VIET NAM RUBBER GROUP
DONG PHU RUBBER JOINT STOCK COMPANY

No.: 14/BC-HĐQTCSĐP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Dong Nai, January 29, 2026

REPORT ON CORPORATE GOVERNANCE
for the year 2025

To:

- The State Securities Commission
- Ho Chi Minh Stock Exchange

- Name of company: **DONG PHU RUBBER JOINT STOCK COMPANY**
- Address of head office: Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai Province
- Telephone: 02713 819 786; Fax: 02713 819 620
- Email: vrgdongphu@doruco.com.vn
- Charter capital: VND 868,859,320,000
- Stock symbol: DPR
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General director.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders:

No.	Resolution/Decision No.	Date	Content
01	No. 131/NQ-ĐHĐCĐCSĐP	26/6/2025	2025 Annual General Meeting of Shareholders_Dong Phu Rubber Joint Stock Company (attached)
02	No. 225/NQ-ĐHĐCĐCSĐP	30/12/2025	2025 Extraordinary General Meeting of Shareholders – Dong Phu Rubber Joint Stock Company (attached)

The content of Resolution No. 131 (attached) is as follows:

Article 1. To approve the Report of the Board of Directors on 2024 operations and 2025 operating directions.

Article 2. To approve the Report of the Board of Supervisors on the supervision results in 2024 and the 2025 plan.

Article 3. To approve the audited separate and consolidated Financial Statements for 2024 (Proposal No.1).

1. Approval of the audited 2024 separate Financial Statements (*audited by International Auditing and Valuation Co., Ltd., issued on March 17, 2025; "the audited* separate *Financial Statements are attached"*).

Key indicators:

No.	Indicators	Value (VND)
I	**Total assets** as of 31/12/2024	**2,395,545,942,779**
1	Current assets	827,828,656,765
2	Long -term assets	1,567,717,286,014
II	**Total liabilities and equity** as of 31/12/2024	**2,395,545,942,779**
1	Liabilities	182,197,526,983
2	Owner's equity	2,213,348,415,796
III	**Business results in 2024**	
1	**Total revenue**	**946,217,530,195**
1.1	Net revenue from sales of goods and provision of services	794,070,666,130
1.2	Financial income	70,947,511,063
1.3	Other income	81,199,353,002
2	**Total expenses**	**682,690,359,639**
3	**Total accounting profit before tax**	**263,527,170,556**
4	Corporate income tax	39,563,250,400
5	**Profit after corporate income tax**	**223,963,920,156**

2. Approval of the audited 2024 consolidated Financial Statements (*audited by International Auditing and Valuation Co., Ltd., issued on March 24, 2025; "the audited* consolidated *Financial Statements are attached"*).

Key indicators:

No.	Indicators	Value (VND)
I	**Total assets** as of 31/12/2024	**4,488,156,217,220**
1	Current assets	2,200,223,977,759
2	Long -term assets	2,287,932,239,461
II	**Total liabilities and equity** as of 31/12/2024	**4,488,156,217,220**
1	Liabilities	1,253,181,048,318
2	Owner's equity	3,234,975,168,902
III	**Business results in 2024**	
1	**Total revenue**	**1,407,643,430,205**
1.1	Net revenue from sales of goods and provision of services	1,224,455,210,843
1.2	Financial income	97,934,843,374
1.3	Other income	85,253,375,988
2	**Total expenses**	**1,029,955,876,543**
3	**Total accounting profit before tax**	**377,687,553,662**

4	Current corporate income tax	52,466,215,723
5	Deferred corporate income tax	966,618,898
6	**Profit after corporate income tax**	**324,254,719,041**

In case a competent State authority makes adjustments to any indicators related to the determination of business results and the 2024 Financial Statements, the Board of Directors shall be assigned to review and adjust the relevant indicators and reports accordingly, and simultaneously report to the nearest Annual General Meeting of Shareholders in compliance with legal regulations.

Article 4. To approve the 2024 Business performance and profit distribution plan (Proposal No.2).

Business performance and profit distribution plan for 2024 as follows:

Unit: million VND

No.	Indicators	Value
1	Undistributed profit accumulated until the end of the previous period	77,008
2	Undistributed profit for the current period	223,964
3	Undistributed profit after tax (1+2)	300,972
	Distribution:	
4	Development investment fund (30% of profit after tax)	67,189
5	Bonus and welfare fund	45,095
6	Management bonus fund	257
7	Dividend (20% of Charter capital)	173,772
8	Remaining profit	14,659

In case the competent authority conducts an inspection and identifies any discrepancies in the profit figures mentioned above, the Board of Directors shall be assigned to handle the matter in accordance with regulations, and to direct the appropriation of funds and dividend distribution to shareholders in compliance with the prevailing laws.

Article 5. To approve the 2025 business plan and dividend distribution plan (Proposal No.3).

The 2025 business plan and dividend distribution plan, with the following basic contents:

2025 Business and Dividend Distribution Plan

No.	Item	Unit	2025 Plan
1	Rubber plantation area under self-exploitation	Ha	6.270,43
	- Self-exploited area	*Ha*	*6.089.51*
	- Area under exploitation rights transfer	*Ha*	*180,92*
2	Immature rubber plantation area	Ha	2.433,76
3	Replanting rubber plantation area	Ha	457,03
4	Rubber output from self-exploitation	tons	11.700
	- Output from self-exploitation	*tons*	*11.338*
	- Output under exploitation rights transfer	*tons*	*362*
5	Purchased rubber output	tons	2.000

6	Processed output	tons	13.500
7	Consumed output	tons	13.500
8	Average yield	tons/ha	1.86
9	Average selling price	million VND /tons	45
10	Total revenue	million VND	795.915
11	Profit before corporate income tax	million VND	262.493
12	Profit after corporate income tax	million VND	215.950
13	Capital for construction and fixed investment	million VND	200.950
14	Minimum dividend distribution (13.33%)	million VND	115.812

Article 6. To approve the Report and remuneration payment plan of the Board of Directors and the Board of Supervisors for 2024 and the plan for 2025 (Proposal No.4).

1. The total remuneration and allowances paid to Members of the Board of Directors and of the Board of Supervisors in 2024 amounted to 325,420,000 VND.

Unit: VND

No.	Full Name	Position	Remuneration & Allowance	Notes
1	Ho Cuong	BoD Member – General Director	24,000,000	
2	Huynh Trong Thuy	BoD Member – Deputy General Director	24,000,000	
3	Pham Phi Dieu	BoD Member	66,960,000	
4	Nguyen Ngoc Thanh	BoD Member	66,960,000	
5	Nguyen Minh Trang	BoS Member	59,500,000	
6	Huynh Minh Tam	BoS Member	30,000,000	Dismissed on 27/6/2024
7	Nguyen Thanh Huy	BoS Member	24,000,000	Appointed on 27/6/2024
8	Tran Thi Thu Thuy	BoS Member	30,000,000	Dismissed on 27/6/2024
	Total		**325.420.000**	

2. Remuneration and Allowance Payment Plan for the Board of Directors and the Board of Supervisors in 2025:

The 2025 remuneration plan for the BoD and the BoS shall not exceed the actual remuneration level implemented in 2024, specifically:

+ Member of the BoD: VND 6,200,000/person/month

+ Part-time Member of the BoS: VND 5,000,000/person/month

The payment of remuneration to part-time managers must ensure internal financial balance of the Company, and no remuneration shall be paid to full-time personnel.

Article 7. To authorize the Board of Directors to select the auditing firm for the 2025 Financial Statements (Proposal No.5).

Authorize the Board of Directors to select one of the following three auditing firms to audit the Company's 2025 Financial Statements:

+ IAV - International Auditing and Valuation Company Limited;

+ VACO Auditing Company Limited;

+ BDO Audit Services Company Limited;

Article 8. To approve the amendment and supplementation of the Company Charter at Article 3 – Legal Representative (Proposal No.6).

Approve the amendment and supplement to Article 3 of the Company's Charter as follows:

Article 3 (Prior to Amendment and upplementation):	***Article 3. Legal Representative of the Company*** The Company has 01 Legal Representative: the Chairman of the Board of Directors shall be the Legal Representative of the Company. The rights and obligations of the Legal Representative shall be in accordance with current legal regulations.
Article 3 (After Amendment and upplementation):	***Article 3. Legal Representative of the Company*** The Company has 02 Legal Representatives: the Chairman of the Board of Directors and the General Director of the Company. The rights and obligations of the Legal Representatives shall be in accordance with current legal regulations.

Article 9. Approval of the dismissal of Mr. Pham Phi Dieu from the position of Member of the Board of Directors for the 2022–2027 term.

Article 10. This Resolution shall take effect from the date of signing. The Board of Directors and the Board of Management shall be responsible for organizing the implementation of the contents of this Resolution.

The content of Resolution No. 225 (attached) is as follows:

Article 1: To approve the results of the additional election of a Member of the Board of Directors.

The 2025 Extraordinary General Meeting of Shareholders approved the results of the additional election of a Member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022–2027 term, specifically as follows:

Mr. Luu Minh Tuyen

was elected as a Member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022–2027 term, with approval votes accounting for 97.4491% of the total voting shares of the shareholders attending the Meeting.

Article 2: This Resolution shall take effect from the date of signing. The Board of Directors and the Board of Management shall be responsible for organizing and implementing the contents of this Resolution.

II. Activities of the Board of Directors

1. Information about the members of the Board of Directors

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of appointment
1	Mr. Mai Huynh Nhat	Chairman of the Board of Directors	25/04/2017	
2	Mr. Ho Cuong	Member of the Board of Directors	27/4/2012	
3	Ms. Nguyen Ngoc Thanh	Independent Member of the Board of Directors	27/6/2022	
4	Mr. Pham Phi Dieu	Non-Executive Member of the Board of Directors	29/6/2021	26/6/2025
5	Mr. Huynh Trong Thuy	Member of the Board of Directors	18/6/2020	
6	Mr. Luu Minh Tuyen	Member of the Board of Directors	30/12/2025	

2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Mai Huynh Nhat	04/04	100%	
2	Mr. Ho Cuong	04/04	100%	
3	Ms. Nguyen Ngoc Thanh	04/04	100%	
4	Mr. Pham Phi Dieu	02/02	100%	Dismissed effective from 26/06/2025
5	Mr. Huynh Trong Thuy	04/04	100%	
6	Mr. Luu Minh Tuyen	00/04	0%	Appointed effective from 30/12/2025

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

Monthly and quarterly, the members of the Board of Directors (BoD) of the Company are provided with detailed reports on business operations progress, financial status, emerging issues, and plans for the upcoming stages. These reports are presented by the Board of Management, enabling the Board of Directors to have a comprehensive overview of the Company's activities.

Additionally, the Board of Directors also discusses long-term strategies, potential risks in the business operations, and corrective measures if necessary. These reports serve as the basis for the Board of Directors making timely and sound decisions, ensuring the Company maintains stability and sustainable development.

The Board of Directors conducts regular monitoring activities, in full compliance with legal regulations, the Company's Charter, and internal regulations. Members of Directors not only participate in direct inspection and supervision but also receive feedback from the Board of Management and the Board of Supervisors, ensuring transparency and effectiveness in the Company's management and operations

Supervisory activities are carried out by the Board of Directors' members in compliance with the Law and the Company's Charter.

4. Activities of the Board of Directors' subcommittees (if any): *None*

5. Resolutions/ Decisions of the Board of Directors:

No.	Resolution No.; Approval Rate	Date	Contents
1	No. 07/NQ-HĐQTCSĐP Achieved 100%	13/01/2025	**Article 1.** Agreed to terminate Mr. Pham Ngoc Huy's position as Chief Accountant effective January 10, 2025, as he has completed two terms as stipulated. **Article 2.** Agreed to authorize Mr. Nguyen Huu Viet – Deputy Head of Accounting and Finance Department, to sign the Company's accounting documents effective January 13, 2025, until an official Chief Accountant appointment agreement is received from Vietnam Rubber Group or a different decision replaces it. **The Company's accounting documents include:** - All financial statements, tax reports. - Payment vouchers, receipts, payment slips, wire transfer orders. - Other documents related to the Company's accounting and financial activities. The Board of Directors members voted unanimously 5/5 members (Achieved 100%) **Article 3.** The Board of Directors members, the Board of Management, and relevant departments are responsible for implementing this resolution.

No.	Resolution No.; Approval Rate	Date	Contents
2	No. 17/NQ-HĐQTCSĐP Achieved 100%	23/1/2025	**Article 1.** To approve the signing of contracts and transactions in 2025 between Dong Phu Rubber Joint Stock Company (the Company) and related parties. Specific contents include: 1. **Related Parties:** - Vietnam Rubber Group - Joint Stock Company (the Group); - Entities within the same Group; - Subsidiaries; - Parties with the Company's capital contribution; - Other related parties as stipulated by law. 2. **Contract and Transaction Contents:** - Capital contribution/share purchase, capital transfer/share transfer; - Loan contracts/transactions; - Contracts/transactions serving business production: Purchase and sale of rubber latex, purchase and sale of liquidated rubber trees, purchase and sale of rubber tower wood varieties, processing of rubber latex, rubber tree seedlings, etc.; - Collection of profits, distributed dividends; - Other contracts/transactions as stipulated by law. **Article 2. Authorization to Implement** Assign the Company's General Director to sign and implement contracts/transactions in accordance with legal regulations, the Company's Charter, and the actual business production situation. Concurrently, the General Director is responsible for fully reporting the transaction contents in periodic financial reports and disclosing information as regulated.
3	No. 39/NQ-HĐQTCSĐP Achieved 100%	12/2/2025	**Article 1.** Unanimously approve the adjustment of the scale of subordinate units of Dong Phu Rubber Joint Stock Company, specifically as follows: - Adjust the area scale of An Binh Rubber Plantation and Tan Lap Rubber Plantation; - Transfer 152.57 hectares of land from An Binh Rubber Plantation to Tan Lap Rubber Plantation for management; - Address: Dong Tam Hamlet, An Binh Commune, Phu Giao District, Binh Duong Province; - Implementation time: from March 01, 2025.

No.	Resolution No.; Approval Rate	Date	Contents
			Article 2. The Board of Directors is responsible for implementing this Resolution in accordance with the provisions of law and the Company's Charter.
4	No. 28/NQ-HĐQTCSĐP Achieved 100%	14/2/2025	**Article 1.** Unanimously approve the content to be submitted to the Group regarding the consideration and approval of the investment policy for the project on construction and infrastructure business of the Industrial Cluster, which has been approved in the planning by the Prime Minister, located in Phu Giao District, Binh Duong Province, for the period 2021–2030, with a vision to 2050. (Details attached in Submission No. 113/TTr-CSĐP dated February 7, 2025, by the General Director of the Company). **Article 2.** Assign the Company's Board of Management to carry out the subsequent procedures.
5	No. 34/NQ-HĐQTCSĐP Achieved 100%	28/2/2025	**Article 1:** Unanimously approve the content of amending and supplementing Article 3 of the Company's Charter to be submitted to the 2025 Annual General Meeting of Shareholders for approval, as follows: ***Article 3 (Before amendment and supplementation):*** "Article 3. Legal Representative of the Company The Company has 01 Legal Representative: the Chairman of the Board of Directors shall be the Legal Representative of the Company. The rights and obligations of the Legal Representative shall be in accordance with current legal regulations." *Article 3 (After amendment and supplementation):* "Article 3. Legal Representative of the Company The Company has 02 Legal Representatives: the Chairman of the Board of Directors and the General Director of the Company. The rights and obligations of the Legal Representatives shall be in accordance with current legal regulations." Article 2: Implementation The Board of Directors submits to the 2025 Annual General Meeting of Shareholders for consideration and approval the amendments and supplements to the Company's Charter in accordance with regulations.

No.	Resolution No.; Approval Rate	Date	Contents
			After being approved by the General Meeting of Shareholders, the Company shall proceed with the registration of changes in the number and titles of legal representatives with the Department of Planning and Investment of Binh Phuoc Province. The Board of Management and relevant departments are responsible for implementing the contents of this resolution in accordance with legal regulations.
6	No. 41/NQ-HĐQTCSĐP Achieved 100%	06/3/2025	**Article 1.** Approve the 2025 Regular Procurement Plan of Dong Phu Rubber Joint Stock Company with the main contents as follows: ***1. Total estimated procurement value: VND 80.7 billion.*** ***2. Procurement categories, including:*** - Supplies for commercial plantations, fertilizers, plant protection products, chemicals, raw materials for production: 42 packages, VND 80.7 billion. - Fertilizers, plantation equipment supplies, plant protection products: 12 packages, VND 26.5 billion. - Latex processing chemicals, wastewater treatment chemicals, water supply chemicals, quality control chemicals: 06 packages, VND 11.3 billion. - Finished product packaging materials: 07 packages, VND 5.2 billion. - In-kind welfare goods, tools and equipment: 03 packages, VND 20.6 billion. - Equipment and machinery for production and operation: 07 packages, VND 1.2 billion. - Consumables, fuel, electricity, maintenance services: 07 packages, VND 15.9 billion. *(Details are attached in the appendix).* ***3. Contractor selection methods:*** Open online bidding: Applied for high-value packages, ensuring transparency and competitiveness. Competitive online quotation: Applied for medium-value packages, suitable for goods with multiple suppliers. Competitive quotation: Applied for goods when latex purchasing units have a demand (various types of pallets); small-value items, used on demand, limiting

No.	Resolution No.; Approval Rate	Date	Contents
			inventory, with prices frequently changing according to the market. Online quotation: Applied for common, readily available, and standardized packages. Direct procurement, competitive quotation, and direct appointment (if applicable): For specialized items, hard-to-find items, or those with existing contracts. The contractor selection method for some packages with unspecified quantities and supply times will be chosen after the package price is approved in the Procurement Plan, in compliance with Bidding Law 22/2023/QH15, Decision No. 461/QD-HDQTCSVN, and current regulations. **Article 3.** Assign the Company's General Director to organize and implement the 2025 Regular Procurement Plan, ensuring compliance with regulations, cost savings, and meeting production and business needs. **Article 4.** Authorize the Chairman of the Company's Board of Directors to approve the Company's ad-hoc procurement plan for 2025 in accordance with regulations. **Article 5.** This Resolution takes effect from the date of signing. The Board of Directors, Board of Management, relevant departments, affiliated units, and individuals are responsible for implementing this Resolution.
7	No. 43/NQ-HĐQTCSĐP Achieved 100%	06/3/2025	**Article 1.** 1. Approve Proposal No. 161/TTr – CSDP dated February 26, 2025, from the Company's General Director regarding the request for approval of the 2025 short-term intercropping plan on replanted areas. 2. Approve the proposal related to 02 residential area projects of Bac Dong Phu Industrial Park JSC, as per Proposal No. 173/CSDP-KH dated February 28, 2025, specifically: - Agree in principle to propose to the Group to request the handover of land areas belonging to 2 projects to local authorities for management: Tien Hung Residential Area and Dong Phu Rubber Residential Area Expansion (10ha). - Request the Company's Capital Representative at Bac Dong Phu Industrial Park JSC to attend Board of Directors meetings to propose that the Company's Board

No.	Resolution No.; Approval Rate	Date	Contents
			of Management work with relevant Departments and Agencies regarding the recovery of invested capital in the projects. 3. To approve the plan for organizational restructuring, operating model, and indirect labor ratio of the Company in 2025. **Article 2.** The Company's Board of Management is assigned to carry out procedures related to the approved contents in accordance with current regulations. **Article 3.** This Resolution takes effect from the date of signing.
8	No. 54/NQ-HĐQTCSĐP Achieved 100%	17/3/2025	**Article 1:** To approve in principle the liquidation of the rubber plantation on an area of 0.35058 ha due to land recovery by the local authority for the implementation of the project: Construction of Bac Dong Phu Industrial Park 110kV Substation and Bac Dong Phu Industrial Park 110kV Branch Line, Dong Phu District, specifically: 1. Information on assets to be liquidated (according to data as of December 31, 2024): - Area: 0.35058 ha - Original Cost: VND 21,686,846 - Accumulated Depreciation: VND 3,886,592 - Remaining Value: VND 17,800,254 - Capital Source: Company's Owner's Equity 2. Compensation Value: The determination of compensation value shall be carried out in accordance with Document No. 41/HĐQTCSVN-KHĐT dated February 06, 2025, from the Group. 3. Recovery Value: To be implemented in accordance with State regulations. 4. Other contents shall be carried out according to the guidance in Official Letter No. 127/HĐQTCSVN-TCKT dated March 13, 2025, from the Group. **Article 2:** The Board of Management and relevant departments are responsible for implementing the contents of this resolution in strict accordance with current regulations.
9	No. 71/NQ-HĐQTCSĐP	28/3/2025	**Article 1:**

No.	Resolution No.; Approval Rate	Date	Contents
	Achieved 100%		The Board of Directors approves Plan No. 266/PA-CSĐP dated March 24, 2025, regarding organizational restructuring, operating model, and indirect labor ratio at Dong Phu Rubber Joint Stock Company, as presented in Proposal No. 288/TTr-CSĐP dated March 26, 2025, from the Company's Board of Management (attached with Proposal No. 288 and Plan No. 266). **Article 2:** The Board of Management and relevant departments are responsible for implementing the contents of this resolution in strict accordance with current regulations.
10	No. 84/NQ-HĐQTCSĐP Achieved 100%	24/4/2025	To approve the extension of the time for holding the 2025 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company, ensuring it is held before June 30, 2025. To ensure thorough preparation of contents and documents for submission to the 2025 Annual General Meeting of Shareholders, while also ensuring the Meeting is held within the statutory period (not exceeding 06 months from the end of the fiscal year, as per Clause 2, Article 139 of the Enterprise Law 2020).
11	No. 85/NQ-HĐQTCSĐP Achieved 100%	24/4/2025	The Board of Directors approves the Information Disclosure Regulation of Dong Phu Rubber Joint Stock Company, comprising 05 chapters, 16 articles, and the Information Disclosure Appendix attached to the Regulation.
12	No. 86/NQ-HĐQTCSĐP Achieved 100%	24/4/2025	**Article 1:** 1. To approve the implementation of the plan for organizational restructuring, operating model, and indirect labor ratio according to Plan No. 366/PA-CSĐP dated April 14, 2025, which was approved in principle by the Standing Committee of the Company's Party Committee as per Notice No. 856 -TBKL/ĐU dated April 22, 2025. 2. Agreed to merge Tan Lap Processing Plant and Thuan Phu Processing Enterprise effective from May 1, 2025 (as per Proposal No. 362/TTr-CSĐP dated April 10, 2025), retaining the name Thuan Phu Processing Enterprise.

No.	Resolution No.; Approval Rate	Date	Contents
			3. Approved the plan to outsource security services to replace the existing security force at the Company's Head Office, plants, and processing enterprises as per Proposal No. 02/CSĐP-TTBVQS dated April 9, 2025. **Article 2**: The Board of Management and relevant departments are responsible for implementing the content of this resolution in accordance with current regulations.
13	No. 88/NQ-HĐQTCSĐP Achieved 100%	25/4/2025	**Article 1:** The Board of Directors approved the following: - The Board of Directors unanimously agrees to: Approve the entire Rubber Latex Exploitation Rights Transfer Plan for 2025 of Dong Phu Rubber Joint Stock Company, as proposed in Submission No. 417/TTr-CSĐP dated April 23, 2025, by the Board of Management. - Other related contents shall be implemented in accordance with the directives stated in Official Letter No. 894/CSVN-QLĐTXD dated April 22, 2025, of the Vietnam Rubber Group. **Article 2:** The Board of Management and relevant departments are responsible for implementing the contents of this resolution in accordance with current regulations.
14	No. 98/NQ-HĐQTCSĐP Achieved 100%	07/5/2025	**Article 1:** The Company's Board of Directors unanimously approved the entire content of Proposal No. 378/TTr-CSĐP dated April 14, 2025 (attached with Proposal 378), regarding the supplementation of the recurring procurement plan for 2025 with a total value of VND 4,473,396,762, including: - 14 packages for environmental protection materials and services: VND 930,751,000 - 06 packages for technical consulting services for plantations: VND 1,322,645,762 - 02 packages for finished latex transportation services: VND 2,220,000,000 **Article 2:** The Board of Management and relevant departments are responsible for implementing the

No.	Resolution No.; Approval Rate	Date	Contents
			content of this resolution in accordance with current regulations.
15	No. 102/NQ-HĐQTCSĐP Achieved 100%	09/5/2025	Approved the finalization of the list of shareholders attending the meeting and the date for organizing the 2025 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company as follows: - Record date: May 29, 2025. - Expected date for the 2025 Annual General Meeting of Shareholders: June 26, 2025.
16	No. 116/NQ-HĐQTCSĐP Achieved 100%	22/5/2025	**Article 1.** Approved the policy of providing mid-shift meal support for employees from the welfare fund, as follows: - Applicable subjects: All officers, workers, and employees at the Company's affiliated Teams and Enterprises. - Application period: From June 1, 2025, to December 31, 2025. - Support amount: VND 10,000 per person per day. - Estimated total cost: VND 5,350,000,000. - Funding source: Expended from the Company's welfare fund. - Payment method: Paid in cash, based on the actual working days of employees at the unit. **Article 2.** Assign the Company's Board of Management to take the lead, coordinate with the Trade Union Executive Committee and relevant units to organize and implement the content stated in Article 1, ensuring proper beneficiaries, transparency, effectiveness, and compliance with current regulations.
17	No. 117/NQ-HĐQTCSĐP Achieved 100%	23/5/2025	**Article 1:** The Board of Directors resolves: 1. Approve the implementation plan for the pilot model of biomass corn cultivation applying technology and mechanization, as detailed in Submission No. 120/TTr-HĐQTCSĐP dated April 28, 2025, which has been submitted and approved by the Group. 2. Assign the Board of Management to proactively implement the contents outlined in the aforementioned Submission No. 120, ensuring compliance with the

No.	Resolution No.; Approval Rate	Date	Contents
			provisions of Decision No. 07/QĐ-HĐQTCSVN dated January 13, 2023, and the Group's directives in Official Letter No. 1294/CSVN-QLĐTXD dated May 20, 2025. 3. Assign the Board of Management to proactively negotiate and sign contracts with technical consulting partners and product off-takers, ensuring clear terms on minimum purchase price, product quality, purchasing mechanisms, and penalty measures to minimize risks; implement cost-saving measures to the maximum extent, ensure a minimum yield of 55 tons per crop, closely monitor capital efficiency, and proactively evaluate, improve, and adjust after each production cycle to optimize investment effectiveness. **Article 2:** The Board of Management and relevant departments are responsible for implementing the contents of this resolution in accordance with current regulations.
18	No. 123/NQ-HĐQTCSĐP Achieved 100%	04/6/2025	To unanimously approve the documents for the 2024 Annual General Meeting of Shareholders of Dong Phu Rubber Joint Stock Company, including: 1. Report of the Board of Directors on 2024 operations and 2025 directions 2. Report of the Board of Supervisors for 2024 and 2025 directions 3. Proposal No. 1: Audited Financial Statements for 2024 4. Proposal No. 2: Business Performance and Profit Distribution for 2024 5. Proposal No. 3: Business plan and dividend distribution for 2025 6. Proposal No. 4: Remuneration for the Board of Directors and Board of Supervisors in 2024 and plan for 2025 7. Proposal No. 5: Selection of the auditing firm for 2025 8. Proposal No. 6: Amendment and supplementation of the Company Charter And other contents in service of the Meeting (Regulations, etc.)
19	No. 129/NQ-HĐQTCSĐP Achieved 100%	25/6/2025	**Article 1:** The Board of Directors resolves: To approve the entire content of Proposal No. 708/TTr-CSDP dated June 24, 2025, from the Company's General

No.	Resolution No.; Approval Rate	Date	Contents
			Director regarding the plan for auctioning liquidated rubber trees in 2025. **Article 2:** The Board of Management and relevant departments are responsible for implementing the contents of this resolution in accordance with current regulations.
20	No. 135/NQ-HĐQTCSĐP Achieved 100%	07/7/2025	**Article 1.** The Board of Directors unanimously approves the Regulations on the Protection of State Secrets of Dong Phu Rubber Joint Stock Company, consisting of 06 Chapters and 26 Articles (the Regulations are attached). **Article 2.** This Resolution shall take effect from the date of signing. **Article 3.** The Board of Directors, the Board of General Directors, departments, units and relevant individuals shall be responsible for the implementation of this Resolution.
21	No. 137/NQ-HĐQTCSĐP Achieved 100%	09/7/2025	**Article 1**: The Board of Directors unanimously resolves to: 1. Approve the entire contents of Submission No. 738/TTr-CSĐP dated July 8, 2025 of the General Director regarding the results of contractor selection for the bidding package: "Selection of an independent audit firm to conduct the review of the semi-annual financial statements and the audit of the separate and consolidated financial statements for 2025 of Dong Phu Rubber Joint Stock Company." 2. Approve the selection of International Auditing and Valuation Company Limited (IAV) as the independent audit firm to conduct the semi-annual financial statement review and the audit of the separate and consolidated financial statements for 2025 of the Company. **Article 2:** The Board of Management and relevant departments shall be responsible for implementing this Resolution in accordance with applicable regulations. **Article 3:** This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors and relevant departments shall be responsible for its implementation.
22	No. 138/NQ-HĐQTCSĐP Achieved 100%	10/7/2025	**Article 1:** Approve the appointment of Mr. Nguyen Quang Vinh – Secretary of Party Cell No. 12, Member of the Board of Directors, General Director of Dong Phu Rubber Kratie Joint Stock Company – to the position of

No.	Resolution No.; Approval Rate	Date	Contents
			Deputy General Director of Dong Phu Rubber Joint Stock Company. Personnel information: - Full name: Nguyen Quang Vinh - Date of birth: October 21, 1970 - Professional qualification: Master of Crop Science - Political theory qualification: Advanced level - Date of Party admission: December 10, 1995 (official: December 10, 1996) - Current position: Secretary of Party Cell No. 12, Member of the Board of Directors, General Director of Dong Phu Rubber Kratie JSC (subsidiary of DPR) Voting result: 04/04 members in favor (100%) **Article 2:** The Board of Management and relevant departments shall organize the implementation of this Resolution. **Article 3:** This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors and relevant departments shall be responsible for its implementation.
23	No. 140/NQ-HĐQTCSĐP Achieved 100%	16/7/2025	**Article 1:** The Board of Directors unanimously approves the entire contents of Submission No. 772/TTr-CSĐP dated July 16, 2025 regarding approval in principle for the liquidation of 9.36106 hectares of rubber plantations for the construction of a resettlement area under Sub-project No. 5 of the Gia Nghia – Chon Thanh North–South Expressway (Western Section), with the following main figures: Assets to be liquidated as of June 23, 2025:: - Area: 9.36106 ha - Original cost: VND 234,586,609 - Accumulated depreciation: VND 234,586,609 - Remaining value: VND 0 Other contents shall be implemented in accordance with Official Letter No. 533/HĐQTCSVN-QLĐTXD dated July 14, 2025 of the Group. **Article 2:** The Board of Management and relevant departments shall be responsible for organizing the implementation of this Resolution in accordance with current regulations.

No.	Resolution No.; Approval Rate	Date	Contents
			Article 3: This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors and relevant departments shall be responsible for its implementation.
24	No. 142/NQ-HĐQTCSĐP Achieved 100%	23/7/2025	**Article 1:** Approve the dissolution of the Wood Processing Branch of Dong Phu Rubber Joint Stock Company and its reorganization into a wood production workshop directly under the Company, pursuant to Submission No. 779/TTr-CSĐP dated July 22, 2025. **Article 2:** The Board of Management and relevant departments shall be responsible for organizing the implementation of this Resolution in accordance with current regulations. **Article 3:** This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors and relevant departments shall be responsible for its implementation.
25	No. 151/NQ-HĐQTCSĐP Achieved 100%	29/7/2025	**Article 1:** The Board of Directors unanimously agrees: To approve the payment of 2024 dividends of Dong Phu Rubber Joint Stock Company (Stock code: DPR) in cash, as follows: - Dividend payout ratio: 20% of par value (01 share receives VND 2,000) - Record date: In August 2025 - Expected payment date: Before September 30, 2025 **Article 2:** The Board of Management and relevant departments shall be responsible for organizing the implementation of this Resolution in accordance with current regulations. **Article 3:** This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors and relevant departments shall be responsible for its implementation.
26	No. 156/NQ-HĐQTCSĐP Achieved 100%	31/7/2025	**Article 1:** The Board of Directors unanimously agree: To approve the entire contents of Submission No. 802/TTr-CSĐP dated July 30, 2025 of the Board of Management regarding approval in principle for the liquidation of rubber plantations for replanting in 2026, with the following main figures: Assets for liquidation as reported as of December 31, 2024: - Area: 414.20 ha - Original cost: VND 14,106,629,436

No.	Resolution No.; Approval Rate	Date	Contents
			- Accumulated depreciation: VND 14,106,629,436 - Remaining value: VND 0 Other contents shall be implemented in accordance with Official Letter No. 659/HĐQTCSVN-TCKT dated July 28, 2025 of the Group. **Article 2:** The Board of Management and relevant departments shall be responsible for organizing the implementation of this Resolution in accordance with current regulations. **Article 3:** This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors and relevant departments shall be responsible for its implementation.
27	No. 163/NQ-HĐQTCSĐP Achieved 100%	08/8/2025	**Article 1.** To approve the change of the Company's seal specimen in accordance with Submission No. 843/TTr-CSĐP dated August 7, 2025 of the General Director of Dong Phu Rubber Joint Stock Company, specifically: 1. Seal specimen: 2. Number of seals: 01 (one) seal. 3. Effective date of the new seal specimen: From August 12, 2025. 4. The old seal specimen shall cease to be valid from the effective date of the new seal specimen. **Article 2.** The Board of Management is assigned to organize the implementation of the seal change; carry out notification procedures to relevant authorities, organizations and individuals; and manage and use the seal in accordance with legal regulations and the Company's Charter. **Article 3.** This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors, departments, units and relevant individuals shall be responsible for its implementation.
28	No. 164/NQ-HĐQTCSĐP Achieved 100%	12/8/2025	**Article 1.** To approve the Regulations on Organization and Operation of the Company's Office, professional departments, production teams/processing factories, branches and subsidiaries of Dong Phu Rubber Joint Stock Company. The Regulations consist of 09 chapters and 27 Articles. **Article 2.** The Board of Management is assigned to organize the implementation of these Regulations throughout the Company's system, ensuring compliance with current regulations.

No.	Resolution No.; Approval Rate	Date	Contents
			Article 3. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors, professional departments, affiliated units, subsidiaries and relevant individuals shall be responsible for its implementation in accordance with assigned functions and duties.
29	No. 186/NQ-HĐQTCSĐP Achieved 100%	24/10/2025	**Article 1:** The Board of Directors unanimously agrees: To approve the "Regulations on Procurement in Production and Business Activities and Maintenance of Regular Operations" of Dong Phu Rubber Joint Stock Company (the full contents of the Regulations are attached to Submission No. 980 mentioned above). The Regulations consist of 05 chapters and 27 Articles. **Article 2:** The Board of Management and relevant departments and units shall be responsible for organizing and implementing this Resolution in accordance with current regulations.. **Article 3:** This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors, departments, units and relevant individuals shall be responsible for its implementation.
30	No. 187/NQ-HĐQTCSĐP Achieved 100%	27/10/2025	**Article 1**: The Board of Directors unanimously agrees: To approve the entire contents of Submission No. 1010/TTr-CSĐP dated October 20, 2025 of the General Director regarding: "Dissolution of the Wood Processing Branch – Dong Phu Rubber Joint Stock Company and establishment of a Wood Production Factory directly under Dong Phu Rubber Joint Stock Company." Other contents shall be implemented in accordance with the directions and guidance in Official Letter No. 825/HĐQTCSVN-QLĐTXD dated October 15, 2025 of the Vietnam Rubber Group. **Article 2:** The Board of Management and relevant departments and units shall be responsible for organizing and implementing this Resolution in accordance with current regulations. **Article 3:** This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors, departments, units and relevant individuals shall be responsible for its implementation.
31	No. 193/NQ-HĐQTCSĐP Achieved 100%	27/10/2025	**Article 1:** The Board of Directors of Dong Phu Rubber Joint Stock Company:

No.	Resolution No.; Approval Rate	Date	Contents
			Agrees to organize the 2025 Extraordinary General Meeting of Shareholders to elect an additional Member of the Board of Directors of Dong Phu Rubber Joint Stock Company for the 2022–2027 term, with the following contents: - Form of organization: Online Meeting (100%) - Record date: In December 2025 - Date of the Meeting: In December 2025 **Article 2:** The Board of Management is assigned to organize and implement the subsequent steps in accordance with current regulations. **Article 3:** This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors, professional departments and relevant individuals shall be responsible for its implementation.
32	No. 201/NQ-HĐQTCSĐP Achieved 100%	01/12/2025	**Article 1:** Approval of the 2026 regular procurement plan The Board of Directors unanimously approves the entire contents of Submission No. 1139/TTr-CSĐP dated November 26, 2025, of the General Director regarding approval of the procurement plan for production and business activities and maintenance of regular operations in 2026 of the Company, including the following main contents: 1. List of 108 procurement packages of the Company in 2026. 2. Total estimated value of the procurement plan: VND 133.3 billion. 3. Contractor selection methods are developed in accordance with the provisions of the Law on Bidding, Decree No. 214/2025/NĐ-CP, and consistent with the Procurement Regulations of Dong Phu Rubber Joint Stock Company **Article 2:** Organization of implementation The Company's Board of Management and relevant departments and units shall be responsible for organizing the implementation of the 2026 procurement plan in accordance with legal regulations, the Company's Procurement Regulations, and the contents approved by the Board of Directors. **Article 3:** This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors, departments, units and relevant

No.	Resolution No.; Approval Rate	Date	Contents
			individuals shall be responsible for the implementation of this Resolution.
33	No. 216/NQ-HĐQTCSĐP Achieved 100%	23/12/2025	**Article 1:** The Board of Directors unanimously agrees: To approve the entire contents of Submission No. 1213/TTr-CSĐP dated December 15, 2025 of Dong Phu Rubber Joint Stock Company regarding approval of the investment norms for rubber planting and plantation maintenance in 2026, with the following main contents: 1. Scope of implementation: Total area for replanting and maintenance: 336.98 ha. 2. Total investment norm: VND 24,430,402,978, including: - Planting and maintenance costs: VND 23,267,050,455; - Contingency costs: VND 1,163,352,523. 3. Average investment norm: VND 72,498,080/ha, developed based on norms and actual unit prices and ensuring not exceeding the maximum investment cost issued by the Vietnam Rubber Group for each land type and planting density. 4. Planting method: Applied to replanting areas in Planting Zone I, on Class II and Class III land, using polybag seedlings with 1–2 leaf whorls, at a planting density of 571 trees/ha or 555 trees/ha, suitable to the specific conditions of each land plot. (Detailed dossiers and appendices are attached to Submission No. 1213/TTr-CSĐP dated December 15, 2025). **Article 2:** Organization of implementation The General Director, professional departments and relevant units are assigned to organize implementation in accordance with current regulations. **Article 3:** This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors, departments, units and relevant individuals shall be responsible for the implementation of this Resolution.

III. Board of Supervisors:

1. Information about members of the Board of Supervisors

No.	Members of Board of	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Professional Qualification

	Supervisors		Date of appointment	Date of appointment	
1	Mr. Nguyen Quoc Vinh	Head of the Board of Supervisors	27/6/2024		Bachelor of Economics - Finance - Accounting
2	Ms. Nguyen Minh Trang	Member of the Board of Supervisors	27/06/2022		Master of Finance and Accounting
3	Mr. Nguyen Thanh Huy	Member of the Board of Supervisors	27/6/2024		Master of Business Administration

2. Meetings of Board of Supervisors:

In 2025, the Board of Supervisors organized 06 online meetings and 01 in-person meeting to carry out its duties and responsibilities in accordance with its functions. The meetings were held to discuss and reach consensus on the evaluation of the supervision results at the Company and its affiliated units.

All meetings were conducted in compliance with the provisions of law and the Operating Regulations of the Board of Supervisors. Reports and recommendations of the Board of Supervisors were duly submitted to the Board of Directors and the Board of Management.

No.	Meeting Date	Meeting Content	Number of Attendees
1	23/02/2025	Agreed to approve the report on the 2024 performance review of the Board of Supervisors and the work plan for 2025	3/3 (100% achieved)
2	04/05/2025	Agreed to approve the appraisal of the audited 2024 financial statements of the parent company	3/3 (100% achieved)
3	07/05/2025	Approved the Board of Supervisors Q1/2025 performance review and the work plan for Q2/2025	3/3 (100% achieved)
4	03/06/2025	Approved the Board of Supervisors' performance report to be submitted to the 2025 Annual General Meeting of Shareholders	3/3 (100% achieved)
5	28/07/2025	Approved the summary of the Board of Supervisors's activities in the second quarter of 2025 and the activity plan of the Board of Supervisors for the third quarter of 2025	3/3 (100% achieved)
6	15/08/2025	Agreed to approve the contents of the appraisal of the reviewed financial statements for the first	3/3 (100% achieved)

		six months of 2025 of Dong Phu Rubber Joint Stock Company.	
7	23/10/2025	Agreed to approve the contents of the Board of Supervisors's activity report for the first nine months of 2025 and the activity plan of the Board of Supervisors for the third quarter of 2025	3/3 (100% achieved)

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

The Board of Directors, the Board of Management and the company's management have performed their assigned functions and duties in accordance with the provisions of the Enterprise Law, the company's Charter and the resolutions of the General Meeting of Shareholders.

- The resolutions and decisions of the Board of Directors were issued in compliance with their functions and authority, adhering to the company's Charter, Enterprise Law and other legal regulations.

- Decisions of the Board of Management were issued validly, within their authority, ensuring the interests of the Company and its shareholders; there were no conflicts of interest with related parties.

- The Board of Supervisors did not identify any irregularities in the management and operations carried out by the Board of Management and other management personnel in the company.

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

The Board of Supervisors performed its governance and operational oversight duties through:

- Attending all regular and extraordinary Board of Directors (BOD) meetings and the Company's briefing meetings.

- Reviewing and monitoring the Company's quarterly business performance.

- Proposing the selection of an audit firm for the 2025 financial statements.

The Board of Supervisors received support from the Board of Directors and the Board of Management through daily exchanges on arising issues. This enabled the Board of Supervisors to promptly grasp the actual business situation and contribute opinions to the Board of Directors and the Board of Management in decision-making and achieving set objectives.

5. Other activities of the Board of Supervisors (if any): None

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	Mr. Ho Cuong	27/01/1966	Agronomy Engineer	01/01/2017
2	Mr. Huynh Trong Thuy	19/04/1968	Agronomy Engineer	04/05/2017
3	Mr. Luu Minh Tuyen	21/03/1971	Agronomy Engineer	11/06/2019
4	Mr. Nguyen Quang Vinh	21/10/1970	Master of Crop Science	01/10/2025

V. In charge of Accounting

Full Name	Date of Birth	Professional Qualification	Date of Appointment/Dismissal
Nguyen Huu Viet	20/6/1986	Master of Finance - Banking	07/03/2025

VI. Training courses on corporate governance: None.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company).

1. The list of affiliated persons of the Company: **Appendix 01 attached**.

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None.

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company has controlling power: None.

4. Transactions between the Company and other objects:

4.1Transactions between the Company and other companies where members of the Board of Directors, the Board of Supervisors, or General Directors have been or are founding members, members of the Board of Directors, or General Directors within the last three (03) years (calculated at the time of reporting): **As stated in Appendix 02 attached to this Report.**

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a Member of the Board of Directors, General Director: **As stated in Appendix 02 attached to this Report.**

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of the Board of Directors, members of the Board of Supervisors, General Director and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons:

1. List of insiders and related persons of insiders: **Appendix 03 attached**.

2. Transactions of internal persons and affiliated persons with shares of the company: None.

IX. Other significant issues: None

Recipients:
- The State Securities Commission.
- The Stock Exchange.
- Save as: Website - Admin.

ON BEHALF OF THE BOARD OF
DIRECTOR
CHAIRMAN

M.S.D.N:3800100376-C.T.C.P
CÔNG TY CỔ PHẦN CAO SU ĐỒNG PHÚ
X.THUẬN LỢI-T.ĐỒNG NAI

Mai Huynh Nhat

APPENDIX 01: THE LIST OF AFFILIATED PERSONS OF THE COMPANY

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Mai Huynh Nhat	None	Chairman of the Board of Directors					1/11/2015			Insider
1.1	*And related parties of Mr. Mai Huynh Nhat as per Appendix 03 attached to this Report*										
2	Ho Cuong	None	Member of the Board of Directors, General Director					25/07/2012			Insider
2.1	*And related parties of Mr. Ho Cuong as per Appendix 03 attached to this Report*										
3	Huynh Trong Thuy	None	Member of the Board of Directors, Deputy General Director					4/05/2017			Insider
3.1	*And related parties of Mr. Huynh Trong Thuy as per Appendix 03 attached to this Report*										
4	Pham Phi Dieu	None	Member of the Board of Directors					29/6/2021	26/6/2025	Resign from the position	Insider
4.1	*And related persons of Mr. Pham Phi Dieu as per Appendix 03 attached to this Report*										
5	Nguyen Ngoc Thanh	None	Independent Member of the Board of Directors					27/06/2022			Insider

5.1	*And related persons of Mr. Nguyen Ngoc Thanh as per Appendix 03 attached to this Report*										
6	Luu Minh Tuyen	None	Member of the Board of Directors, Deputy General Director					16/06/2019			Insider
6.1	*And related persons of Mr. Luu Minh Tuyen as per Appendix 03 attached to this Report*										
7	Nguyen Quang Vinh	None	Deputy General Director					01/10/2025			Insider
7.1	*And related persons of Mr. Nguyen Quang Vinh as per Appendix 03 attached to this Report*										
8	Nguyen Quoc Vinh	None	Head of the Board of Supervisors					27/06/2024			Insider
8.1	*And related persons of Mr. Nguyen Quoc Vinh as per Appendix 03 attached to this Report*										
9	Nguyen Thanh Huy	None	Member of the Board of Supervisors					27/06/2024			Insider
9.1	*And related persons of Mr. Nguyen Thanh Huy as per Appendix 03 attached to this Report*										
10	Nguyen Minh Trang	None	Member of the Board of Supervisors					27/06/2022			Insider
10.1	*And related persons of Ms. Nguyen Minh Trang as per Appendix 03 attached to this Report*										
11	Nguyen Huu Viet	None	Chief Accountant					07/03/2025			Insider
11.1	*And related persons of Mr. Nguyen Huu Viet as per Appendix 03 attached to this Report*										
12	Phan Van Ha	None	Authorized Information					24/04/2015			Insider

			Disclosure Person / Head of Corporate Governance								
12.1	*And related persons of Mr. Phan Van Ha as per Appendix 03 attached to this Report*										
13	**Dong Phu Kratie Rubber Joint Stock Company**			**3800413604**			**Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai Province**				**Subsidiary**
13.1	*Ho Cuong*		*Chairman of the Board of Directors*					*1/06/2015*			*Manager of Subsidiary Company*
13.2	*Huynh Trong Thuy*		*Member of the Board of Directors*					*4/01/2023*			*Manager of Subsidiary Company*
13.3	*Nguyen Quang Vinh*		*Member of the Board of Directors*					*23/02/2017*			*Manager of Subsidiary Company*
13.4	*Nguyen Hong Minh*		*Member of the Board of Directors*					*18/08/2023*			*Manager of Subsidiary Company*
13.5	*Bui Nguyen Quynh*		*Member of the Board of Directors*					*25/08/2020*			*Manager of Subsidiary Company*
13.6	*Nguyen Duc Duy*		*Head of the Board of Supervisors*					*24/05/2019*			*Manager of Subsidiary Company*
13.7	*Tran Nguyen Huy Hung*		*Member of the Board of Supervisors*					*24/06/2022*			*Manager of Subsidiary Company*

13.8	*Tran Lan Anh*		*Member of the Board of Supervisors*					*18/08/2023*			*Manager of Subsidiary Company*
14	**Bac Dong Phu Industrial Park Joint Stock Company**			**3800565639**			**Bau Ke Hamlet, Dong Phu Commune, Dong Nai Province**				**Subsidiary**
14.1	*Tran Van Binh*		*Chairman of the Board of Directors*					*24/06/2025*			*Manager of Subsidiary Company*
14.2	*Pham Phi Dieu*		*Member of the Board of Directors, General Director*					*2/08/2013*			*Manager of Subsidiary Company*
14.3	*Pham Ngoc Huy*		*Member of the Board of Directors*					*23/5/2017*			*Manager of Subsidiary Company*
14.4	*Nguyen Quoc Trung*		*Member of the Board of Directors*					*24/06/2025*			*Manager of Subsidiary Company*
14.5	*Tran Van Chanh*		*Member of the Board of Directors*					*21/5/2014*			*Manager of Subsidiary Company*
14.6	*Nguyen Thi Trieu Tien*		*Head of the Board of Supervisors*					*24/06/2025*			*Manager of Subsidiary Company*
14.7	*Nguyen Tien Dai*		*Member of the Board of Supervisors*					*24/06/2025*			*Manager of Subsidiary Company*

14.8	*Vo Duy Huong*		*Member of the Board of Supervisors*					*21/5/2014*			*Manager of Subsidiary Company*
14.9	*Trinh Cong Manh*		*Deputy General Director*					*17/3/2020*			*Manager of Subsidiary Company*
14.10	*Ho Van Thanh*		*Chief Accountant*					*1/11/2021*			*Manager of Subsidiary Company*
15	**Dong Phu Technical Rubber Joint Stock Company**			**3800414774**			**Hamlet 1, Dong Phu Commune, Dong Nai Province**				**Subsidiary**
15.1	*Mai Huynh Nhat*		*Chairman of the Board of Directors*					*26/06/2018*			*Manager of Subsidiary Company*
15.2	*Nguyen Anh Tuyet*		*Member of the Board of Directors*					*24/06/2021*			*Manager of Subsidiary Company*
15.3	*Dam Duy Thao*		*Member of the Board of Directors*					*26/06/2018*			*Manager of Subsidiary Company*
15.4	*Dang Minh Hung*		*Independent Member of the Board of Directors*					*26/06/2018*			*Manager of Subsidiary Company*
15.5	*Vo Duy Huong*		*Head of the Board of Supervisors*					*26/06/2018*			*Manager of Subsidiary Company*
15.6	*Ho Trinh*		*Member of the Board of Supervisors*					*26/06/2018*			*Manager of Subsidiary Company*

15.7	*Phan Van Ha*		*Member of the Board of Supervisors*					*26/06/2018*			*Manager of Subsidiary Company*
15.8	*Nguyen Danh Khuong*		*Deputy General Director - Operations*					*1/10/2024*			*Manager of Subsidiary Company*
16	**Viet Nam Rubber Group – Joint Stock Company**			**0301266564**			**236 Nam Ky Khoi Nghia Street, Xuan Hoa Ward, Ho Chi Minh City**				**Parent Company**
16.1	*Tran Cong Kha*		*Chairman of the Board of Directors*					*1/06/2018*			*Parent Company Manager*
16.2	*Le Thanh Hung*		*Member of the Board of Directors, General Director*					*18/02/2020*			*Parent Company Manager*
16.3	*Tran Ngoc Thuan*		*Member of the Board of Directors*					*1/06/2018*	*17/06/2025*	*Resign from the position*	*Parent Company Manager*
16.4	*Ha Van Khuong*		*Member of the Board of Directors*					*1/06/2018*			*Parent Company Manager*
16.5	*Do Huu Phuoc*		*Member of the Board of Directors, Deputy General Director*					*1/06/2022*			*Parent Company Manager*

16.6	*Nguyen Dong Phong*		*Member of the Board of Directors*					*17/06/2024*			*Parent Company Manager*
16.7	*Nguyen Hay*		*Member of the Board of Directors*					*1/06/2018*			*Parent Company Manager*
16.8	*Truong Minh Trung*		*Member of the Board of Directors, Deputy General Director*					*1/06/2018*		*Appointment as a Member of the BoD on 05/11/2025*	*Parent Company Manager*
16.9	*Huynh Thi Cam Hong*		*Member of the Board of Directors*					*05/11/2025*			*Parent Company Manager*
16.10	*Pham Van Hoi Em*		*Head of the Board of Supervisor*					*1/01/2019*	*05/11/2025*	*Appointment to another position*	*Parent Company Manager*
16.11	*Nguyen Van Cuong*		*Member of the Board of Supervisors*					*05/11/2025*			*Parent Company Manager*
16.12	*Vo Van Tuan*		*Member of the Board of Supervisors*					*12/01/2022*			*Parent Company Manager*
16.13	*Nguyen Minh Duc*		*Member of the Board of Supervisors*					*12/01/2022*			*Parent Company Manager*
16.14	*Tran Thanh Phung*		*Deputy General Director*					*18/02/2020*			*Parent Company Manager*

16.15	*Le Dinh Buu Tri*		*Deputy General Director*					*1/06/2022*			*Parent Company Manager*
16.16	*Huynh Kim Nhut*		*Deputy General Director*					*1/06/2022*			*Parent Company Manager*
16.16	*Pham Hai Duong*		*Deputy General Director*					*8/09/2023*			*Parent Company Manager*
16.17	*Tran Nhu Hung*		*Deputy General Director*					*05/11/2025*			*Parent Company Manager*
16.18	*Hoang Don Huan*		*Authorized Information Disclosure Person / Head of Corporate Governance*					*20/09/2023*			*Parent Company Manager*
16.19	*Luu Thi To Nhu*		*In charge of accounting*					*17/06/2024*			*Parent Company Manager*
17	***Member entities within the same Group***										***Same Group***

APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

No.	Organization/Individual Name	Relationship with the Company	NSH No.*, Date of issue, Place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Note
1	Dong Phu Technical Rubber Joint Stock Company	Subsidiary	3800414774	Hamlet 1, Dong Phu Commune, Dong Nai Province	2025	No. 17/NQ-HĐQTCSĐP dated 23/01/2025	- Sale of domestic water, sale of natural rubber latex: 11,198,852,700 - Collection from sale of domestic water, sale of natural rubber latex: 11,198,852,700	
2	Bac Dong Phu Industrial Park Joint Stock Company	Subsidiary	3800565639	Bau Ke Hamlet, Dong Phu Commune, Dong Nai Province	2025	No. 17/NQ-HĐQTCSĐP dated 23/01/2025	- Sale of domestic water: 2,570,400,000 - Collection from sale of domestic water: 2,250,400,000 - Dividends received: 11,220,000,000	
3	Dong Phu Kratie Rubber Joint Stock Company	Subsidiary	3800413604	Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai Province	2025	No. 17/NQ-HĐQTCSĐP dated 23/01/2025	- Dividends received: 18,532,500,000	
4	Viet Nam Rubber Group – Joint Stock Company	Parent Company	0301266564	236 Nam Ky Khoi Nghia Street, Xuan Hoa Ward, Ho Chi Minh City	2025	No. 17/NQ-HĐQTCSĐP dated 23/01/2025	- Sale of natural rubber latex: 18,234,300,000 Collection from sale of natural rubber latex: 18,266,613,000 - Dividends paid: 96,000,000,000	

APPENDIX 03: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
1	**Mai Huynh Nhat**	**None**	**Chairman of the Board of Directors**					**3,200**	**0.0037%**	**Insider**
1.1	Le Thi Le Thuy	None						3,200	0.0037%	Wife
1.2	Mai Le Hoang Cam	None								Child
1.3	Mai Le Hoang Ky	None								Child
1.4	Mai Huynh Thi Minh Nguyet	None								Sibling
1.5	Vu Van Ngoc	None								Son-in-law
1.6	Nguyen Tri Khoa	None								Brother-in-law
1.7	Dong Phu Technical Rubber Joint Stock Company			3800414774			Hamlet 1, Dong Phu Commune, Dong Nai Province			Chairman of the Board of Directors / Related Organization
2	**Ho Cuong**	**None**	**Member of the Board of Directors, General Director**					**3,200**	**0.0037%**	**Insider**
2.1	Tran Thi Sau	None						3,600	0.0041%	Wife
2.2	Ho Tran Hong Hanh	None								Child

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
2.3	Ho Tran Hanh Nhi	None								Child
2.4	Trinh Hoang Bao	None								Son-in-law
2.5	Nguyen Duc Sinh	None								Son-in-law
2.6	Dong Phu Kratie Rubber Joint Stock Company			3800413604			Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai Province			Chairman of the Board of Directors/Related Organization
3	**Huynh Trong Thuy**	**None**	**Member of the Board of Directors, Deputy General Director**					**7,000**	**0.0081%**	**Insider**
3.1	Nguyen Thi Re	None								Mother
3.2	Nguyen Thi Thanh Yen	None								Wife
3.3	Huynh Thanh Loi	None								Child
3.4	Huynh Thi Thanh Tam	None								Child
3.5	Huynh Thanh Son	None								Elder Brother
3.6	Huynh Thanh Chung	None								Younger Sibling
3.7	Huynh Thanh Tung	None								Younger Sibling
3.8	Huynh Thi Kim Dung	None								Younger Sibling

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
3.9	Huynh Chung Tinh	None								Younger Sibling
3.10	Huynh Mong Bao	None								Younger Sibling
3.11	Nguyen Ngoc Son	None								Father-in-law
3.12	Nguyen Thi Luyn	None								Mother-in-law
3.13	Nguyen Thi Lan Huong	None								Daughter-in-law
3.14	Vo Thi Anh	None								Sister-in-law
3.15	Ta Quang Minh	None								Brother-in-law
3.16	Le Thi Mai Yen	None								Sister-in-law
3.17	Le Thanh Thuy	None								Sister-in-law
3.18	Dong Phu Kratie Rubber Joint Stock Company			3800413604			Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai Province			Member of the Board of Directors/Related Organization
3.19	Sa Thay Rubber Joint Stock Company			6100229387			Village 2, Ia Toi Commune, Quang Ngai Province			Member of the Board of Directors/Related Organization
4	**Pham Phi Dieu**	**None**	**Member of the Board of Directors**					**10,190**	**0.0117%**	**Insider**
4.1	Dao Thi Thuyen	None						636	0.0007%	Wife

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
4.2	Pham Dao Mai Chi	None						636	0.0007%	Child
4.3	Pham Phi Long	None						636	0.0007%	Child
4.4	Pham Thi Khanh	None								Sister
4.5	Pham Thi Roanh	None						636	0.0007%	Sister
4.6	Pham Van Thuong	None								Brother (Deceased)
4.7	Pham Thi Tuat	None								Sister
4.8	Pham Van Sy	None								Brother (Deceased)
4.9	Pham Thi My Mieu	None								Sister
4.10	Pham Phan Phu Cuong	None								Younger Sibling
4.11	Pham Thi Thu Huong	None								Younger Sibling
4.12	Bac Dong Phu Industrial Park Joint Stock Company			3800565639			Bau Ke Hamlet, Dong Phu Commune, Dong Nai Province			Member of the Board of Directors/ Related organizations
4.13	Công ty Cổ phần Kinh doanh BOT đường ĐT 741			3800288858			Km 72+000, Provincial Road ĐT.741, Thuan Hai Hamlet, Thuan Loi Commune,			Member of the Board of Directors/ Related organizations

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
							Dong Nai Province			
5	**Nguyen Ngoc Thanh**	**None**	**Independent Board Member**							**Insider**
5.1	Bui Van Hung	None								Husband
5.2	Bui Quang Thai Bao	None								Child
5.3	Nguyen Van Hoa	None								Older Brother
5.4	Bui Thi Son	None								Sister-in-law
5.5	Bui Van Nhan	None								Brother-in-law
6	**Luu Minh Tuyen**	**None**	**Member of the Board of Directors, Deputy General Director**					**636**	**0.0007%**	**Insider**
6.1	Do Thi Thanh Nga	None								Wife
6.2	Luu Do Minh Nhat	None								Child
6.3	Luu Do Mai Phuong	None								Child
6.4	Luu Quang The	None								Father
6.5	Tran Thi Nhiem	None								Mother
6.6	Luu Minh Anh	None								Younger Sibling

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
6.1	Do Thi Thanh Nga	None								Wife
6.2	Luu Do Minh Nhat	None								Child
6.3	Luu Do Mai Phuong	None								Child
6.4	Luu Quang The	None								Father
6.5	Tran Thi Nhiem	None								Mother
6.6	Luu Minh Anh	None								Younger Sibling
6.7	Hoang Thi Minh Tinh	None								Sister-in-law
6.8	Luu Thi Tham	None								Younger Sibling
6.9	Luu van Tue	None								Younger Sibling
6.10	Vu Hong Giang	None								Sister-in-law
6.11	Luu Thi Thanh	None								Younger Sibling
6.12	Lo Tien Hoan	None								Brother-in-law
6.13	Luu Trong Quynh	None								Younger Sibling
6.14	Luu Minh Nguyen	None								Younger Sibling
6.15	Trinh Thi Hong	None								Sister-in-law
6.16	Luu Thi Oanh	None								Younger Sibling
6.17	Nguyen Quoc Tuong	None								Brother-in-law

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
6.18	Dau Tieng - Lao Cai Rubber Joint Stock Company			5300463079			No. 085, N7 Street, Urban Sub-area No. 3, Cam Duong Ward, Lao Cai Province			Member of the Board of Directors/ Related organizations
7	**Nguyen Quang Vinh**	None	**Deputy General Director**					**2,600**	**0.003%**	
7.1	Nguyen Thi Chien	None								Mother
7.2	Tran Thi My Dung	None						2,800	0.0032%	Wife
7.3	Nguyen Tri Dung	None								Child
7.4	Nguyen Thi Ngoc Anh	None								Child
7.5	Pham Ngoc Vy	None								Younger Sibling
7.6	Pham Thi Ngoan	None								Younger Sibling
7.7	Nguyen Thi Dung	None								Sister-in-law
7.8	Nguyen Van Hai	None								Brother-in-law
7.9	Nguyen Thi Minh Ha	None								Mother-in-law
7.10	Dong Phu Kratie Rubber Joint Stock Company			3800413604			Thuan Phu 1 Hamlet, Thuan Loi Commune, Dong Nai Province			Member of the Board of Directors/ Related organizations

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
8	**Nguyen Quoc Vinh**	**None**	**Head of the Board of Supervisors**							**Insider**
8.1	Nguyen Van Hoat	None								Father (Deceased)
8.2	Nguyen Thi Tung	None								Mother
8.3	Mai Thi Quyen	None								Wife
8.4	Nguyen Quoc Huy	None								Son
8.5	Nguyen Mai Phuong Uyen	None								Daughter
8.6	Nguyen Van Hien	None								Younger Brother
8.7	Mai Xuan Kham	None								Father-in-law
8.8	Do Thi Lien	None								Mother-in-law (Deceased)
8.9	Mai Xuan Dam	None								Brother-in-law
8.10	Mai Thi Quyen	None								Sister-in-law
8.11	Mai Xuan Phan	None								Sister-in-law
9	**Nguyen Thanh Huy**	**None**	**Member of the Board of Supervisors**							**Insider**
9.1	Nguyen Thanh Hai	None								Father

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
9.2	Nguyen Thi Hanh	None								Mother
9.3	Tran Thi Lien Phuong	None								Wife
9.4	Nguyen Tran Ngoc Minh	None								Daughter (Minor)
9.5	Nguyen Tran Ngoc Han	None								Daughter (Minor)
9.6	Nguyen Tran Gia Phuc	None								Son (Minor)
9.7	Tran Thanh Long	None								Father-in-law
9.8	Nguyen Thi Be	None								Mother-in-law
9.9	Tran Thanh Vinh	None								Sister-in-law
10	**Nguyen Minh Trang**	**None**	**Member of the Board of Supervisors**							**Insider**
10.1	Nguyen Tu Phat	None								Father (Deceased)
10.2	Ly Nga	None								Mother
10.3	Nguyen Thien Hoang	None								Husband

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
10.4	Nguyen Bao Ngoc	None								Daughter (Minor)
10.5	Nguyen Hoang Tuan	None								Son (Minor)
10.6	Nguyen Minh Vi	None								Elder Sister
10.7	Pham Thanh Hoa	None								Brother-in-law
10.8	Nguyen Minh Hoang	None								Younger Brother
10.9	Nguyen Minh Phuoc	None								Brother-in-law
10.10	Nguyen Van Can	None								Father-in-law (Deceased)
10.11	Huynh Kim Anh	None								Mother-in-law
10.12	Nguyen Thuy Trang	None								Sister-in-law
10.13	Nguyen Anh Huy	None								Brother-in-law
11	**Nguyen Huu Viet**	**None**	**In charge of accounting**					**3,628**	**0.0042%**	**Insider**
11.1	Nguyen Thi	None								Biological Father

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
										(Deceased)
11.2	Tran Thi Hanh	None								Biological Mother
11.3	Lu Thi Anh	None								Wife
11.4	Nguyen Bao Nam	None								Son (Minor)
11.5	Nguyen Bao Khang	None								Son (Minor)
11.6	Nguyen Thi Bich Phuong	None								Biological Elder Sister
11.7	Nguyen Thi Hoang	None								Biological Elder Sister
11.8	Nguyen Thi Huong	None								Biological Elder Sister
11.9	Nguyen Huu Vinh	None								Biological Elder Brother
11.10	Nguyen Thi Nga	None								Biological Elder Sister
11.11	Cao Van Cong	None								Brother-in-law
11.12	Tran Minh Kieu	None								Brother-in-law
11.13	Nguyen Hung Luyen	None								Brother-in-law
11.14	Tran Thi Ngoc Thanh	None								Sister-in-law

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
11.15	Lu Chau	None								Father-in-law
11.16	Tu Thi Ngoc Linh	None								Mother-in-law (Deceased)
11.17	Lu Thi Thu Van	None								Sister-in-law
11.18	Lu Van Chuong	None								Brother-in-law
11.19	Lu Thi Thanh	None								Sister-in-law
11.20	Lu Thi Ai	None								Sister-in-law
11.21	Lu Thi Loi	None								Brother-in-law
12	**Phan Van Ha**	**None**	**Person in charge of Corporate Governance/ Person authorized to disclose information**							**Insider**
12.1	Tran Thi Nguyen	None								Wife
12.2	Phan Tuan Anh	None								Daughter
12.3	Phan Thi Luyen	None								Sister
12.4	Phan Van Quyet	None								Brother

No.	Organization/Individual Name	Securities trading account	Position at the Company	NSH No.*	Date of issue	Place of issue	Address	Number of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period	Note
12.5	Phan Thi Tam	None								Sister
12.6	Phan Van Phuc	None								Brother
12.7	Phan Thi Hoa	None								Sister
12.8	Phan Van Hung	None								Younger Sister
12.9	Phan Van Hanh	None								Younger Sibling
12.10	Phan Thi Huong	None								Younger Sibling
12.11	Tran Thanh Hien	None								Father-in-law
12.12	Phan Thi Thom	None								Mother-in-law
12.13	Dang Thi Diem	None								Sister-in-law
12.14	Dinh Thi Khi	None								Sister-in-law
12.15	Nguyen Van Giao	None								Brother-in-law
12.16	Tran Thi Ngan	None								Sister-in-law
12.17	Khuc Hoai Anh	None								Brother-in-law
12.18	Dong Phu Technical Rubber Joint Stock Company			3800414774			Village 1, Dong Phu Commune, Dong Nai Province			Member of the Board of Supervisors/ Related organizations