

*Ho Chi Minh City, 21<sup>st</sup> Jan, 2025*

No.: 560/BC-HĐQT

**REPORT ON CORPORATE GOVERNANCE  
Year 2024**

**To:** - The State Securities Commission of Vietnam;  
- The Ho Chi Minh Stock Exchange.

- Name of company: BEN THANH RUBBER JOINT STOCK COMPANY
- Address of head office: *Lot B3-1, Northwest Industrial Park - Cu Chi, Ho Chi Minh City*
- Telephone: 02837907619                      Fax: 0283 7907461
- Email: berubco@berubco.com.vn
- Charter capital: 123.749.970.000 VND
- Stock symbol: BRC
- 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**

Information on meetings, resolutions and decisions of the General Meeting of Shareholders:

No.	Resolution/Decision	Date	Content
01	Resolution No. 522/NQ-ĐHĐCĐ of the Annual General Meeting of Shareholders 2024	20/6/2024	Resolution of the 2024 Annual General Meeting of Shareholders approved: 1. Report on the 2023 business performance and 2024 business plan; 2. Report of the Board of Directors in 2023 and directors in 2024; 3. Report of the Board of Supervisors in 2023 and directors in 2024; 4. The audited financial statements of 2023 5. Distribution of profits for 2023;

No.	Resolution/Decision	Date	Content
			6. Business and investment development plan, and profit distribution plan for 2024; 7. Remuneration for the Board of Directors and the Board of Supervisors in 2023, and remuneration plan for 2024 8. Selection of the auditor for the 2024 financial statements; 9. Amendments and supplements to the Company's Charter, Internal Governance Regulations, and the Operation Rules of the Board of Directors; 10. Amendments and supplements to the Operation Rules of the Board of Supervisors; 11. Dismissal of a member of the Board of Directors for the 2022-2027 term; 12. Results of the election to supplement a member of the Board of Directors for the 2022-2027 term.
02	Resolution No. 545/NQ-ĐHĐCĐ of the Extraordinary General Meeting of Shareholders 2024	28/10/2024	Resolution of the Extraordinary General Meeting of Shareholders 2024 approved: 1. Dismissal of members of the Board of Directors and the Board of Supervisors for the 2022-2027 term; 2. Number of candidates and list of nominees for the election to supplement members of the Board of Directors and the Board of Supervisors for the 2022-2027 term; 3. Results of the election to supplement members of the Board of Directors and the Board of Supervisors for the 2022-2027 term.

## II. Board of Directors (The report 2024):

### 1. Information about the members of the Board of Directors (BOD):

No.	Member of the Board of Directors	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Director	
			Date of appointment	Date of dismissal
1.	Diep Xuan Truong	Chairman of the BoD	01/04/2019	28/10/2024

No.	Member of the Board of Directors	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Director	
			Date of appointment	Date of dismissal
2.	Nguyen Minh Doan	Chairman of the BoD	28/10/2024	
3.	Nguyen Tran Nghiem Vu	Member of the BoD cum General Director	21/04/2017	
4.	Nguyen Viet Ha	Non-Executive Member of the BoD	29/05/2020	
5.	Van Trong Long	Independent Member of the BoD	28/06/2022	
6.	Nguyen Thanh Phuc	Non-Executive Member of the BoD	07/01/2022	20/6/2024
7.	Nguyen Nho Luong	Non-Executive Member of the BoD	20/6/2024	

## 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
1.	Diep Xuan Truong	3/3	100%	Dismissal on 28/10/2024
2.	Nguyen Minh Doan	1/1	100%	Election on 28/10/2024
3.	Nguyen Tran Nghiem Vu	4/4	100%	
4.	Nguyen Viet Ha	4/4	100%	
5.	Van Trong Long	4/4	100%	
6.	Nguyen Thanh Phuc	3/3	100%	Dismissal on 20/6/2024
7.	Nguyen Nho Luong	1/1	100%	Election on 20/6/2024

## 3. Supervising the Board of Managements by the Board of Directors:

- Supervision activities were carried out by members of the Board of Directors in compliance with the company's regulations and charter.
- Timely guidance was provided to resolve challenges and obstacles in the management and operations of the company's General Director.

- The performance of the General Director in fulfilling assigned responsibilities was regularly assessed.

- The company's Board of Managements executed business operations and investments in accordance with the resolutions of the General Meeting of Shareholders and the directives of the Board of Directors.

- The General Director actively formulated and proposed key matters for the Board of Directors to review and decide upon.

- The General Director has completed the 2024 financial statements promptly and accurately.

#### 4. Activities of the Board of Directors' subcommittees (If any):

The company does not have any subcommittees under the Board of Directors.

#### 5. Resolutions/Decisions of the Board of Directors (The report 2024):

No.	Resolution/Decision	Date	Content	Approval rate
1.	494/NQ-HĐQT	19/02/2024	Resolution on supplementing objectives, adjusting the scale, and increasing investment capital for the project	100%
2.	495/NQ-HĐQT	11/3/2024	Resolution of the Board of Directors for Quarter 4 2023	100%
3.	497/QĐ-HĐQT	20/3/2024	Decision on approving the settlement of the 2023 salary fund	100%
4.	498/QĐ-HĐQT	20/3/2024	Decision on approving the settlement of the salary and remuneration fund for managers in 2023	100%
5.	499/QĐ-HĐQT	20/3/2024	Decision on approving the 2024 salary unit price	100%
6.	500/QĐ-HĐQT	20/3/2024	Decision on approving the 2024 salary and remuneration fund for managers	100%
7.	501/NQ-HĐQT	25/3/2024	Resolution on the approval of the appointment agreement for the Chief Accountant of Ben Thanh Rubber Joint Stock Company	100%
8.	502/NQ-HĐQT	25/3/2024	Resolution on the approval of the agreement regarding personnel nominated for the Board of Supervisors and candidacy for the position of Head of the Board of Supervisors of Ben Thanh Rubber Joint Stock Company for the 2022-2027 term	100%
9.	503/NQ-HĐQT	25/3/2024	Resolution on the approval of the agreement to appoint the Deputy General Director of Ben Thanh Rubber Joint Stock Company	100%
10.	507/NQ-HĐQT	25/4/2024	Regarding the extension of time to organize the Annual General Meeting of Shareholders in 2024	100%

No.	Resolution/Decision	Date	Content	Approval rate
11.	510/NQ-HĐQT	20/5/2024	Resolution of the Board of Directors for Quarter 1 2024	100%
12.	522/NQ-ĐHĐCĐ	20/6/2024	Resolution of the Annual General Meeting of Shareholders in 2024	100%
13.	524/NQ-HĐQT	21/6/2024	Resolution on borrowing and using assets as collateral at the Joint Stock Commercial Bank For Investment And Development Of Vietnam (BIDV) - South Saigon Branch	100%
14.	525/QĐ-HĐQT	27/6/2024	Decision on selecting the auditor for 2024	100%
15.	526/NQ-HĐQT	27/6/2023	Resolution of the Board of Directors for Quarter 2 2024	100%
16.	527/QĐ-HĐQT	03/7/2024	Decision on rewards for 2023	100%
17.	528/QĐ-HĐQT	15/7/2024	Decision on adjusting the salary level for managers	100%
18.	529/QĐ-HĐQT	18/7/2024	Decision on selecting the final registration date and payment date for the 2023 cash dividend distribution to existing shareholders of Ben Thanh Rubber Joint Stock Company	100%
19.	533/NQ-HĐQT	20/8/2024	Resolution on approving the policy to appoint and delegate the Group's capital representative, nominate participation in the Board of Directors, and candidacy for the position of Dedicated Chairman of the Board of Directors of Ben Thanh Rubber Joint Stock Company for the 2022-2027 term.	100%
20.	534/NQ-HĐQT	23/8/2024	Resolution on approving the appointment and delegation of the Group's capital representative, nomination for participation in the Board of Directors, and candidacy for the position of Dedicated Chairman of the Board of Directors of Ben Thanh Rubber Joint Stock Company for the 2022-2027 term.	100%
21.	536/NQ-HĐQT	04/9/2024	Resolution on organizing the Extraordinary General Meeting of Shareholders in 2024	100%
22.	537/NQ-HĐQT	13/9/2024	Resolution on evaluating managers of Ben Thanh Rubber Joint Stock Company for 2023	100%
23.	540/NQ-HĐQT	30/9/2024	Resolution on appointing the Deputy General Director of Ben Thanh Rubber Joint Stock Company	100%
24.	541/QĐ-HĐQT	01/10/2024	Decision on appointing the Deputy General Director of Ben Thanh Rubber Joint Stock Company	100%

No.	Resolution/Decision	Date	Content	Approval rate
25.	545/NQ-HĐQT	28/10/2024	Resolution of the Extraordinary General Meeting of Shareholders in 2024	100%
26.	546/NQ-HĐQT	28/10/2024	Resolution on electing the Chairman of the Board of Directors of Ben Thanh Rubber Joint Stock Company for the 2022-2027 term	100%
27.	547/QĐ-HĐQT	28/10/2024	Decision on relieving the duties of Acting Chief Accountant of Ben Thanh Rubber Joint Stock Company	100%
28.	548/QĐ-HĐQT	28/10/2024	Decision on appointing the Chief Accountant of Ben Thanh Rubber Joint Stock Company	100%
29.	550/QĐ-HĐQT	12/11/2024	Decision on issuing regulations for selecting contractors in procurement to support business activities and regular operations at Ben Thanh Rubber Joint Stock Company	100%
30.	552/NQ-HĐQT	20/11/2024	Resolution of the Board of Directors for Quarter 3 2024	100%
31.	553/QĐ-HĐQT	25/11/2024	Decision on determining the salary level for the Chairman of the Board of Directors of Ben Thanh Rubber Joint Stock Company	100%
32.	554/QĐ-HĐQT	25/11/2024	Decision on determining the salary level for the Head of the Board of Supervisors of Ben Thanh Rubber Joint Stock Company	100%
33.	555/QĐ-HĐQT	25/11/2024	Decision on determining the salary level for the Chief Accountant of Ben Thanh Rubber Joint Stock Company	100%
34.	557/NQ-HĐQT	19/12/2024	Resolution on approving the policy and signing transactions between Ben Thanh Rubber Joint Stock Company and "related parties" in 2024	80%
35.	559/NQ-HĐQT	19/12/2024	Resolution on approving the policy and signing transactions between Ben Thanh Rubber Joint Stock Company and "related parties" in 2025	80%

### III. Board of Supervisors (The report 2024):

#### 1. Information on members of the Board of Supervisors

No.	Members of Board of Supervisor	Position	The date becoming/ceasing to be the member of the Board of Supervisor	Qualification
1.	Duong Hoai Trinh	Head of the Board of Supervisors	21/4/2017-28/10/2024	Bachelor of Accounting

No.	Members of Board of Supervisor	Position	The date becoming/ceasing to be the member of the Board of Supervisor	Qualification
2.	Nguyen Quoc Vuong	Head of the Board of Supervisors	28/10/2024	Bachelor of Finance
3.	Luong Thi Anh Nguyet	Member of the Board of Supervisors	21/4/2017	Bachelor of Accounting
4.	Tran Nguyen Huy Hung	Member of the Board of Supervisors	01/04/2019	Bachelor of Accounting

## 2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Duong Hoai Trinh	3/3	100%	100%	Dismissed on dated 28/10/2024
2	Nguyen Quoc Vuong	1/1	100%	100%	Appointed on dated 28/10/2024
3	Luong Thi Anh Nguyet	4/4	100%	100%	
4	Tran Nguyen Huy Hung	4/4	100%	100%	

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

- The Board of Supervisors strictly implements the supervision and inspection of the Company's compliance with its Charter, the implementation of the Resolutions of the General Meeting of Shareholders, and the Resolutions of the Board of Directors.

- Supervision and inspections were conducted as per the established plans, emphasizing the oversight of the Company's business operations and financial management. These efforts highlighted achievements while identifying areas needing attention, remediation, and improvement in the Company's operations and governance. All reports prepared by the Board of Supervisors were submitted to the Board of Directors and the General Director.

- Reviewing and evaluating the Company's quarterly, semi-annual, and annual financial statements to reduce errors in the organization and execution of accounting and statistical tasks. This ensures the preparation of financial statements complies with the principles of legality, reasonableness, honesty, and prudence.

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

The Board of Supervisors is consistently supported by the Board of Directors and the Board of Managements in carrying out its functions and responsibilities. Specifically, the Board of Supervisors is invited to participate in meetings of the Board of Directors,

monthly briefing sessions of the Board of Managements, and discussions with relevant departments. It has provided input within its scope of duties on matters related to production activities, financial operations, sales policies, and debt recovery, among others, in accordance with the resolutions of the General Meeting of Shareholders, the Company's Charter, legal regulations, and in a manner that safeguards the Company's interests.

5. Other activities of the Board of Supervisors: None

#### **IV. Board of Managements**

<b>No.</b>	<b>Members of Board of Managements</b>	<b>Date of birth</b>	<b>Qualification</b>	<b>Date of appointment / dismissal of members of the Board of Managemen</b>
1.	Nguyen Tran Nghiem Vu	08/12/1967	Mechanical Design Engineer	01/11/2016
2.	Huynh Anh Tuan	02/10/1974	Bachelor of Business Administration	01/07/2020
3.	Huynh Van The	22/12/1977	Chemical Technology Engineer	01/10/2024

#### **V. Chief Accountant**

<b>Name</b>	<b>Date of birth</b>	<b>Qualification</b>	<b>Date of appointment/ dismissal</b>
Huynh Ngoc Son	01/01/1978	College Bachelor of Accounting	01/01/2022-28/10/2024
Duong Hoai Trinh	30/12/1980	Bachelor of Accounting	28/10/2024

#### **VI. Training courses on corporate governance:**

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: None

#### **VII. The list of affiliated persons of the public company (annual report) and transactions of affiliated persons of the Company**

1. The list of affiliated persons of the Company: *(attached)*

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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	Diep Xuan Truong		Chairman of the BoDs					01/01/2020	28/10/2024	Dismissal	
1.01	Diep Kinh Tan								28/10/2024		Biological father
1.02	Tran Thi Hoan								28/10/2024		Biological mother
1.03	Le Thu Ha								28/10/2024		Wife
1.04	Diep Le An								28/10/2024		Biological child
1.05	Diep Bao Minh								28/10/2024		Biological child
1.06	Le Nhu Mui								28/10/2024		Father-in-law
1.07	Bui Hong Thuy								28/10/2024		Mother-in-law
1.08	Viet Nam Rubber Group - Joint Stock Company							01/01/2020	28/10/2024		Mr. Diep Xuan Truong - Representative of the capital contribution from Viet Nam Rubber Group - Joint Stock Company
2	Nguyen Minh Doan		Chairman of the BoDs					28/10/2024		Appointment	
2.01	Huynh Thi Tu Ai	503513, MBS						28/10/2024			Wife
2.02	Nguyen Huynh Minh Nhut							28/10/2024			Biological child
2.03	Nguyen Huynh Minh Quan							28/10/2024			Biological child
2.04	Nguyen Minh Khang							28/10/2024			Anh
2.05	Nguyen Thi Mi Khanh							28/10/2024			Older sister
2.06	Nguyen Thi Mai Thao							28/10/2024			Younger sibling
2.07	Nguyen Thi Ngoc Dan							28/10/2024			Younger sibling
2.08	Nguyen Thi Mi Trang							28/10/2024			Younger sibling
2.09	Nguyen Minh Dai							28/10/2024			Sister-in-law
2.10	Viet Nam Rubber Group - Joint Stock Company							28/10/2024			Mr. Nguyen Minh Doan - Representative of the capital contribution from Viet Nam Rubber Group - Joint Stock Company
3	Nguyen Thanh Phuc		Non-executive					07/01/2022	20/06/2024	Dismissal	

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
			Member of the BoDs								
3.01	Nguyen Thanh Cuong								20/06/2024		Brother
3.02	Tran Thi Kim Linh								20/06/2024		Sister-in-law
3.03	Nguyen Thi Hong Hanh								20/06/2024		Older sister
3.04	Nguyen Van Tuan								20/06/2024		Brother-in-law
3.05	Cao Thi Nhung								20/06/2024		Sister-in-law
3.06	Nguyen Huu Phuoc								20/06/2024		Younger sibling
3.07	Nguyen Thi Thuy Ngan								20/06/2024		Sister-in-law
3.08	Dang Thi Tuyet								20/06/2024		Wife
3.09	Dang Thai Hong								20/06/2024		Father-in-law
3.10	Huynh Thi Men								20/06/2024		Mother-in-law
3.11	Nguyen Quoc An								20/06/2024		Child
3.12	Nguyen Phuong Vy								20/06/2024		Child
3.13	Vicem Ha Tien Cement Joint Stock Company							01/01/2020	20/06/2024		Mr. Nguyen Thanh Phuc - Representative of the capital contribution from Vicem Ha Tien Cement Joint Stock Company
4	Nguyen Tran Nghiem Vu		Member of the BoDs- General Director					01/01/2020			
4.01	Tran Thi Duyen										Mother
4.02	Nguyen Ngoc Lan										Wife
4.03	Nguyen Gia Phong										Child
4.04	Nguyen Thi Cao Tam										Daughter-in-law
4.05	Nguyen Tran Linh										Older sister
4.06	Nguyen Tran Luat										Brother
4.07	Nguyen Kim Thien										Brother-in-law
4.08	Nguyen Thi Tran Khanh										Older sister
4.09	Nguyen Trong Khoi										Brother-in-law
4.10	Nguyen Thi Minh Yen										Sister-in-law
4.11	Nguyen Doan Song										Father-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
4.12	Nguyen Ngoc Mai										Mother-in-law
4.13	Viet Nam Rubber Group - Joint Stock Company										Mr. Nguyen Tran Nghiem Vu - Representative of the capital contribution from Viet Nam Rubber Group - Joint Stock Company
5	Van Trong Long		Independent Member of the BoDs					28/06/2022			
5.01	Nguyen Xuan Ly										Wife
5.02	Van Nguyen Duy Anh										Child
5.03	Van Nguyen Viet Anh										Child
5.04	Dang Thi Cuc										Mother
5.05	Van Thi Lan										Older sister
5.06	Van Thi Hue										Older sister
5.07	Van Trong Lanh										Younger sibling
5.08	Le Van Qua										Brother-in-law
5.09	Nguyen Quang Truong										Brother-in-law
5.10	Vu Thi Hien										Sister-in-law
5.11	Tran Thi Con										Mother-in-law
6	Nguyen Viet Ha		Non-executive Member of the Board of Directors					29/05/2020			
6.01	Nguyen Van Moi										Biological father
6.02	Do Phuong Tram										Wife
6.03	Nguyen Do Khiet Tam										Biological child
6.04	Nguyen Viet Son										Younger sibling
6.05	Do Quy Mui										Father-in-law
6.06	Huynh Hong Diep										Mother-in-law
6.07	Nguyen Thi Be Thi										Sister-in-law
6.08	Saigon Industry Corporation										Mr. Nguyen Viet Ha - Representative of the capital contribution from Saigon

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
											Industry Corporation
7	Nguyen Nho Luong		Non-executive Member of the Board of Directors					20/06/2024		Appointment	
7.01	Nguyen Quoc Khanh							20/06/2024			Biological father
7.02	Nguyen Thi Phu							20/06/2024			Biological mother
7.03	Nguyen Minh Nguyen							20/06/2024			Wife
7.04	Nguyen Phuc Minh							20/06/2024			Biological child
7.05	Nguyen Minh Khue							20/06/2024			Biological child
7.06	Nguyen Xuan Lam							20/06/2024			Younger sibling
7.07	Nguyen Thi Ly							20/06/2024			Younger sibling
7.08	Nguyen Van Chuc							20/06/2024			Father-in-law
7.09	Lu Thi Be							20/06/2024			Mother-in-law
7.10	Nguyen Thi Van							20/06/2024			Sister-in-law
7.11	Le Dinh Cuong							20/06/2024			Brother-in-law
7.12	Vicem Ha Tien Cement Joint Stock Company							20/06/2024			Mr. Nguyen Nho Luong – Representative of the capital contribution from Vicem Ha Tien Cement Joint Stock Company
8	Duong Hoai Trinh	058C-623019	Head of the Board of Supervisors					01/01/2020	28/10/2024	Dismissal	
8.01	Duong Hoai Trinh	058C-623019	Chief Accountant					28/10/2024		Appointment	
8.02	Duong Van Hoai							28/10/2024			Biological father
8.03	Phung Thi Bay							28/10/2024			Biological mother
8.04	Duong Hoai Huong							28/10/2024			Older sister
8.05	Pham Dang Khoa							28/10/2024			Brother-in-law
8.06	Duong Hoai Bao							28/10/2024			Younger sibling
8.07	Doan Thi Cam Duyen							28/10/2024			Sister-in-law
8.08	Nguyen Khai Ca							28/10/2024			Biological child
9	Luong Thi Anh Nguyet		Member of the					01/01/2020			

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
9.01	Nguyen Duc Cuong		Board of Supervisors								Husband
9.02	Nguyen Duc Hoang Long										Biological child
9.03	Nguyen Duc Hoang Phuc										Biological child
9.04	Luong Chi Vinh										Biological father
9.05	Le Thi Le Hang										Biological mother
9.06	Luong Thi Nguyet Anh										Younger sibling
9.07	Luong Anh Duong										Younger sibling
9.08	Ngo Thi Thuy Linh										Sister-in-law
9.09	Mai Le Ngoc Vinh										Brother-in-law
9.10	Le Ngoc An										Father-in-law
9.11	Le Thi Le Lieu										Mother-in-law
10	Tran Nguyen Huy Hung		Member of the Board of Supervisors					01/01/2020			
10.01	Nguyen Truc Anh										Wife
10.02	Tran Nguyen Truc Quynh										Biological child
10.03	Tran Hung Minh										Biological child
10.04	Nguyen Thi Tho										Biological mother
10.05	Pham Thi Ngoc Mai										Mother-in-law
11	Huynh Anh Tuan	017C-005535	Deputy General Director					01/07/2020			
11.01	Huynh Binh										Biological father
11.02	Do Thi Xuan Thu										Biological mother
11.03	Vo Thi Kieu Oanh										Wife
11.04	Huynh Cong Thanh										Biological child
11.05	Huynh Cong Thanh										Biological child
11.06	Huynh Ngoc Mai										Biological child
11.07	Huynh Xuan Thao										Older sister
11.08	Huynh Le Nhan										Brother-in-law
12	Nguyen Thi Thao		Corporate					01/01/2020			

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
			<b>Governance Officer</b>								
12.01	Nguyen Thi Cung										Biological mother
12.02	Luong Quoc Hoan										Husband
12.03	Luong Nguyen Anh Minh										Child
12.04	Luong Nguyen Anh Chau										Child
12.05	Nguyen Van Chuc										Anh
12.06	Tran Thi Thu Thao										Sister-in-law
12.07	Nguyen Thi Hien										Older sister
12.08	Nguyen Thi Yen										Younger sibling
12.09	Tran Thi Thu Hong										Mother-in-law
<b>13</b>	<b>Huynh Ngoc Son</b>		<b>Chief Accountant</b>					<b>01/01/2022</b>	<b>28/10/2024</b>	<b>Dismissal</b>	
13.01	Vy Thi Thanh Nhi		Deputy Director of Production						28/10/2024		Wife
13.02	Huynh Nhat Cuong								28/10/2024		Child
13.03	Huynh Ngoc Khanh An								28/10/2024		Child
13.04	Huynh Hoang Hai								28/10/2024		Child
13.05	To Thi Xuan Hoa								28/10/2024		Mother
13.06	Vy Thanh Tam								28/10/2024		Father-in-law
13.07	Nguyen Thi Ngoc								28/10/2024		Mother-in-law
13.08	Huynh Thi Ngoc Diep								28/10/2024		Older sister
13.09	Huynh Thi Ngoc Lan								28/10/2024		Older sister
13.10	Huynh Ngoc Hien								28/10/2024		Brother
13.11	Huynh Quang Thuan								28/10/2024		Brother
13.12	Huynh Thi Xuan Dao								28/10/2024		Younger sibling
13.13	Nguyen Thi Thu Dung								28/10/2024		Sister-in-law
13.14	Nguyen Ke Cam								28/10/2024		Brother-in-law
13.15	Tran Trong Dung								28/10/2024		Brother-in-law
13.16	Phan Thi Mong Thuy								28/10/2024		Sister-in-law
<b>14</b>	<b>Nguyen Quoc Vuong</b>		<b>Head of the Board of Supervisors</b>					<b>28/10/2024</b>		<b>Appointment</b>	

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
14.01	Nguyễn Tuyen Huan							28/10/2024			Biological father
14.02	Vo Thi Thanh							28/10/2024			Biological mother
14.03	Nguyễn Thi Thu Hien							28/10/2024			Older sister
14.04	Pham Duy Nhat							28/10/2024			Brother-in-law
14.05	Le Van An							28/10/2024			Father-in-law
14.06	Nguyễn Thi Son							28/10/2024			Mother-in-law
14.07	Le Thi Tuong Vi							28/10/2024			Wife
14.08	Nguyễn Quoc Cuong							28/10/2024			Biological child
15	Huynh Van The		Deputy General Director					01/10/2024		Appointment	
15.01	Thai Thi Phuong Ngan							01/10/2024			Wife
15.02	Huynh Thai Bao							01/10/2024			Biological child
15.03	Huynh Van Song							01/10/2024			Brother
15.04	Huynh Thi Thu							01/10/2024			Older sister
15.05	Huynh Van Xep							01/10/2024			Brother
15.06	Huynh Thi Ly							01/10/2024			Older sister
15.07	Huynh Thi The							01/10/2024			Older sister
15.08	Huynh Thi Hoa							01/10/2024			Young sibling
15.09	Nguyễn Thi Phuoc							01/10/2024			Sister -in-law
15.10	Tran Van Ty							01/10/2024			Brother -in-law
15.11	Dinh Thi Thanh Phuong							01/10/2024			Sister -in-law
15.12	Nguyễn Van Nhe							01/10/2024			Brother -in-law
15.13	Vo Van Luan							01/10/2024			Brother -in-law
15.14	Thai Gian Long							01/10/2024			Father -in-law
15.15	Phan Thi Phuoc							01/10/2024			Mother -in-law

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization/ individual	Relationship with the Compan	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 (if any, specifying date of issue	Content, quantity, total value of transaction	Note
1	Viet Nam Rubber Group - Joint Stock Company	Major shareholder	0301266564	236 Nam Ky Khoi Nghia, Vo Thi Sau Ward, District 3, City. Ho Chi Minh	Year 2024	490/NQ-HĐQT dated 25/12/2023 và 557/NQ-HĐQT dated 19/12/2024	Buy goods 29,518,011,600 VND	
1.01	MDF VRG - Quang Tri Wood Joint Stock Company	Relevant organizations	3200228141	Quan Ngang Industrial Park, Gio Quang commune, Gio Linh district, Quang Tri province	Year 2024		Sell goods and services 243,097,200 VND	
1.02	Vrg Kien Giang MDF Joint Stock Company	Relevant organizations	1702052152	Thanh Loc Industrial Park, Thanh Loc commune, Chau Thanh district, Kien Giang province.	Year 2024		Sell goods and services 107,550,000 VND	
1.03	Chupah Rubber Company Limited	Relevant organizations	5900190507	No. 1 Nguyen Thi Minh Khai, Phu Hoa town, Chu Pah district, Gia Lai.	Year 2024		Sell goods and services 892,532,520 VND	
1.04	Sa Thay Rubber Join Stock Company	Relevant organizations	6100229387	Village 02, Ia Dom commune, Ia H'Drai district, Kon Tum province	Year 2024		Sell goods and services 129,301,920 VND	
1.05	Kon Tum Rubber Company Limited	Relevant organizations	6100104839	639 Phan Dinh Phung, Duy Tan Ward, City. Kon Tum, Kon Tum province	Year 2024		Sell goods and services 263,023,200 VND	

No.	Name of organization/ individual	Relationship with the Compan	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 (if any, specifying date of issue	Content, quantity, total value of transaction	Note
1.06	Tan Bien Rubber Joint Stock Company	Relevant organizations	3900242832	Group 2, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	Year 2024		Sell goods and services 58,093,200 VND	
1.07	Tay Ninh Rubber Joint Stock Company	Relevant organizations	3900242776	Hiep Thanh Commune, Go Dau District, Tay Ninh Province	Year 2024		Sell goods and services 145,767,600 VND	
1.08	Loc Ninh Rubber Company Limited	Relevant organizations	3800100270	Ninh Thuan Quarter, Loc Ninh Town, Loc Ninh District, Binh Phuoc Province	Year 2024		Sell goods and services 87,674,400 VND	
1.09	Phuoc Hoa Rubber Joint Stock Company	Relevant organizations	3700147532	Phuoc Hoa commune, Phu Giao district, Binh Duong province	Year 2024		Sell goods and services 203,646,960 VND	
1.10	Dau Tieng Rubber Mechanical Transport Co., Ltd.	Relevant organizations	3700877828	Quarter 4A Dau Tieng Town, Dau Tieng District, Binh Duong Province	Year 2024		Sell goods and services 147,906,000 VND	
1.11	Binh Long Rubber Company Limited	Relevant organizations	3800100168	National Highway 13, Hung Chien Ward, Binh Long Town, Binh Phuoc Province	Year 2024		Sell goods and services 286,260,480 VND	
1.12	Baria Rubber Joint Stock Company	Relevant organizations	3500103432	National Highway 56, Binh Ba commune, Chau Duc	Year 2024		Sell goods and services 52,604,640 VND	

No.	Name of organization/ individual	Relationship with the Compan	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 (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
				district, Ba Ria - Vung Tau province				
1.13	Chu Se Rubber Company Limited	Relevant organizations	5900190497	420 Hung Vuong, Chu Se town, Chu Se district, Gia Lai province	Year 2024		Sell goods and services 64,650,960 VND	
1.14	Hoa Binh Rubber Joint Stock Company	Relevant organizations	3500657173	Hamlet 7, Hoa Binh commune, Xuyen Moc district, Ba Ria Vung Tau province	Year 2024		Sell goods and services 17,748,720 VND	
1.15	Ea Hleo Rubber One Member Company Limited	Relevant organizations	6000176999	No. 499 Giai Phong Street, Ea Drang Town, Ea H'Leo District, Dak Lak Province	Year 2024		Sell goods and services 157,813,920 VND	
1.16	Phu Rieng Rubber Company Limited	Relevant organizations	3800100062	Phu Rieng commune, Phu Rieng district, Binh Phuoc province	Year 2024		Sell goods and services 266,230,800 VND	
2	Vicem Ha Tien Cement Joint Stock Company	Major shareholder	0301446422	604 Vo Van Kiet, Cau Kho Ward, District 1, City. Ho Chi Minh	Year 2024	490/NQ-HĐQT dated 25/12/2023 and 557/NQ-HĐQT dated 19/12/2024	Sell goods and services 16,053,482,260 VND	
<b>Total</b>							48,696,396,380	

*(In words: Forty-eight billion, six hundred ninety-six million, three hundred ninety-six thousand, three hundred and eighty dong)*

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

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Managements, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting). None

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None.

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

**VIII. Share transactions of internal persons and their affiliated persons (2024 report)**

1. The list of internal persons and their affiliated persons/ Transactions of internal persons and affiliated persons with shares of the Company (attached)

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

**IX. Other significant issue: None**

**Recipients:**

- SSC;
- HOSE;
- Archived: Office.

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**Nguyễn Minh Doan**

**THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS/ TRANSACTIONS OF INTERNAL PERSONS AND AFFILIATED PERSONS WITH SHARES OF THE COMPANY**

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
<b>1</b>	<b>Diep Xuan Truong</b>		<b>Chairman of the BoDs</b>							<b>Dismissal of Representative of 33.85% capital contribution equivalent to 4,189,408 shares of Viet Nam Rubber Group - Joint Stock Company as of 28/10/2024</b>
1.01	Diep Kinh Tan									
1.02	Tran Thi Hoan									
1.03	Le Thu Ha									
1.04	Diep Le An									
1.05	Diep Bao Minh									Underage
1.06	Le Nhu Mui									Underage
1.07	Bui Hong Thuy									
1.08	Viet Nam Rubber Group - Joint Stock Company							6.054.658	48.85%	Strategic shareholder
<b>2</b>	<b>Nguyen Minh Doan</b>		<b>Chairman of the BoDs</b>							<b>Appointment of Representative of 33.85% capital contribution equivalent to 4,189,408 shares of Viet Nam Rubber Group - Joint Stock Company as of 28/10/2024</b>
2.01	Huynh Thi Tu Ai	503513, Mb Securities Joint Stock Company						15.900	0.13%	
2.02	Nguyen Huynh Minh									

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Nhut									
2.03	Nguyen Huynh Minh Quan									
2.04	Nguyen Minh Khang									
2.05	Nguyen Thi Mi Khanh									
2.06	Nguyen Thi Mai Thao									
2.07	Nguyen Thi Ngoc Dan									
2.08	Nguyen Thi Mi Trang									
2.09	Nguyen Minh Dai									
2.10	Viet Nam Rubber Group - Joint Stock Company							6,054,658	48.85%	Strategic shareholder
3	Nguyen Viet Ha		Non-executive Member of the Board of Directors							Representative of 19.86% capital contribution equivalent to 2,457,578 shares of Saigon Industry Corporation
3.01	Nguyen Van Moi									
3.02	Do Phuong Tram									
3.03	Nguyen Do Khiet Tam									Underage
3.04	Nguyen Viet Son									
3.05	Do Quy Mui									
3.06	Huynh Hong Diep									
3.07	Nguyen Thi Be Thi									
3.08	Saigon Industry							2,457,578	19.86%	State Shareholder

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Corporation									
<b>4</b>	<b>Tran Nguyen Huy Hung</b>		<b>Member of the Board of Supervisors</b>							
4.01	Nguyen Truc Anh									
4.02	Tran Nguyen Truc Quynh									Underage
4.03	Tran Hung Minh									Underage
4.04	Nguyen Thi Tho									
4.05	Pham Thi Ngoc Mai									
<b>5</b>	<b>Luong Thi Anh Nguyet</b>		<b>Member of the Board of Supervisors</b>							
5.01	Nguyen Duc Cuong									
5.02	Nguyen Duc Hoang Long									Underage
5.03	Nguyen Duc Hoang Phuc									Underage
5.04	Luong Chi Vinh									
5.05	Le Thi Le Hang									
5.06	Luong Thi Nguyet Anh									
5.07	Luong Anh Duong									
5.08	Ngo Thi Thuy Linh									
5.09	Mai Le Ngoc Vinh									
5.10	Le Ngoc An									
5.11	Le Thi Le Lieu									
<b>6</b>	<b>Duong Hoai Trinh</b>	<b>058C-623019</b>	<b>Head of the Board of</b>					<b>990</b>	<b>0.008%</b>	<b>Dismissal of Head of the Board of Supervisors as of</b>

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
			Supervisors							28/10/2024
6.01	Duong Hoai Trinh	058C-623019	Chief Accountant					990	0.008%	Appointment of Chief Accountant as of 28/10/2024
6.02	Duong Van Hoai									
6.03	Phung Thi Bay									
6.04	Duong Hoai Huong									
6.05	Pham Dang Khoa									
6.06	Duong Hoai Bao									
6.07	Doan Thi Cam Duyen									Not provided
6.08	Nguyen Khai Ca									
7	Huynh Anh Tuan	017C-005535	Deputy General Director					3.539	0.029%	
7.01	Huynh Binh									
7.02	Do Thi Xuan Thu									
7.03	Vo Thi Kieu Oanh									
7.04	Huynh Cong Thanh									Underage
7.05	Huynh Cong Thanh									Underage
7.06	Huynh Ngoc Mai									Underage
7.07	Huynh Xuan Thao									
7.08	Huynh Le Nhan									
8	Nguyen Tran Nghiem Vu		Member of the BoDs- General Director					16.698	0.13%	Representative of 15% capital contribution equivalent to 1.856.250 shares of Viet Nam Rubber Group - Joint Stock

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
										Company
8.01	Tran Thi Duyen									Not provided
8.02	Nguyen Ngoc Lan									
8.03	Nguyen Gia Phong									
8.04	Nguyen Thi Cao Tam									
8.05	Nguyen Tran Linh									
8.06	Nguyen Tran Luat									
8.07	Nguyen Kim Thien									
8.08	Nguyen Thi Tran Khanh									Not provided
8.09	Nguyen Trong Khoi									Not provided
8.10	Nguyen Thi Minh Yen									
8.11	Nguyen Doan Song									
8.12	Nguyen Ngoc Mai									Not provided
8.13	Viet Nam Rubber Group - Joint Stock Company							6.054.658	48.85%	Strategic shareholder
9	Nguyen Thanh Phuc		Non-executive Member of the BoDs							Dismissal of the representative of 18.67% capital contribution equivalent to 2.310.000 shares of Vicem Ha Tien Cement Joint Stock Company as of 20/06/2024
9.01	Nguyen Thanh Cuong									
9.02	Tran Thi Kim									

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Linh									
9.03	Nguyen Thi Hong Hanh									
9.04	Nguyen Van Tuan									
9.05	Cao Thi Nhung									
9.06	Nguyen Huu Phuoc									
9.07	Nguyen Thi Thuy Ngan									
9.08	Dang Thi Tuyet									
9.09	Dang Thai Hong									
9.10	Huynh Thi Men									
9.11	Nguyen Quoc An									Underage
9.12	Nguyen Phuong Vy									Underage
9.13	Vicem Ha Tien Cement Joint Stock Company							2.310.000	18.67%	Major Shareholder
10	Van Trong Long		Member of the Board of Directors Independence							Independent Member
10.01	Nguyen Xuan Ly									
10.02	Van Nguyen Duy Anh									Underage
10.03	Van Nguyen Viet Anh									Underage
10.04	Dang Thi Cuc									
10.05	Van Thi Lan									
10.06	Van Thi Hue									
10.07	Van Trong									

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Lanh									
10.08	Le Van Qua									
10.09	Nguyen Quang Truong									
10.10	Vu Thi Hien									
10.11	Tran Thi Con									
11	Huynh Ngoc Son		Chief Accountant					14.000	0.11%	Relieved of the responsibility for overseeing Accounting as of 28/10/2024
11.01	Vy Thi Thanh Nhi		Deputy Director of Production					12.000	0.10%	
11.02	Huynh Nhat Cuong									Underage
11.03	Huynh Ngoc Khanh An									Underage
11.04	Huynh Hoang Hai									Underage
11.05	To Thi Xuan Hoa									
11.06	Vy Thanh Tam									
11.07	Nguyen Thi Ngoc									
11.08	Huynh Thi Ngoc Diep									Not provided
11.09	Huynh Thi Ngoc Lan									
11.10	Huynh Ngoc Hien									
11.11	Huynh Quang Thuan									
11.12	Huynh Thi Xuan Dao									
11.13	Nguyen Thi Thu Dung									Not provided
11.14	Nguyen Ke Cam									Not provided
11.15	Tran Trong									Not provided

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Dung									
11.16	Phan Thi Mong Thuy									Not provided
12	Nguyen Thi Thao		Corporate Governance Officer							
12.01	Nguyen Thi Cung									
12.02	Luong Quoc Hoan									
12.03	Luong Nguyen Anh Minh									
12.04	Luong Nguyen Anh Chau									
12.05	Nguyen Van Chuc									
12.06	Tran Thi Thu Thao									
12.07	Nguyen Thi Hien									
12.08	Nguyen Thi Yen									
12.09	Tran Thi Thu Hong									
13	Nguyen Nho Luong		Non-executive Member of the Board of Directors							Representative of 18.67% capital contribution equivalent to 2,310,000 shares of Vicem Ha Tien Cement Joint Stock Company
13.01	Nguyen Quoc Khanh									
13.02	Nguyen Thi Phu									
13.03	Nguyen Minh Nguyen									
13.04	Nguyen Phuc Minh									Underage
13.05	Nguyen Minh									Underage

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	Khue									
13.06	Nguyen Xuan Lam									
13.07	Nguyen Thi Ly									
13.08	Nguyen Van Chuc									
13.09	Lu Thi Be									
13.10	Nguyen Thi Van									
13.11	Le Dinh Cuong									
13.12	Vicem Ha Tien Cement Joint Stock Company							2.310.000	18.67%	Major Shareholder
14	Nguyen Quoc Vuong		Head of the Board of Supervisors					300	0.0024%	Appointment Head of the Board of Supervisors dated 28/10/2024
14.01	Nguyen Tuyen Huan									
14.02	Vo Thi Thanh									
14.03	Nguyen Thi Thu Hien									
14.04	Pham Duy Nhat									
14.05	Le Van An									
14.06	Nguyen Thi Son									
14.07	Le Thi Tuong Vi									
14.08	Nguyen Quoc Cuong									Underage
15	Huynh Van The		Deputy General Director					1.400	0.011%	Appointment dated 01/10/2024
15.01	Thai Thi Phuong Ngan									
15.02	Huynh Thai Bao									

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
15.03	Huynh Van Song									
15.04	Huynh Thi Thu									
15.05	Huynh Van Xep									
15.06	Huynh Thi Ly									
15.07	Huynh Thi The									
15.08	Huynh Thi Hoa									
15.09	Nguyen Thi Phuoc									
15.10	Tran Van Ty									
15.11	Dinh Thi Thanh Phuong									
15.12	Nguyen Van Nhe									
15.13	Vo Van Luan									
15.14	Thai Gian Long									
15.15	Phan Thi Phuoc									

