of credit and security measures at Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ho Chi Minh City Branch
25	09/8/2024	25/2024	Approval of credit and security measures at Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ho Chi Minh City Branch
26	30/8/2024	26/2024	Approving the dividend payment plan in 2023



27	22/9/2024	27/2024	Unanimously agreed on the policy of transferring and appointing personnel to hold the position of General Director of the Company, the personnel is Mr. Nguyen Dinh Khoat - Head of the Construction Investment Department of Vietnam Chemical Group
28	18/11/2024	28/2024	The Board of Directors unanimously approved the Contractor Selection Plan for the 350HP Screw Air Compressor (Quantity: 01 set) according to Report No. 547/TTr-KHDTCN dated November 7, 2024 of the Deputy General Director in charge
			The Board of Directors unanimously approves the adjustment of the time for the implementation of the bidding package for the item of Motorcycle Tube Tightening Pump (Qunatity: 02 sets) according to Report No. 548/TTr-KHDTCN dated November 7, 2024 of the Deputy Director in charge
			The Board of Directors unanimously approved the adjustment of the time for the implementation of the bidding package for the category of Motorcycle Tube Vacuum Cleaner (Quantity: 03 sets) according to Report No. 549/TTr-KHDTCN dated November 7, 2024 of the Deputy Director in charge
			The Board of Directors recorded the report on production and business results for the first 10 months of 2024 and the production and business plan for the whole year 2024, according to the content of the report No. 560/CV-BTGD dated November 14, 2024 of the Deputy Director in charge
			The Board of Directors listened to and recorded the contents according to the report No. 561/CV-PTGD dated November 14, 2024 on the Report on the situation of equipment rental of Hung Hai Thinh Company (Serving the production of TBR and PCR tires at the Radial Tire Factory) of the Deputy Director in charge of presentation
			The Board of Directors noted the contents of the report No. 562/CV-BTGD dated November 14, 2024 on the situation of natural rubber reserves in the first 6 months of 2025 presented by the Managing Director



29	12/12/2024	28/2024	The Board of Directors noted the Report No. 603/CSM- PTGD of Mr. Nguyen Van Hien – Deputy Director in charge of the lawsuit of Duc Viet Co., Ltd.
			The Board of Directors recorded the resignation of Mr. Nguyen Manh Thai - Independent Member of the Board of Directors and Ms. Le Thi Thao - Controller and agreed to submit these 02 resignation letters at the Annual General Meeting of Shareholders, scheduled to be held in April 2025
			The Board of Directors agreed and approved the production and business plan for the 1st quarter of 2025 according to the content of Report No. 604/TTr.- CSM dated December 06, 2024 of the Deputy General Director in charge

**(\*) Decision:**

<i>No.</i>	<i>Day</i>	<i>Number of the Board of Directors</i>	<i>Content</i>
1	31/1/2024	01/2024	Promulgation of the Financial Regulation
2	31/1/2024	02/2024	Promulgating the Regulation on Internal Expenditure
3	27/3/2024	03/2024	Settlement of the Company's salary fund in 2023
4	05/4/2024	04/2024	Promulgating the Plan to review and supplement the Planning on Personnel of Southern Rubber Industry Joint Stock Company for the period of 2021-2026
5	05/4/2024	05/2024	Promulgating the Plan to review and supplement the Planning on Personnel of Southern Rubber Industry Joint Stock Company for the period of 2026-2031



6	12/6/2024	06/2024	Appointment of Deputy General Director of the Company (Mr. Nguyen Anh)
7	12/6/2024	07/2024	Resignation from the duties and responsibilities of the General Director of the Company (Mr. Pham Hong Phu)
8	12/6/2024	08/2024	Appointment of Deputy General Director of the Company (Mr. Nguyen Van Hien)
9	12/6/2024	09/2024	Dismissal of the title of Deputy General Director of the Company (Mr. Nguyen Minh Thien)
10	12/6/2024	10/2024	Assigned to perform the duties and responsibilities of the General Director of the Company (Mr. Nguyen Van Hien)
11	12/6/2024	11/2024	Approving the dismissal of the position of General Director Legal Representative of the Company for Mr. Pham Hong Phu from 24/06/2024
			Approving the appointment of Mr. Nguyen Van Hien to hold the position of Deputy General Director Legal Representative of the Company from June 24, 2024
12	27/6/2024	12A/2024	Dismissal of the Legal Representative of the Company (Mr. Nguyen Van Hien)
13	27/6/2024	12/2024	Appointment of Mr. Bui Van Thang as the Legal Representative of the Company from 27/6/2024
14	02/8/2024	13/2024	Promulgating the Regulation on Operation of the Grassroots Fire and Rescue Team
15	29/8/2024	14/2024	Promulgating the list of planning for leading and managerial cadres 2026-2031
16	29/8/2024	15/2024	Approval of adjustment of contractor selection for package No. 04
17	29/8/2024	16/2024	Approval of adjustment of customer selection of contractor for package 06
18	29/8/2024	17/2024	Approval of the extension of the implementation time of the project Investment in additional equipment for production of semi-steel tires with an additional capacity of 300,000 tires/year
19	29/8/2024	18/2024	Approval of the extension of the implementation time of the project to invest in additional equipment for the production of Patagonia semi-steel tires with an expected capacity of 85,000 tires/year
20	18/11/2024	19/2024	Approval of customer selection of contractor for 350HP screw air compressor (01 set)



21	18/11/2024	20/2024	Approval of the customer to select a contractor for the package of Motorcycle Tube Pumps (02 sets)
22	18/11/2024	20/2024	Approval of the adjustment of the contractor selection time for the package of Motorcycle Tube Vacuum Cleaner (03 sets)

### III. Control Board:

#### 1. Information about members of the Supervisory Board (BKS):

BTI	Member Supervisory Board	Duty	Starting date as a member of the Board of Trustees	The date of no longer being a member of the Supervisory Board	Number of Meetings Attended	Proportion	Reasons for not attending
1	Ms. Dao Thi Chung Tien	Head of Department	26/4/2021		5/5	100%	
2	Ms. Vu Thi Bich Ngoc	Commissioner	26/4/2021		5/5	100%	
3	Ms. Le Thi Thao	Commissioner	26/4/2021		5/5	100%	

#### 2. Supervisory activities of the Supervisory Board (BOS) for the Board of Directors, Board of Directors and shareholders:

- Check the report on production and business activities in the 4th quarter of 2023
- Audited 2023 Financial Statements
- Inspection of the implementation of the Regulation on the operation of the Board of Directors in 2023
- Supervise the implementation of the 2024 General Meeting of Shareholders of the Board of Directors and the Board of Directors.
- Proposal for an independent auditing company to meet financial statements audit standards in 2024
- Supervise the activities of the Board of Directors - Board of Directors



of the Company (have written opinions on the Resolution issued by the Board of Directors)

3. Coordination of activities between the Supervisory Board for the activities of the Board of Directors, the Board of Directors and other managers: The Supervisory Board fully participates in the meetings of the Board of Directors and the Board of Directors of the Company (according to the invitation).

4. Other activities of the Supervisory Board (if any): None.

#### **IV. Training on corporate governance:**

Members of the Board of Directors, the Executive Board, and other managers participated in the training course on Construction Investment; Finance and accounting; Fire prevention organized by Chemical Group.

#### **V. List of related persons of the listed company as prescribed in Clause 34, Article 6 of the Law on Securities (6-monthly/annual report) and transactions of related persons of the company with the company itself**

1. List of related persons of the company:

Stt No	Name	Stock trading account (if any)	Position at the company (if any)	The time of starting is the relevant person of the company/i nsider	The time of no longer being a related person of the company/in sider	Reason
1	Bui Van Thang	without	Chairman of the Board of Directors	25/4/2022		
2	Pham Hong Phu	033C14080	Member of the Board of Directors	26/4/2021	26/7/2024	Dismissal
3	Nguyen Minh Thien	061C101771	Member of the Board of Directors, Information Discloser	26/4/2021	26/7/2024	Dismissal
4	Dao Van Duc	without	Member of the Board of	25/4/2022		



			Directors			
5	Nguyen Manh Thai	without	Member of the Board of Directors	26/4/2021		
6	Nguyen Dinh Khoat	without	Member of the Board of Directors	26/7/2024		
7	Nguyen Van Hien	033C010542	Member of the Board of Directors/ Deputy General Director	12/6/2024		
8	Nguyen Anh	033C010538	Deputy General Director	12/6/2024		
9	Dao Thi Chung Tien	033C010551	Head of the Supervisory Board	26/4/2021		
10	Vu Thi Bich Ngoc	011C111574	Controller	26/4/2021		
11	Le Thi Thao	without	Controller	26/4/2021		
12	Vu Quoc Anh	003C014050	Chief Accountant; UQ Disclosure Recipients	26/4/2021		
13	Le Thu Huong	003C301840	Company Secretary; Person in charge of corporate governance	26/4/2021		

2. Transactions between the company and related persons of the company or between the company and major shareholders, insiders and related persons of insiders:



TT No.	Name of organization /individual	Related relationship with the company	NSH Certificate Number*, date of issue, place of issue	Head Office Address/ Contact Address	When to deal with the company	Number of NQ/QD of the General Meeting of Shareholders/Board of Directors... approval (if any, clearly stating the date of issuance)	Content, quantity, total value of transactions	Notes
01	Welding Rod Vapor Industry Joint Stock Company	General Group	Business Registration No. 102747, registered for the 10th change, dated 26/8/2015, issued by the Department of Planning and Investment of Ho Chi Minh City	1-3 Nguyen Truong To, Ward 12, District 4, Ho Chi Minh City.	Year 2024		Purchase: 13,354,485,422 VND	

3. Transactions between insiders of listed companies, related persons of insiders and subsidiaries and companies controlled by listed companies: None

4. Transactions between the company and other subjects: None

4.1. Transactions between the company and the company that the Member of the Board of Directors, Member of the Supervisory Board, Director (General Director) has been and is a founding member or a Member of the Board of



Directors, Director (General Director) in the past three (03) years (calculated at the time of making the report): Without

4.2. Company-to-company transactions in which the relevant persons of the Member of the Board of Directors, Member of the Supervisory Board, Director (General Director) are members of the Board of Directors, Director (General Director): 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 Supervisory Board, Directors (General Directors): None

**VI. Stock transactions of insiders and related persons of insiders (6-monthly/annual report):**

1. List of insiders and related persons of insiders: *see the enclosed appendix*
2. Transactions of insiders and related persons for stocks of listed companies: None.

**VII. Other issues to note: None**

**TM. BOARD  
PRESIDENT**



**Bui Van Thang**





## Provide Insider and Related Person List information

Data closing time: until 31/12/2024

Stt No.	Stock Code	Name	Stock trading account (if any)	Position at the company (if any)	Relationship to Insiders	Type of NSH Paper (*) (ID Card/Passport/ Business Registration Paper)	NSH Paper No. (*) NSH No.	Date of issue	Place of issue	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	The time of starting is the relevant person of the company/insider	The time of no longer being a related person of the company/insider	Reason (when a change arises in relation to items 13 and 14)	Notes (about the absence of NSH paper numbers and other notes)
1	CSM	Bui Van Thang		Chairman of the Board of Directors												
1,01	CSM	Bui Nguyen Khoi			Father											
1,02	CSM	Bui Thi An			Native											
1,03	CSM	Nguyen Thi Thu Cuc			Wife											
1,04	CSM	Bui Nguyen Tat Thanh			Son											
1,05	CSM	Bui Quoc Khanh			Son											
1,06	CSM	Nguyen Xuan Cat			Father-in-law											
1,07	CSM	Do Thi Thuy			Mother-in-law											
1,08	CSM	Bui Ngoc Phiet			Brother											
1,09	CSM	Le Thi Lien			Sister-in-law											
1,1	CSM	Bui Thi Van			Sister											
1,11	CSM	Bui Thi Binh			Sister											
1,12	CSM	Bui Thi Chinh			Sister											
1,13	CSM	Bui Van Dien			Brother-in-law											
1,14	CSM	Bui Van Hao			Brother-in-law											
1,15	CSM	Bui Van Hiep			Brother-in-law											
1,16	CSM	Vietnam Chemical Group			Capital representation											





**Data closing time: until 31/12/2024**

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**Data closing time: until 31/12/2024**

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**Data closing time: until 31/12/2024**

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