

Binh Duong, 03 february 2025

REPORT ON CORPORATE GOVERNANCE YEAR 2024

To: - The State Securities Commission
- Ho Chi Minh City Stock Exchange.

- Name of Company: **PHUOC HOA RUBBER COMPANY**
- Address of headoffice: **Phuoc Hoa Commune, Phu Giao District, Binh Duong Province**
- Telephone: **0274.3657111**, Fax: **0274.3657.110**, Email: tktcsp@gmail.com
- Charter capital: **VND 1,354,991,980,000**
- Stock symbol: **PHR**
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: Implemented

I. Activities of the General Meeting of Shareholders:

No.	Resolution/Decision No.	Date	Content
01	20/2024/NQ-CSPH	28/6/2024	Resolution of the 2024 Annual General Meeting of Shareholders

II. Board of Directors:

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position/(<i>Independent members of the Board of Directors, Non-executive members of the Board of Directors</i>)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
01	Huynh Kim Nhut	Chairman	26/3/2019	
02	Nguoc Van Tuoc	Member	15/3/2018	
03	Nguyen Thi Phi Nga	Member	11/3/2020	
04	Mai Huu Tin	Member	15/6/2021	
05	Tran Binh Luan	Member	18/5/2022	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate %	Reasons for absence
01	Huynh Kim Nhut	5	100	
02	Nguyen Van Tuoc	5	100	
03	Nguyen Thi Phi Nga	5	100	
04	Mai Huu Tin	4	80	Busy at work
05	Tran Binh Luan	5	100	

3. Supervising the Board of Management by the Board of Directors:

In 2024, the BOD held 5 periodic meetings and conducted 32 written consultations to approve decisions, resulting in 37 resolutions for business operation and personnel management. Members evaluated the General Director's management of quarterly operations and developed monitoring plans for the next quarter. Members provided constructive feedback to improve business operations, openly discussing and debating key issues to ensure accurate decisions for business leadership.

4. Activities of the Board of Directors' subcommittees:

The BOD has not yet established specific subcommittees. Responsibilities related to personnel, rewards, shareholder relations, etc., are assigned to individual members with support from secretaries and specialized departments.

Mr. Mai Huu Tin, an independent BOD member, currently serves as the Head of the company's Internal Audit Committee under Decree 05/2019/ND-CP dated January 22, 2019, by the Government.

5. Resolutions of the Board of Director:

No.	Resolution No.	Date	Content	Approval rate
1	01/2024/NQ-CSPH	23/01/2024	Agreement on adjusting the 2023 plan for Tan Binh Industrial Zone JSC	5/5
2	02/2024/NQ-CSPH	05/02/2024	Approval to review and supplement planning for leadership positions for the 2021-2026 and 2026-2031 terms of Phuoc Hoa Rubber JSC	5/5

No.	Resolution No.	Date	Content	Approval rate
3	02A/2024/NQ-CSPH	05/02/2024	Agreed to receive credit from Shinhan Bank Vietnam Limited – Binh Duong Branch	5/5
4	03/2024/NQ-CSPH	26/02/2024	Unanimously approving the starting price and method of selling acacia trees planted in 2017 of Phuoc Hoa – Dak Lak Rubber and Forestry Co., Ltd.	5/5
5	04/2024/NQ-CSPH	27/02/2024	Agreed to submit to CNCS Vietnam Group on the personnel policy of Head of the Supervisory Board and Chief Accountant, Head of Finance and Accounting Department of the Company	5/5
6	05/2024/NQ-CSPH	29/02/2024	Agree on separate financial statements for the accounting period ended 31/12/2023 of Phuoc Hoa Joint Stock Company conducted by AASC Auditing Firm Co., Ltd.	5/5
7	06/2024/NQ-CSPH	11/3/2024	The meeting approved the report on production and business activities in 2023 and oriented a number of main production and business indicators, investment in 2024, the first quarter of 2024 and some other contents.	5/5
8	07/2024/NQ-CSPH	12/3/2024	Agree on the consolidated financial statements for the accounting period ended 31/12/2023 of Phuoc Hoa Joint Stock Company by AASC Auditing Firm Co., Ltd.	5/5
9	08/2024/NQ-CSPH	26/3/2024	Agree to submit to Vietnam Rubber Industry Group for consideration and agreement on the personnel of the Head of the Supervisory Board and Chief Accountant, Head of the Finance and Accounting Department of the Company	5/5
10	09/2024/NQ-CSPH	05/4/2024	Agreed to submit to Vietnam Rubber Industry Group for consideration and agreement on the policy of receiving and appointing the title of Deputy General	5/5

No.	Resolution No.	Date	Content	Approval rate
			Director of Phuoc Hoa – DakLak Rubber and Forestry Co., Ltd.	
11	10/2024/NQ-CSPH	03/5/2024	Agree to organize the Annual General Meeting of Shareholders in 2024	5/5
12	12/2024/NQ-CSPH	15/5/2024	Agree on the policy of liquidating rubber and handing over land to the locality for management for the implementation of the project: VSIP 2 – MR2 110kV substation and connection line, Binh Duong province	5/5
13	13/2024/NQ-CSPH	17/5/2024	Agreed to submit to Vietnam Rubber Industry Group for consideration and agreement on the appointment of Deputy General Director of Phuoc Hoa Rubber Joint Stock Company	5/5
14	14/2024/NQ-CSPH	17/5/2024	Agreed to submit to Vietnam Rubber Industry Group the plan to arrange the organizational apparatus, operation model and indirect labor rate at Phuoc Hoa Joint Stock Company in 2024 – 2025	5/5
15	15/2024/NQ-CSPH	30/5/2024	Meeting to approve the report on production and business results in the first quarter and directions for the second quarter of 2024; agree on the contents to be submitted to the Annual General Meeting of Shareholders in 2024 and a number of other contents as prescribed	5/5
16	16/2024/NQ-CSPH	12/6/2024	Unification of personnel of the Supervisory Board and Chief Accountant, Head of Finance and Accounting Department of Phuoc Hoa Rubber Joint Stock Company	5/5
17	17/2024/NQ-CSPH	24/6/2024	Agree on the policy for flexible shaving of rubber plantation areas in the planning of Industrial Parks and Solid Waste Treatment Areas	5/5
18	18/2024/NQ-	27/6/2024	Agreed to submit to the Group for	5/5

No.	Resolution No.	Date	Content	Approval rate
	CSPH		consideration and approval the 2024 salary plan of Phuoc Hoa - Kampong Thom Rubber Development Co., Ltd.	
19	22/2024/NQ-CSPH	04/7/2024	Unanimously choose the auditing unit of the 2024 Financial Statements	5/5
20	23/2024/NQ-CSPH	24/7/2024	Approving the unit price and method of selling and liquidating rubber to hand over land to the locality (Hamlet 2 Office Project, Tan Hung Commune, Bau Bang District, Binh Duong Province; VSIP 2 – MR2 110kV Substation and Connection Line, Binh Duong Province)	5/5
21	24/2024/NQ-CSPH	26/7/2024	Agreed to accept and appoint the position of Deputy General Director of Phuoc Hoa – Dak Lak Rubber and Forestry Co., Ltd.	5/5
22	25/2024/NQ-CSPH	26/7/2024	Agreed with the content of the consolidated financial statements for the accounting period ending June 30, 2024 (before audit) of Phuoc Hoa Rubber Joint Stock Company	5/5
23	26/2024/NQ-CSPH	30/7/2024	Preliminary approval of the estimate for replanting and caring for basic construction rubber in 2024 Phuoc Hoa Rubber Joint Stock Company	5/5
24	27/2024/NQ-CSPH	07/8/2024	Agreed to appoint for a definite term the position of Deputy General Director of Phuoc Hoa Rubber Joint Stock Company	5/5
25	28/2024/NQ-CSPH	08/8/2024	Agreed with the content of the separate financial statements for the accounting period ending 30/6/2024 (reviewed) of Phuoc Hoa Rubber Joint Stock Company	5/5
26	29/2024/NQ-CSPH	13/8/2024	Meeting of the Board of Directors of Phuoc Hoa Rubber Joint Stock Company on August 13, 2024 (the third meeting in 2024)	5/5
27	30/2024/NQ-CSPH	15/8/2024	Agree with the content of the consolidated financial statements for the	5/5

No.	Resolution No.	Date	Content	Approval rate
			accounting period ending 30/6/2024 (reviewed) of Phuoc Hoa Joint Stock Company	
28	31/2024/NQ-CSPH	29/8/2024	Agree on the personnel policy for appointing and reappointing representatives of capital and participation in the Board of Directors and Supervisory Board of Tan Binh Industrial Zone Joint Stock Company for the 2023-2028 term	5/5
29	32/2024/NQ-CSPH	07/10/2024	Unanimously report to CNCS Vietnam Group (According to Official Letter No. 2606/CSVN-TCKT dated 22/8/2024) according to report No. 883/CSPH-TCKT dated 25/9/2024 reported by General Director of Phuoc Hoa Rubber Joint Stock Company	5/5
30	33/2024/NQ-CSPH	09/10/2024	Agree to submit to Vietnam Rubber Industry Group for consideration and agreement on the Regulation on financial and investment management of Phuoc Hoa Rubber Joint Stock Company	5/5
31	34/2024/NQ-CSPH	14/10/2024	Agreed with the content of the separate financial statements for the accounting period ending September 30, 2024 of Phuoc Hoa Rubber Joint Stock Company	5/5
32	35/2024/NQ-CSPH	16/10/2024	Meeting of the Board of Directors of Phuoc Hoa Rubber Joint Stock Company on October 15, 2024 (the fourth meeting in 2024)	5/5
33	36/2024/NQ-CSPH	28/10/2024	Agreed with the content of the consolidated financial statements for the accounting period ending September 30, 2024 of Phuoc Hoa Rubber Joint Stock Company	5/5
34	37/2024/NQ-CSPH	14/11/2024	Agree on the payment of dividends in 2023 of Phuoc Hoa Rubber Joint Stock Company	5/5

No.	Resolution No.	Date	Content	Approval rate
35	38/2024/NQ-CSPH	12/12/2024	Agree on the policy of liquidation of fixed assets	5/5
36	39/2024/NQ-CSPH	20/12/2024	Agreed to advance dividends of Tan Binh Industrial Park Joint Stock Company in 2024	5/5

III. Board of Supervisors

1. Information about members of Board of Supervisors or Audit Committee:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Vo Thanh Hai	Head of the Supervisory Board	11.3.2020/28.6.2024	Bachelor of Economics, Law
2	Nguyen Hong Ha	Head of the Supervisory Board	28.6.2024	Bachelor of Economics
3	Vu Quoc Anh	Member	15.3.2018	Bachelor of Economics
4	Tran Anh Son	Member	28.6.2023	Bachelor of Accounting, MBA

2. Meetings of Board of Supervisors or Audit Committee:

No.	Members of Board of Supervisors/Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Vo Thanh Hai	3	100%	100%	Resigned on 28.6.2024
2	Vu Quoc Anh	3	60%	60%	Absence of 02 meetings due to unscheduled work
3	Tran Anh Son	5	100%	100%	
4	Nguyen Hong Ha	2	100%	100%	Assigned on 28.6.2024

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or Audit Committee:

Based on the annual and quarterly work plans for 2024 of the Supervisory Board (SB) and to ensure the company's activities comply with its charter and legal regulations, the SB's activities primarily focused on the following key areas:

Developing a work program to implement the SB's operational plan. Preparing regular and ad-hoc reports as required.

Monitoring compliance with resolutions passed by the 2024 General Meeting of Shareholders, resolutions of the Board of Directors (BOD), and the operational management by the General Director. Supervising the distribution of profits and the payment of dividends for 2023. Ensuring the disclosure of information to protect the rights and interests of shareholders and other regulated matters.

Supervising the implementation of the company's business production plans, financial and accounting operations, preparation of financial statements, production and business performance, internal governance, debt management, and related matters. Monitoring the approval of agreements on business and investment plans (capital construction investment) at the parent company and subsidiaries.

Attending BOD and SB meetings, as well as company briefing sessions with specialized departments, business units, and subsidiaries within the scope of authority.

Assessing the financial statements for 2023 and the six-month financial statements for 2024, as well as reviewing issues related to debt management, loan recovery and repayment, cost management for production and business operations, investments, and the company's financial resources.

Evaluating the implementation of labor restructuring to streamline the management system from the parent company to business units and subsidiaries to improve efficiency. Reviewing the implementation of wage policies, income distribution, and employee benefits.

4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers

The Board of Directors (BOD) regularly supervises and provides close guidance to the company's executive management in implementing monthly and quarterly rubber production and business plans, as well as investment activities..

The BOD and the Executive Board always create favorable conditions for the Supervisory Board (SB) to fully perform its functions and duties. The SB has been thoroughly informed, provided with, and updated on the BOD's strategic governance directions, as well as the Executive Board's implementation and concretization of plans to achieve the targets approved by the General Meeting of Shareholders. SB members have attended and contributed their opinions within their roles, responsibilities, and authority in all meetings of the BOD, the Executive Board, and company briefings. Recommendations and proposals from the SB have been acknowledged, reviewed, and directed for serious

implementation by relevant departments under the guidance of the BOD and the Executive Board

5. Other activities of the Board of Supervisors and Audit Committee (if any): No

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management/
1	Nguyen Van Tuoc	31/7/1964	Bachelor of Economics	01/01/2018
2	Nguyen Thi Phi Nga	25/11/1970	Bachelor of Economics and Engineering	01/08/2018
3	Vo Thanh Tung	04/10/1973	Master of Agronomy	01/08/2018

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Nguyen Dinh Cuong	10.8.1991	Master of Economics	Deputy Head in charge of the Finance and Accounting Department 01.4.2023/28.6.2024
Vo Thanh Hai	06.02.1971	Bachelor of Economics and Laws	28.6.2024

VI. Training courses on corporate governance:

In 2024, the members of the Board of Directors (BOD), Supervisory Board (SB), the Executive Board (General Director), other management personnel, and the Company Secretary participated in short-term training programs in relevant fields.

VII. The list of affiliated persons of the public company (Semi-annual report/annual report) and transactions of affiliated persons of the Company)

1. The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
1	Huynh Kim Nhut		Chairman of the Board of Directors						Chairman of the Board of Directors
1.01	Huynh Van Chuong								Father
1.02	Huynh Thi Vu Muoi								Mother
1.03	Vuong Thi Thu Loan								Wife
1.04	Huynh Quy Phuong								Child
1.05	Huynh Binh Duong								Child
1.06	Huynh Thi Kim Khanh								Sister
1.07	Huynh Kim Ngoc								Brother
1.08	Vuong Van Xiem								Father-in-law
1.09	Nguyen Thi Trinh								Mother-in-law
2	Nguyen Van Tuoc	005C514616	Member of the BOD - General						Member of the BOD -

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
			Director						General Director
2.1	Nguyen Thi Mai No								Wife
2.2	Nguyen Ngoc Phuong Trang								Child
2.3	Nguyen Ngoc Phuong Thuy								Child
2.4	Nguyen Ngoc Song Toan								Child
2.5	Nguyen Van Hai								Father
2.6	Nguyen Thi Nhieu								Mother
2.7	Nguyen Van Sang								Father-in-law
2.8	Nguyen Thi Ba								Mother-in-law
2.9	Nguyễn Thị Ngon								Sister
2.10	Cao Van Doan								Brother-in-law
2.11	Nguyen Van Xinh	005C522749							Younger sibling
2.12	Luong Thi Tuyet Nguyen								Sister-in-law
2.13	Nguyen Thi Cuc								Younger sibling
2.14	Lam Van Sang								Brother-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
	Phung								
3.4	Nguyen Van Mong								Brother
3.6	Do Thi Bich Van								Sister-in-law
3.7	Nguyen Thi Suong								Sister
3.8	Do Van Hoang								Brother-in-law
3.9	Nguyen Thi My Lan								Sister
3.10	Hoang Van Hanh								Brother-in-law
3.11	Ngo Thi Doan Dung								Sister
3.12	Huynh Van Thanh								Brother-in-law
3.13	Nguyen Thi Cuc								Sister
3.14	Pham Van Vap								Brother-in-law
3.15	Nguyen Thi Thu Van								Younger sibling
3.16	Tran Tat Phuong								Brother-in-law
3.17	Nguyen Thi Kieu Diem								Younger sibling

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
4.10	Vu Xuan Duong	026CH51325							Brother-in-law
4.11	Tu Thi Bich Phuong								Wife
4.12	Mai Ngoc Nhan								Child
4.13	Mai Ngoc Hao								Child
5	Tran Binh Luan		Independent Member of the BOD			18/05/2022			Independent Member of the BOD
5.1	Tran Van Trung								Father
5.2	Huynh Thi Tuyet								Mother
5.3	Doan Trong Phuc								Father-in-law
5.4	Kha Quynh Anh								Mother-in-law
5.5	Tran Cong Danh								Younger sibling
5.6	Nguyen Thi Nguyen								Sister-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
5.7	Tran Thi Liem								Younger sibling
5.8	Tran Thi Hong								Younger sibling
5.9	Nguyen Van Nghia								Brother-in-law
5.10	Tran Thi Huong								Younger sibling
5.11	Nguyen Huu Luong								Brother-in-law
5.12	Tran Thi Thanh Van								Younger sibling
5.13	Nguyen Van Son								Brother-in-law
5.14	Doan Hong Nhung								Wife
5.15	Tran Nam Long								Child
5.16	Nguyen Thi Phuong Thao								Daughter-in-law
5.17	Tran Thi Minh Trang								Child
6	Vo Thanh Tung		Deputy						Deputy

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
			General Director						General Director
6.1	Nguyen Thi Binh Yen	005C509396							Wife
6.2	Vo Quoc Trung								Child
6.3	Vo Quoc Thai								Child
6.4	Vo Van Luc								Cha
6.5	Vo Thi Duoc								Mother
6.6	Vo Thanh Tam								Younger sibling
6.7	Vo Thanh Tuan								Younger sibling
6.8	Vo Thanh Tuyen								Younger sibling
6.9	Vo Thanh Truong								Younger sibling
6.10	Nguyen Thanh Lam								Brother-in-law
6.11	Pham Minh Trung								Brother-in-law
6.12	Le Thi Ngoc Hanh								Sister-in-law
6.13	Nguyen Xuan Cu								Father-in-law
6.14	Vu Thi Hien								Mother-in-law
7	Vu Quoc Anh		Member of the Board of Supervision						Member of the Board of Supervision

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
									on
7.1	Vu Xuan Cot								Father
7.2	Ha Thi Trinh								Mother
7.3	Vu Quoc Viet								Brother
7.4	Vu Quoc Tan								Brother
7.5	Vu Thi Ngoc Tram								Sister
7.6	Vu Thi My Anh								Younger sibling
7.7	Ngo Duy Hai								Brother-in-law
7.8	Nguyen Tuy Phong								Brother-in-law
7.9	Nguyen Thi Ngoc Uyen								Sister-in-law
7.10	Pham Thi Ly								Sister-in-law
7.11	Tran Thi Binh								Wife
7.12	Vu Anh Huy								With
7.13	Vu Anh Quan								Child
7.14	Nguyen Thi Phuong Trinh								Daughter-in-law
7.15	Tran Van Bo								Father-in-law
7.16	Nguyen Thi Dat								Mother-in-law
8	Tran Hoang Giang	068C088899 005C506661	Deputy General Director			12/8/2024		New appointments	Deputy General Director

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
8.1	Thai Thanh Thuy	005C516661							Wife
8.2	Tran Thai Son								Child
8.3	Tran Thai Duong								Child
8.4	Tran Cong Danh								Father
8.5	Mai Thi Ha								Mother
8.6	Tran Thi Kim Nga								Sister
8.7	Tran Thi Lam								Sister
8.8	Tran Cong Thanh								Brother
8.9	Tran Cong Lap								Brother
8.10	Tran Thi Cam Linh								Sister
8.11	Tran Hoang Phuong								Brother
8.12	Thai Phu Hao								Father-in-law
8.13	Nguyen Thi Ngoc Thanh								Mother-in-law
9	Vo Thanh Hai	11333; 005C50700 5	Chief Accountant						Chief Accountant
9.1	Nguyen Thi Thuy Tien								Wife
9.2	Vo Hai Dang								Child
9.3	Vo Nguyen Hai Nghi								Child

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
9.4	Vo Van Cu								Father
9.5	Do Thi Hoa								Mother
9.6	Vo Thanh Tung								Brother
9.7	Vo Thanh Long	005C520012							Brother
9.8	Nguyen Thi Hong								Sister-in-law
9.9	Vo Thanh Son	005C520617							Younger sibling
9.10	Huynh Thi Thu Ngan								Sister-in-law
9.11	Vo Thanh Liem								Younger sibling
9.12	Huynh Thi Ai Van								Sister-in-law
9.13	Vo Thanh Vinh								Younger sibling
9.14	Vo Thi Thuy Linh								Younger sibling
9.15	Nguyen Van Tieng								Father-in-law
9.16	Tran Thi Hoa								Mother-in-law
10	Nguyen Hong Ha		Head of the BOS			28.6.2024		Newly appointed	Head of the BOS TBKS
10.1	Nguyen Thi Thanh Lan								Wife
10.2	Nguyen Thi Lan Vy								Child

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
10.3	Nguyen Thi Ha Vy								Child
10.4	Tran Thien Tam								Younger sibling
10.5	Le Thi Kim Nhat								Sister-in-law
10.6	Le Thi Phung								Mother
11	Tran Anh Son	069c114188 - SHS 122303 - PVS	Member of the BOS						Member of the BOS
11.1	Vo Thi Ngoc Xuyen								Wife
11.2	Tran Ngoc Dan Thanh								Child
11.3	Tran Ngoc Dan Thu								Child
11.4	Tran Anh Minh								Brother
11.5	Tran Thi Mui								Sister-in-law
11.6	Tran Thi Thuy Van								Sister
11.7	Tran Anh Vu								Brother
11.8	Nguyen Thi Lang								Sister-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
12.6	Huynh Van Chuc								Father-in-law
12.7	Luu Thi Hoa								Mother-in-law
12.8	Pham Van Hai								Brother
12.9	Pham Thi Hung								Sibling
12.10	Nguyen Xuan The								Brother-in-law
12.11	Pham Trong Tu								Younger sibling
12.12	Le Thi Huong								Sister-in-law
12.13	Pham Thi Huong								Younger sibling
12.14	Pham Tran Kien								Brother-in-law

2. Transactions between the Company and related parties; or between the Company and major shareholders, insiders, and related persons of insiders:

No.	Name of organization/individual	Related relationship with the Company	NSH Certificate Number*, date of issuance, place of issuance	Head Office Address/ Contact Address	When to deal with the company	Number of Resolutions/Decisions of the General Meeting of Shareholders/ Board of Directors... approval (if any, clearly stating the date of issuance)	Number and percentage of shares held after trading	Notes
	Viet Nam Rubber Group - Joint Stock Company	Parent Company	030126656430/06/2010 at the Department of Planning and Investment of Ho Chi Minh City	236 Nam Ky Khoi Nghia street, Ward 6, District 3, Ho Chi Minh City		Decision No. 958/QD-CSPH dated 31/12/2024	90,264,010 shares (66.62%)	

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

N o.	Transaction Executioner	Relations with Insiders	Position at CTNY	ID number/passport, date of issue, place of issue	Address	Name of subsidiary, company controlled by CTNY	Trading time	Number and percentage of shares held after trading/	Notes

4. Transactions between the Company and other parties: None

4.1. Transactions between the Company and companies that are operated by members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) who have been founding members or members of the Board of Directors, Directors (General Directors) in the past three (03) years (calculated at the time of making reports).

4.2. Transactions between the Company and companies that are operated by related persons of members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) who are members of the Board of Directors, Directors (General Directors).

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, and the Director (General Director) of the Executive Board.

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VIII. Transaction of shares of insiders and related persons of insiders.

1. List of insiders and related persons of insiders.

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
1	Huynh Kim Nhut		Chairman of the Board of Directors					77.866	0,06%
1.01	Huynh Van Chuong		Father						
1.02	Huynh Thi Vu Muoi		Mother						
1.03	Vuong Thi Thu Loan		Wife						
1.04	Huynh Quy Phuong		Child						
1.05	Huynh Binh Duong		Child						
1.06	Huynh Thi Kim Khanh		Sister						
1.07	Huynh Kim Ngoc		Brother						
1.08	Vuong Van Siam		Father-in-law						
1.09	Nguyen Thi Trinh		Mother-in-law						
2	Nguyen Van Tuoc	005C514616	Member of the Board of Directors - General Director					428.506	0,32%
2.1	Nguyen Thi Mai Noi		Wife						

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
2.2	Nguyen Ngoc Phuong Trang		Child						
2.3	Nguyen Ngoc Phuong Thuy		Child						
2.4	Nguyen Ngoc Song Toan		Child						
2.5	Nguyen Van Hai		Father						
2.6	Nguyen Thi Many		Mother						
2.7	Nguyen Van Sang		Father-in-law						
2.8	Nguyen Thi Ba		Mother-in-law						
2.9	Nguyen Thi Ngon		Sister						
2.10	Cao Van Doan		Brother-in-law						
2.11	Nguyen Van Xinh	005C522749	Younger sibling					10.333	0,008%
2.12	Luong Thi Tuyet Nguyen		Sister-in-law						
2.13	Nguyen Thi Cuc		Younger sibling						
2.14	Lam Van Sang		Brother-in-law						
2.15	Nguyen Van Phuoc		Younger sibling						
2.16	Vu Thi Tuyet Nga		Sister-in-law						
2.17	Nguyen Van Ly		Younger sibling						
2.18	Lam Thi Suong		Sister-in-law						
2.19	Nguyen Trung Hieu		Younger sibling						

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
2.20	Trinh Thi Thu Van		Sister-in-law						
2.21	Nguyen Thanh Thao		Younger sibling						
2.22	Nguyen Thanh Tam		Brother-in-law						
3	Nguyen Thi Phi Nga		Member of the Board of Directors – Permanent Deputy General Director					0	0%
3.1	Nguyen Van Tuong		Father						
3.2	Ngo Thi Sau		Mother						
3.3	Nguyen Van Trieu		Brother						
3.4	Vo Thi Bach Phung		Sister-in-law						
3.4	Nguyen Van Mong		Brother						
3.6	Do Thi Bich Van		Sister-in-law						
3.7	Nguyen Thi Suong		Sister						
3.8	Do Van Hoang		Brother-in-law						
3.9	Nguyen Thi My Lan		Sister						
3.10	Hoang Van Hanh		Brother-in-law						
3.11	Ngo Thi Doan Dung		Sister						
3.12	Huynh Van Thanh		Brother-in-law						
3.13	Nguyen Thi Cuc		Sister						
3.14	Pham Van Vap		Brother-in-law						
3.15	Nguyen Thi Thu		Younger sibling						

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
	Van								
3.16	Tran Tat Phuong		Brother-in-law						
3.17	Nguyen Thi Kieu Diem		Younger sibling						
3.18	Nguyen Van Many		Brother-in-law						
3.19	Nguyen Thanh Chau		Younger sibling						
3.20	Nguyen Kim Thi My Hao		Sister-in-law						
4	Mai Huu Tin	-	Independent Member of the Board of Directors					0	0%
4.1	Mai Van Thanh		Father						
4.2	Cao Thi Dao		Mother						
4.3	Tu Van Se		Three wives						
4.4	Nguyen Thi Le		Mother-in-law						
4.5	Mai Huu My		Brother						
4.6	Vuong Thi Kim Lien		Sister-in-law						
4.7	Mai Huu Trong		Younger sibling						
4.8	Tran Kim Thai		Sister-in-law						
4.9	Mai Thanh Tuyen		Sister						

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
4.10	Vu Xuan Duong	026CH51325	Brother-in-law						
4.11	Tu Thi Bich Phuong		Wife						
4.12	Mai Ngoc Nhan		Child						
4.13	Mai Ngoc Hao		Child						
5	Tran Binh Luan		Independent Member of the Board of Directors					0	0%
5.1	Tran Van Trung		Father						
5.2	Huynh Thi Tuyet		Mother						
5.3	Doan Trong Phuc		Father-in-law						
5.4	Kha Quynh Anh		Mother-in-law						
5.5	Tran Cong Danh		Younger sibling						
5.6	Nguyen Thi Nguyen		Sister-in-law						

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
5.7	Tran Thi Liem		Younger sibling						
5.8	Tran Thi Hong		Younger sibling						
5.9	Nguyen Van Nghia		Brother-in-law						
5.10	Tran Thi Huong		Younger sibling						
5.11	Nguyen Huu Luong		Brother-in-law						
5.12	Tran Thi Thanh Van		Younger sibling						
5.13	Nguyen Van Son		Brother-in-law						
5.14	Doan Hong Nhung		Wife						
5.15	Tran Nam Long		Child						
5.16	Nguyen Thi Phuong Thao		Daughter-in-law						
5.17	Tran Thi Minh Trang		Child						

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
6	Vo Thanh Tung		Deputy General Director					0	0%
6.1	Nguyen Thi Binh Yen	005C509396	Wife						
6.2	Vo Quoc Trung		Child						
6.3	Vo Quoc Thai		Child						
6.4	Vo Van Luc		Father						
6.5	Vo Thi Duoc		Mother						
6.6	Vo Thanh Tam		Younger sibling						
6.7	Vo Thanh Tuan		Younger sibling						
6.8	Vo Thanh Tuyen		Younger sibling						
6.9	Vo Thanh Truong		Younger sibling						
6.10	Nguyen Thanh Lam		Brother-in-law						
6.11	Pham Minh Trung		Brother-in-law						
6.12	Le Thi Ngoc Hanh		Sister-in-law						
6.13	Nguyen Xuan Cu		Father-in-law						
6.14	Vu Thi Hien		Mother-in-law						
7	Vu Quoc Anh		Member of the Board of Supervision					0	0%
7.1	Vu Xuan Cot		Father						
7.2	Ha Thi Trinh		Mother						
7.3	Vu Quoc Viet		Brother						

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
7.4	Vu Quoc Tan		Brother						
7.5	Vu Thi Ngoc Tram		Sister						
7.6	Vu Thi My Anh		Sister						
7.7	Ngo Duy Hai		Brother-in-law						
7.8	Nguyen Tuy Phong		Brother-in-law						
7.9	Nguyen Thi Ngoc Uyen		Sister-in-law						
7.10	Pham Thi Ly		Sister-in-law						
7.11	Tran Thi Binh		Wife						
7.12	Vu Anh Huy		Son						
7.13	Vu Anh Quan		Son						
7.14	Nguyen Thi Phuong Trinh		Daughter-in-law						
7.15	Tran Van Bo		Father-in-law						
7.16	Nguyen Thi Dat		Mother-in-law						
8	Tran Hoang Giang	068C088899 005C506661	Deputy General Director					0	0%
8.1	Thai Thanh Thuy	005C516661	Wife						
8.2	Tran Thai Son		Child						
8.3	Tran Thai Duong		Child						

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
8.4	Tran Cong Danh		Father						
8.5	Mai Thi Ha		Mother						
8.6	Tran Thi Kim Nga		Sister						
8.7	Tran Thi Lam		Sister						
8.8	Tran Cong Thanh		Brother						
8.9	Tran Cong Lap		Brother						
8.10	Tran Thi Cam Linh		Sister						
8.11	Tran Hoang Phuong		Younger sibling						
8.12	Thai Phu Hao		Father-in-law						
8.13	Nguyen Thi Ngoc Thanh		Mother-in-law						
9	Vo Thanh Hai	11333; 005C507005	Chief accountant					1.500	0,001
9.1	Nguyen Thi Thuy Tien		Wife						
9.2	Vo Hai Dang		Child						
9.3	Vo Nguyen Hai Nghi		Child						
9.4	Vo Van Cu		Father						
9.5	Do Thi Hoa		Mother						
9.6	Vo Thanh Long	005C520012	Brother						
9.7	Nguyen Thi Hong		Sister-in-law						
9.8	Vo Thanh Son	005C520617	Younger sibling						
9.9	Huynh Thi Thu		Sister-in-law						

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
	Ngan								
9.10	Vo Thanh Liem		Younger sibling						
9.11	Huynh Thi Ai Van		Sister-in-law						
9.12	Vo Thanh Vinh		Younger sibling						
9.13	Vo Thi Thuy Linh		Younger sibling						
9.14	Nguyen Van Tieng		Father-in-law						
9.15	Tran Thi Hoa		Mother-in-law						
10	Nguyen Hong Ha		Head of the BOS					0	0%
10.1	Nguyen Thi Thanh Lan		Wife						
10.2	Nguyen Thi Lan Vy		Child						
10.3	Nguyen Thi Ha Vy		Child						
10.4	Tran Thien Tam		Younger sibling						
10.5	Le Thi Kim Nhat		Sister-in-law						
10.6	Le Thi Phung		Mother						
11	Tran Anh Son	069c114188 - SHS 122303 - PVS	Member of the BOS					0	0%
11.1	Vo Thi Ngoc Xuyen		Wife						
11.2	Tran Ngoc Dan Thanh		Child						

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
11.3	Tran Ngoc Dan Thu		Child						
11.4	Tran Anh Minh		Brother						
11.5	Tran Thi Mui		Sister-in-law						
11.6	Tran Thi Thuy Van		Sister						
11.7	Tran Anh Vu		Brother						
11.8	Nguyen Thi Lang		Sister-in-law						
11.9	Tran Anh Phong		Brother						
11.10	Quach Thi Kim Anh		Sister-in-law						
11.11	Tran Thi Thuy Hang		Sister						
11.12	Tran Thuy Nga		Sister						
11.13	Tran Thiet Phung		Father						
11.14	Nguyen Thi Dao		Mother						
11.15	Vo Tri An		Father-in-law						
11.16	Pham Thi Nghi		Mother-in-law						
12	Pham Trong Tinh		Person in charge of administration, the Company's secretary					0	0%
12.1	Huynh Thi My Hanh		Wife						

No.	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	ID number/ID card 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
12.2	Pham Song Thu		Child						
12.3	Pham Minh Thu		Child						
12.4	Pham Quang Trung		Father						
12.5	Vu Thi Hoan		Mothers						
12.6	Huynh Van Chuc		Father-in-law						
12.7	Luu Thi Hoa		Mother-in-law						
12.8	Pham Van Hai		Brother						
12.9	Pham Thi Hung		Sister						
12.10	Nguyen Xuan The		Brother-in-law						
12.11	Pham Trong Tu		Younger siblings						
12.12	Le Thi Huong		Sister-in-law						
12.13	Pham Thi Huong		Younger siblings						
12.14	Pham Tran Kien		Brother-in-law						

2. Transactions of insiders and related parties with respect to the Company's shares:

No.	Transaction Executioner	Relations with Insiders	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase, decrease (buy, sell, convert, bonus, ...)
			Number of Shares	Proportion	Number of Shares	Proportion	
1	Vu Quoc Anh	Members of the Board of Supervision	6.000	0,0044 %	0	0	Sell

IX. Other issues to note: None

Recipient:

- Ditto
- Company website,
- Save: VT, Security. BOM

ON BEHALF OF THE BOARD
CHAIRMAN



Huỳnh Kim Nhựt