

VIET NAM RUBBER GROUP
HOA BINH RUBBER JOINT
STOCK COMPANY

No: ...~~80~~.../BC-HDQTCSHB

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ba Ria – Vung Tau, January 24, 2025

REPORT ON CORPORATE GOVERNANCE (year 2024)

To: - The State Securities Commission;
- The Stock Exchange.

- Name of company: **HOA BINH RUBBER JOINT STOCK COMPANY.**

- Address of head office: Hamlet 7, Hoa Binh Commune, Xuyen Moc District, Ba Ria – Vung Tau Province.

- Telephone: 02543.872104, Fax: 02543.873495, Email: horuco@horuco.com.vn.

- Charter capital: VND 302,066,220,000.

- Stock code: HRC

- Governance model:

General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director and Director.

General Meeting of Shareholders, Board of Directors, General Director, Director and Audit Committee under the Board of Directors.

- 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 (including collect shareholders' written opinions):

The company held the Annual General Meeting of Shareholders on 06/6/2024. The General Meeting voted to approve the presented contents:

1. Adjustment of the 2023 production-business and investment plan of Hoa Binh Rubber Joint Stock Company.

2. Approval of the 2023 production-business results and the 2024 production-business plan.

3. Approval of the 2023 audited financial statements of Hoa Binh Rubber Joint Stock Company.

4. Approval of the 2023 Board of Directors' activity report and the 2024 action plan.

5. Approval of the Independent Board of Director' member's report evaluating the

Board of Directors' activities in 2023.

6. Approval of the 2023 Board of Supervisors' activity report.
7. Agreement on 2023 profit distribution and 2024 profit distribution plan.
8. Agreement on the payment of salaries and remuneration for the Board of Directors - Board of Supervisors in 2023, and the plan for remuneration payment for the Board of Directors - Board of Supervisors in 2024.
9. Agreement to authorize the Board of Directors to select one of the three audit firms to review the semi-annual financial statements and audit the company's financial statements in 2024.

The General Meeting passed the following Resolution:

No.	Resolution/Decision No.	Date	Content
1	536/NQ-CSHB	06/6/2024	Resolution of the Annual General Meeting of Shareholders 2024

II. Board of Directors (Annual report):

1. Information about the Board of Director' members:

No.	Board of Directors' members	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 Directors	
			Date of appointment	Date of dismissal
1	Mr. Tran Khac Chung	Chairman of the Board of Directors	25/4/2019	
2	Mr. Nguyen Van Quang	Member of the Board of Directors	29/6/2022	
3	Mr. Nguyen Hoang Nam	Member of the Board of Directors	12/4/2012	
4	Mr. Vo Van Tuan	Member of the Board of Directors	29/5/2020	
5	Mr. Bui Phuoc Tien	Independent member of the Board of Directors	24/6/2021	

2. Meetings of the Board of Directors:

In 2024, the Board of Directors convened 4 quarterly meetings in person. The

meeting organization process was carried out in accordance with the provisions of the Law on Enterprises, the Law on Securities and guiding documents. The meetings approved several contents to direct the Executive Board to promptly implement the company's production-business activities.

No.	Board of Directors' member	Number of meetings attended by the Board of Directors	Attendance rate	Reasons for absence
1	Mr. Tran Khac Chung	4/4	100%	
2	Mr. Nguyen Hoang Nam	4/4	100%	
3	Mr. Vo Van Tuan	4/4	100%	
4	Mr. Bui Phuoc Tien	4/4	100%	
5	Mr. Nguyen Van Quang	4/4	100%	

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

- In 2024, the Board of Directors directed the strict implementation of the quarterly, semi-annual, and annual financial reporting regime as regulated.

- The company's Board of Directors holds quarterly meetings to approve quarterly production-business results reports, agree on some targets for the next quarter's plan, and orient some tasks for 2024. The meeting content also evaluates the implementation results of the Resolution of the Annual General Meeting of Shareholders, Resolutions and Decisions of the Board of Directors, and any outstanding or unimplemented issues. Thereby, the Board of Directors directed the Board of Management to complete the outstanding contents as soon as possible.

- The Board of Directors has issued Resolutions and Decisions in accordance with the correct procedures and processes by obtaining opinions to agree on directing the Board of Management to implement arising matters during the production-business management process. Through the written voting opinion documents of the Board of Directors, the Board of Directors also demonstrates responsibility in participating in supervising and resolving matters under the authority of the Board of Directors.

- The Chairman and Board of Director' members attended the monthly meetings organized by the company's General Director and other irregular meetings. Through the meetings, the Board of Directors contributed opinions and directed the implementation of production-business activities, the management work of the General Director and the company's management staff.

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

- The Company's Board of Directors does not establish subcommittees but assigns responsibilities to members in charge of each field.

- Quarterly, members report to the Board of Directors on the areas under their

responsibility during regular meetings; in necessary cases, they report and seek opinions from the Chairman of the Board of Directors for timely direction.

- The independent Board of Director' member submitted an assessment report on the activities of the Board of Directors in 2023, the content of which was presented and approved at the 2024 Annual General Meeting of Shareholders.

5. Resolutions/Decisions of the Board of Directors (annual report):

No.	Resolution/ Decision No.	Date	Content	Approval rate
I. Resolutions				
1	86/NQ- HĐQTCSHB	06/02/2024	Approval of authorization to sign contracts and transactions between Hoa Binh Rubber Joint Stock Company and its affiliated persons.	100%
2	164/NQ- HĐQTCSHB	11/3/2024	Approval of the reappointment of the capital representative and member of the Board of Supervisors at Ba Ria - K Company for the 2024-2029 term.	100%
3	166/NQ- HĐQTCSHB	11/3/2024	Agreement on the handover of company-managed land to local authorities for the construction of a new waste transfer station in Phuoc Tan Commune, Xuyen Moc District.	100%
4	175/NQ- HĐQTCSHB	14/3/2024	Approval of the loan plan at Viet Lao Rubber Joint Stock Company.	100%
5	194/NQ- HĐQTCSHB	18/3/2024	Authorization of the Chairman to carry out procedures for organizing the 2024 Annual General Meeting of Shareholders.	100%
6	195/NQ- HĐQTCSHB	18/3/2024	Record date for the list of shareholders attending the 2024 Annual General Meeting of Shareholders.	100%
7	245/NQ- HĐQTCSHB	01/4/2024	First quarter 2024 periodic Board of Directors meeting.	100%
8	285/NQ- HĐQTCSHB	11/4/2024	Approval of the 2024 plan for Hoa Binh Rubber Joint Stock Company.	100%
9	296/NQ- HĐQTCSHB	12/4/2024	Agreement on the organizational structure, operating model, and indirect labor ratio for 2024.	100%
10	390/NQ- HĐQTCSHB	13/5/2024	Agreement on contents for the dossier to be submitted to the 2024 Annual General Meeting of Shareholders of	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			Hoa Binh Rubber Joint Stock Company for approval.	
11	438/NQ- HĐQTCSHB	20/5/2024	Loan from Saigon - Hanoi Commercial Joint Stock Bank, Ho Chi Minh City Branch.	100%
12	440/NQ- HĐQTCSHB	20/5/2024	Transformation of the management model and personnel work in 2024.	100%
13	444/NQ- HĐQTCSHB	21/5/2024	Agreement on implementing the appointment process for the General Director of the Company.	100%
14	507/NQ- HĐQTCSHB	03/6/2024	Second quarter 2024 periodic Board of Directors meeting.	100%
15	619/NQ- HĐQTCSHB	27/6/2024	Selection of an audit firm to review and audit the Company's 2024 financial statements.	100%
16	624/NQ- HĐQTCSHB	27/6/2024	Approval of the reappointment of company management personnel.	100%
17	667/NQ- HĐQTCSHB	11/7/2024	Approval of the starting price for the sale of liquidated rubber trees for land handover to local authorities for the construction of a new waste transfer station in Phuoc Tan Commune, Xuyen Moc District.	100%
18	731/Decision- Management Board of CSHR	30/7/2024	Agreement on the reappointment of company management personnel	100%
19	783/Decision- Management Board of CSHR	14/8/2024	Approval of the 2024 financial plan and agreement on the issuance of regulations on organizing the network for technical inspection of latex harvest and technical management of business rubber plantations	100%
20	835/Decision- Management Board of CSHR	04/9/2024	Quarter III 2024 Regular Meeting of the Board of Directors	100%
21	836/Decision- Management Board of CSHR	04/9/2024	Borrowing capital at the Bank for Agriculture and Rural Development of Chau Duc district, Ba Ria - Vung Tau	100%
22	1010/Decision- Management Board of CSHR	29/10/2024	Personnel arrangement for the Planning – Business Department	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
23	1012/Decision- Management Board of CSHR	29/10/2024	Dismissal and transfer of personnel	100%
24	1063/Decision- Management Board of CSHR	15/11/2024	Approval of the technical and economic report for the construction of the "Construction of concrete yard and fence of Binh Tan Farm" project	100%
25	1091/Decision- Management Board of CSHR	25/11/2024	Approving the starting price and method of selling liquidated rubber trees to prepare for intercropping with hybrid acacia in 2025	100%
26	1121/Decision- Management Board of CSHR	03/12/2024	Quarter IV 2024 Regular Meeting of the Board of Directors	100%
27	1148/Decision- Management Board of CSHR	12/12/2024	Assignment of duties within the Board of Directors	100%
28	1179/Decision- Management Board of CSHR	26/12/2024	Agreement on the consumption of 3,000 tons of rubber latex in the two years 2025-2026, Advances on goods and authorization to sign contracts and transactions between Hoa Binh Rubber Joint Stock Company with the company's affiliated persons, Vietnam Rubber Industry group - Joint Stock Company	100%

II. Decisions

1	08/Decision- Management Board of CSHR	09/01/2024	Establishment of the Steering Committee for the 2024 Employee Conference	
2	25/Decision- Management Board of CSHR	29/01/2024	Approval of the fertilizer plan for plantations in 2024 at Hoa Binh Rubber Joint Stock Company	
3	27/Decision- Management Board of CSHR	31/01/2024	Dividing bidding packages and selecting contractors for construction consultancy packages for upgrading the rolling mill system - Hoa Binh Factory	
4	28/Decision- Management Board of CSHR	31/01/2024	Approval of the 2024 procurement plan	

No.	Resolution/ Decision No.	Date	Content	Approval rate
5	43/Decision- Management Board of CSHR	04/3/2024	Approval of the starting price for the harvest sale of 35.689 ha of purebred Acacia plantation in 2020	
6	57/Decision- Management Board of CSHR	29/3/2024	Approval of the Technical and Economic Report and contractor selection plan for the project: Construction of worker housing for Cluster 6	
7	63/Decision- Management Board of CSHR	29/3/2024	Approval of the 2024 KTCB rubber care budget	
8	78/Decision- Management Board of CSHR	10/4/2024	Approval of the list of reviewed and supplemented plans for the period 2021-2026 and the plan for the period 2026-2031 for the positions of Leaders and Managers of the Company under the management of Vietnam Rubber Industry group	
9	93/Decision- BOD of Hoa Binh Rubber JSC	16/4/2024	Establish the Steering Committee and Organizing Committee for the 2024 Annual General Meeting of Shareholders	
10	126/Decision- BOD of Hoa Binh Rubber JSC	26/4/2024	Approve the Technical and Economic Report for the "Upgrade of the Rolling Mill System - Hoa Binh Factory" project	
11	127/Decision- BOD of Hoa Binh Rubber JSC	02/5/2024	Decision on Approving the Plan for Contractual Allocation of Latex Exploitation on an Area of 1,088.6708 ha without Tree Sharing - Year 2024	
12	128/Decision- BOD of Hoa Binh Rubber JSC	02/5/2024	Decision on Cancellation of Authorization and Authorization for Information Disclosure in the Securities Market	
13	147/Decision- BOD of Hoa Binh Rubber JSC	13/5/2024	Approve the Plan for Monoculture Planting of Hybrid Acacia (3rd cycle)	
14	180/Decision- BOD of Hoa Binh Rubber JSC	22/5/2024	Establish Binh Tan Farm	

No.	Resolution/ Decision No.	Date	Content	Approval rate
15	198/Decision- BOD of Hoa Binh Rubber JSC	31/5/2024	Establish a Raw Materials Latex Purchasing Cluster	
16	231/Decision- BOD of Hoa Binh Rubber JSC	17/6/2024	Approve the Project of Merging the Business Planning - Quality Management Department	
17	242/Decision- BOD of Hoa Binh Rubber JSC	21/6/2024	Merge the Quality Management Department into the Business Planning Department	
18	265/Decision- BOD of Hoa Binh Rubber JSC	03/7/2024	Assign the 2024 Payroll Fund Plan	
19	269/Decision- BOD of Hoa Binh Rubber JSC	09/7/2024	Approve the Technical and Economic Report for the Construction Project: "Construction of Latex Station - Exploitation Garden"	
20	271/Decision- BOD of Hoa Binh Rubber JSC	11/7/2024	Approve the Starting Price for the Sale of Liquidated Rubber Trees to Transfer Land to the Locality for the Construction of a New Waste Transfer Station in Phuoc Tan Commune, Xuyen Moc District	
21	318/Decision- BOD of Hoa Binh Rubber JSC	14/8/2024	Approve the 2024 Financial Plan at Hoa Binh Rubber Joint Stock Company	
22	342/Decision- BOD of Hoa Binh Rubber JSC	26/8/2024	Establish the Steering Committee for the "Golden Hands in Latex Exploitation 2024" Contest	
23	351/Decision- BOD of Hoa Binh Rubber JSC	04/9/2024	Approve the Overall Plan for Contractor Selection for the Project: "Construction of Latex Station - Exploitation Garden"	
24	378/Decision- BOD of Hoa Binh Rubber JSC	13/9/2024	Internal Audit Results for 2023; Approve the 2024 Internal Audit Implementation Program of Hoa Binh Rubber Joint Stock Company	

No.	Resolution/ Decision No.	Date	Content	Approval rate
25	389/Decision- BOD of Hoa Binh Rubber JSC	20/9/2024	Approve the Sustainable Forest Management Plan	
26	393/Decision- BOD of Hoa Binh Rubber JSC	26/9/2024	Approve the Technical and Economic Report for the 258.1621 ha Hybrid Acacia Rotation Planting Plan	
27	437/Decision- BOD of Hoa Binh Rubber JSC	01/11/2024	Approve the List of Individuals Obligated to Declare ASSETS in 2024	
28	449/Decision- BOD of Hoa Binh Rubber JSC	15/11/2024	Approve the Technical and Economic Report for the Construction Project "Construction of Concrete Yard and Fence for Binh Tan Farm"	
29	474/Decision- BOD of Hoa Binh Rubber JSC	25/11/2024	Approve the starting price and method for selling liquidated rubber trees to prepare for intercropping with acacia hybrid in 2025	
30	478/QĐ- HĐQTCSHB	02/12/2024	Approve the supplemental items of the 2024 procurement plan	
31	482/QĐ- HĐQTCSHB	04/12/2024	Adjust the 2024 capital construction estimate for rubber tree care	
31	492/QĐ- HĐQTCSHB	13/12/2024	Assign duties within the Board of Directors of Hoa Binh Rubber Joint Stock Company	

III. Board of Supervisors (annual report):

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

No.	Member of the Board of Supervisors/ Audit Committee	Position	The date becoming/ceasing to be the member of the Board of Supervisors/ Audit Committee	Qualification
1	Mr. Tran Minh Doi	Head of the Board	25/4/2019	Bachelor of Finance and Accounting
2	Mr. Hoang Quoc Hung	Member	29/5/2020	Master of Economics

3	Huynh Thi Ngoc Thu	Member	29/5/2020	Bachelor of English, Accounting Technician Certificate
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2. Meetings of Board of Supervisors or Audit Committee

No.	Members of Board of Supervisors/ Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Tran Minh Doi.	4/4	100%	100%	
2	Mr. Hoang Quoc Hung	4/4	100%	100%	
3	Ms. Huynh Thi Ngoc Thu	4/4	100%	100%	

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

Based on the Company's Charter, the Regulations on Operation of the Board of Supervisors, and the specific circumstances of the Company, the Board of Supervisors has developed a plan to inspect and supervise the Company's production-business activities in 2024; supervise the implementation of the Company's Charter, the Resolution of the General Meeting of Shareholders, the Resolutions of the Board of Directors, supervise the implementation of the Company's internal regulations; the development and implementation of measures to reduce management costs and product costs.

** Assessment of the Board of Directors' activities by the Board of Supervisors:*

The Resolutions of the Board of Directors have been issued in accordance with the correct procedures and processes under the Enterprise Law and the Company's Charter, and in line with the Company's development orientation. All meetings of the Board of Directors were conducted in accordance with the correct procedures and processes. The contents of opinions sought from Board of Director' members were carried out in accordance with the regulations and consistent with the Company's Charter.

The Board of Directors organizes and maintains regular meetings, conducted in person or through written opinions, primarily focusing on achieving quarterly and annual business production targets, the company's development strategy, implementing the Resolution of the General Meeting of Shareholders, unifying the issuance of Resolutions and Decisions, and resolving matters within its authority based on legal compliance and the Company Charter.

The Board of Directors has duly exercised its powers and responsibilities with a high sense of responsibility, closely adhering to objectives, for the legitimate interests

of the Company and its shareholders. Guided by the Resolution of the 2024 Annual General Meeting of Shareholders, the Board directed the development of specific tasks; the high unity of each Board of Director' member resulted in Resolutions and Decisions appropriate to the actual situation at each point in time, complying with current law and the Company Charter.

**** Evaluation of the Board of Directors' activities:***

The Board of Directors maintains regular monthly meetings, attended by the Board of Directors, Heads and Deputies of functional departments, Farm Directors, Processing Plant Directors, Production Team Leaders, and representatives of the Trade Union and Youth Union; with invitations extended to the Chairman and the Head of the Board of Supervisors. The meeting focuses on reporting implementation results, setting plans and directions for the following month, resolving difficulties and obstacles for each subordinate unit, and promptly addressing and proposing solutions within the meeting.

Based on the Resolutions and Decisions of the Board of Directors, the Board of Directors implements tasks promptly, responds flexibly to achieve the highest results, applies many positive measures, regularly organizes dialogues with employees, and disseminates and explains the current business production situation in challenging conditions to foster shared understanding among employees.

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

During the performance of their duties, the Board of Supervisors is invited by the Chairman to attend all meetings of the Board of Directors.

The Board of Directors invites the Board of Supervisors to attend all monthly meetings and directs functional departments to facilitate the Board of Supervisors' access to records, serving inspection and supervision tasks as requested by the Board of Supervisors.

5. Other activities of the Board of Supervisors and Audit Committee (if any):

The Board of Supervisors maintains its activities and working regime in accordance with the Company Charter and the Regulations on Operation of the Board of Supervisors; supervises the Company's main activities to ensure that the Company operates in the right direction, complies with the law, and achieves high efficiency.

The Board of Supervisors sends members to attend Board of Directors meetings to assess the quarterly business performance and review financial reports and business results provided by the Finance - Accounting department.

In 2024, the Board of Supervisors held meetings to gather opinions and approve:

- The 2024 inspection and supervision plan;
- Conducting appraisals of financial statements, business performance, and management of Hoa Binh Rubber Joint Stock Company on a quarterly, semi-annual, and annual basis in 2024;

- Reporting on the results of control activities on a quarterly, semi-annual, and annual basis in 2024;
- Report of the Board of Supervisors in 2023 submitted to the Annual General Meeting of Shareholders in 2024;
- Selection of an audit unit for the 2024 Financial Statements;
- Thematic inspection of the business production of Hoa Binh Rubber Joint Stock Company in 2024.

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	Vu Quang Khai	10/3/1968	Agricultural Engineer	14/01/2020
2	Nguyen Chon Cuong	11/10/1979	Bachelor of Finance and Accounting	06/11/2023

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Nguyen Thi Kieu Diem Anh	10/12/1979	Bachelor of Accounting	06/11/2023 (appointed Accountant in Charge of the Company)

VI. Training courses on corporate governance:

Training courses on corporate governance were attended by Board of Director' members, Member of the Board of Supervisors, Director (General Director), other managers, and company secretaries in accordance with regulations on corporate governance:

Board of Director' members, Board of Supervisors, Board of Management, other managers, and company secretaries participated in training courses on corporate governance; participated in seminars related to information disclosure and corporate governance to contribute to the preparation for upgrading the Vietnamese stock market. In addition, they also participated in the development of Decrees and Circulars related to securities organized by the State Securities Commission of VietNam, Ho Chi Minh City Stock Exchange, and securities companies.

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 (*Appendix I attached*)

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations).

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

No.	Name of organization/individual	Relationship with the Company	ID card No./Passport No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by the General Meeting of Shareholders/Board of Directors (if any, specifying the date of issue)	Content, quantity, total transaction value	Note
1	Vietnam Rubber Group	Parent company	0301266564 - January 20, 2022 – Ho Chi Minh City	236, Nam Ky Khoi Nghia, Ward Vo Thi Sau, District 3, HCMC	From January to December 2024	1125/NQ-HĐQTCSHB dated 26/12/2023		
2	VRG Japan Rubber Export Joint Stock Company	As above with the parent company, Vietnam Rubber Group	411032000138 – December 4, 2014- Ho Chi Minh City	269A Nguyen Trong Tuyen, Ward 10, Phu Nhuan District, HCMC	From January to December 2024	86/NQ-HĐQTCSHB dated 06/02/2024	Content: Sale of goods. Value: 6.164 billion VND	
3	Vietnam Rubber Magazine	As above with the parent company, Vietnam Rubber Group	Decision 660/TCCB-QĐ dated 04/10/1982	236 Bis, Nam Ky Khoi Nghia, Ward Vo Thi Sau, District 3 – HCMC	March 2024	86/NQ-HĐQTCSHB dated 06/02/2024	Content: Magazine purchase. Value: 16.2 million VND	
4	Rubber Reseach Institute Of Vietnam	As above with the parent company, Vietnam Rubber Group	3700258793, May 5, 2014, Binh Duong	QL13, Lai Khe Hamlet, Lai Hung Commune, Bau Bang District, Binh Duong Province	From January to December 2024	86/NQ-HĐQTCSHB dated 06/02/2024	Content: Purchase of supplies, chemicals, etc. Value: 640.314 million VND	

5	Rubber Health Center	As above with the parent company, Vietnam Rubber Group	307/BYT-GPHD – December 12, 2016 –HCMC	410 Truong Chinh, Ward 13, Tan Binh District, HCMC	Year 2024	86/NQ-HĐQTCSHB dated 06/02/2024	Content: Health check. Value: 164.46 million VND
6	Dong Nai Rubber Corporation	As above with the parent company, Vietnam Rubber Group		Xuan Lap Ward, Long Khanh City, Dong Nai	Year 2024	86/NQ-HĐQTCSHB dated 06/02/2024	Purchase of supplies and packaging. Value: 225 million VND
7	Ben Thanh Rubber Joint Stock Company	As above with the parent company, Vietnam Rubber Group			Year 2024	86/NQ-HĐQTCSHB dated 06/02/2024	Cash for supplies. Value: 17.748 million VND
8	Ba Ria Rubber Joint Stock Company	As above with the parent company, Vietnam Rubber Group	3500103432, 03/10/2024, Ba Ria - Vung Tau	Binh Ba Commune, Chau Duc - Ba Ria - Vung Tau	Year 2024	86/NQ-HĐQTCSHB dated 06/02/2024	Payment for processing. Value: 491.333 million VND
9	Vietnam-Laos Rubber Joint Stock Company	As above with the Chairman	0303612851	236 Nam Ky Khoi Nghia Street, Ward 6, District 3, Ho Chi Minh City	Year 2024	86/NQ-HĐQTCSHB dated February 6, 2024	Advances for rubber sales, amount: 30 billion VND
10	Ba Ria - Kampong Thom Rubber Joint Stock Company	With the Parent company, Vietnam Rubber Group	3501317187	Duc Trung Quarter, Binh Ba Commune, Chau Duc District, Ba Ria-Vung Tau Province	Year 2024	86/NQ-HĐQTCSHB dated February 6, 2024	Dividends collection for the year 2023, amount: 3.99 billion VND

11	Dong Nai Rubber Construction Joint Stock Company	Invested company	3600986703	No. 6, Street 1, Trung Tam Quarter, Xuan Lap Ward, Long Khanh City, Dong Nai Province	Year 2024	86/NQ-HĐQTCSHB dated February 6, 2024	Dividends collection for the year 2023, amount: 133.333 million VND
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For transaction number (1): The Company signed a contract to sell latex to the group, quantity: 2,200 tons, Resolution approving the advance payment for latex sales at the beginning of the year with the amount: 58 billion VND, delivery in 2024. Prepaid sales in the year: 48 billion VND, fully refunded as of December 31, 2024: 48 billion VND.

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organisations).

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 Board of Director' members, Member of the Board of Supervisors, Director (General Director), and other managers have been founding members or Board of Director' members, or CEOs in the last three (03) years (calculated at the time of reporting): None.

4.2. Transactions between the Company and the company that its affiliated persons with Board of Director' members, Member of the Board of Supervisors, Director (General Director), and other managers are Board of Director' members, 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 the Board of Directors, members of the Board of Supervisors, General Director and other managers.

Remuneration, salaries and bonuses of the Board of Directors are as follows:

Full name	Position	Amount	Note
Tran Khac Chung	Chairman	36,000,000	Remuneration
Nguyen Van Quang	Member of the	24,000,000	Remuneration

Full name	Position	Amount	Note
	Board of Directors		
Nguyen Hoang Nam	Member of the Board of Directors	24,000,000	Remuneration
Bui Phuoc Tien	Member of the Board of Directors	24,000,000	Remuneration
Vo Van Tuan	Member of the Board of Directors	311,040,000	Salary
Total		419,040,000	

Remuneration, salaries and bonuses of the Board of Supervisors are as follows:

Full name	Position	Amount	Note
Tran Minh Doi	Head of the BoS	272,160,000	Salary
Hoang Quoc Hung	Member	18,000,000	Remuneration
Huynh Thi Ngoc Thu	Member	18,000,000	Remuneration
Total		308,160,000	

Income of the managers is as follows:

Full name	Position	Amount	Note
Vu Quang Khai	Deputy General Director in charge of operations	336.960.000	
Nguyen Chon Cuong	Deputy General Director	298,080,000	
Total		635.040.000	

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

1. The list of internal persons and their affiliated persons. *(Appendix II attached)*
2. Transactions of internal persons and affiliated persons with shares of the company: None.

IX. Other significant issues

The Company has completed the fourth quarter financial report and conducted an audit of the 2024 financial statements. The Company will disclose information as regulated.

Recipients:

- As above;
- Archived: Administrative Office, Person in charge of Corporate Governance

CHAIRMAN
CHAIRMAN OF THE BOARD OF
DIRECTORS
(Sign, full name and seal)

 **Trần Khắc Chung**



Viet Nam Rubber Group
HOA BINH RUBBER JOINT STOCK COMPANY

APPENDIX I

THE LIST OF AFFILIATED PERSONS OF THE COMPANY

(Attached Report No. /BC-HDQTCSHB January 24, 2025)

No.	Name of organization/individual	Position at the company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
I - Member of the Board of Directors:						
1	Tran Khac Chung	Chairman of the Board of Directors	25/04/2019			
2	Nguyen Van Quang	Member of the Board of Directors - CEO	29/06/2022			
3	Bui Phuoc Tien	Independent Member of the Board of Directors	24/06/2021			
4	Vo Van Tuan	Member of the Board of Directors	29/05/2020			
5	Nguyen Hoang Nam	Member of the Board of Directors	12/04/2012			
II - Member of the Board of Management:						
1	Vu Quang Khai	Deputy General Director	14/01/2020			
2	Nguyen Chon Cuong	Deputy General Director	06/11/2023			
III - Member of the Board of Supervisors:						
1	Tran Minh Doi	Head of the Board of Supervisors	25/04/2019			
2	Hoang Quoc Hung	Member	29/05/2020			
3	Huynh Thi Ngoc Thu	Member	29/05/2020			
IV - Authorized Person for Information Disclosure:						
1	Nguyen Huu Nghia		06/05/2024			
V - In charge of company accounting:						
1	Nguyen Thi Kieu Diem Anh	In charge of accounting	06/11/2023			
VI - Person in charge of corporate governance and Board Secretary:						
1	Nguyen Huu Nghia		02/08/2021			
VII - Others						

No.	Name of organization/individual	Position at the company (if any)	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	VIET NAM RUBBER GROUP	Representatives: Mr. Tran Khac Chung; Mr. Nguyen Van Quang; Mr. Vo Van Tuan	25/04/2019			Parent company
2	VIET LAO RUBBER JOINT STOCK COMPANY	Representative: Mr. Tran Khac Chung	08/05/2022			Together with the Chairman of the Board of Directors
3	Subsidiaries / Affiliated Companies of Vietnam Rubber Group Corporation (attached list)					

CHAIRMAN OF THE BOD

(Signed)

Tran Khac Chung



VIET NAM RUBBER GROUP
HOA BINH RUBBER JOINT STOCK COMPANY

APPENDIX II

THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

(Attached Report No. /BC-HĐQTCSHB January 24, 2025)

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No.	Name	Securities trading account (if any)	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
<i>I- Related person of an internal shareholder is a member of the Board of Directors:</i>						
1	Tran Khac Chung		Chairman of the Board of Directors	0	0,000%	
1.1	Tran Anh Hue		None	0	0,000%	
1.2	Le Ba Kieu Lien		None	0	0,000%	
1.3	Tran Le Phuong Thao		None	0	0,000%	
1.4	Tran Hy Dong		None	0	0,000%	
1.5	Tran Khac Chien		None	0	0,000%	
1.6	Nguyen Tran Tuan Anh		None	0	0,000%	
1.7	Nguyen Thi Diem Quynh		None	0	0,000%	
1.6	VIET NAM RUBBER GROUP		Representatives: Mr. Tran Khac Chung; Mr. Nguyen Van Quang; Mr. Vo Van Tuan	16.632.000	55,061%	
2	Nguyen Van Quang	005C504976	Member of the Board of Directors	0	0,000%	
2.1	Nguyen Thi Le Thuy		None	0	0,000%	
2.2	Nguyen Ngoc Bao Ha		None	0	0,000%	
2.3	Nguyen Ngoc Bao Khanh		None	0	0,000%	
2.4	Nguyen Thi Ngoc Anh		None	0	0,000%	
2.5	Nguyen Thi Thu Hanh		None	0	0,000%	
2.6	Nguyen Thi Truyen		None	0	0,000%	
2.7	Nguyen Thi Huyen		None	0	0,000%	
2.8	Nguyen Thi To Quyen		None	0	0,000%	
2.9	Le Khac Ninh		None	0	0,000%	
2.10	Pham Hong Minh		None	0	0,000%	
3	Bui Phuoc Tien		Member of the Board of Directors	0	0,000%	
3.1	Le Thi Chi		None	0	0,000%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.2	Bui Thi Nhat Lam		None	0	0,000%	
3.3	Bui Le Nam		None	0	0,000%	
3.4	Bui Chi Nhat		None	0	0,000%	
3.5	Vuong Thi Kim Ngoc		None	0	0,000%	
3.6	Tran Trong Truong		None	0	0,000%	
3.7	Bui Phuoc Huan		None	0	0,000%	
3.8	Bui Nang		None	0	0,000%	
3.9	Nguyen Thi Thuy		None	0	0,000%	
3.10	Le Thi Nguyet		None	0	0,000%	
4	Vo Van Tuan	005C504974	Member of the Board of Directors	1.000	0,003%	
4.1	Truong Thi Hoa		None	0	0,000%	
4.2	Le Thi Ha My		None	0	0,000%	
4.3	Vo Van Truyen Khanh		None	0	0,000%	
4.4	Vo Van Thai Binh		None	0	0,000%	
4.5	Vo Huyen Khanh Ngan		None	0	0,000%	
4.6	Cachemire Jan		None	0	0,000%	
4.7	Le Thi Cam Ha		None	0	0,000%	
5	Nguyen Hoang Nam		Member of the Board of Directors	0	0,000%	
5.1	Nguyen Chanh Tam		None	0	0,000%	
5.2	Nguyen Thi Viet		None	0	0,000%	
5.3	Nguyen Thi Thuy Phuong		None	0	0,000%	
5.4	Nguyen Thi Thu	094C001666	None	638.020	2,112%	
5.5	Nguyen Minh Phuong		None	0	0,000%	
5.6	Nguyen Minh Tri		None	0	0,000%	
5.7	Nguyen Minh Thong		None	0	0,000%	
5.8	Nguyen Thi Viet Thanh	011C063697	None	2.572	0,009%	
II- Related person of an internal shareholder is a member of the Board of Management:						
1	Vu Quang Khai		Deputy General Director	0	0,000%	
1.1	Do Thi Thin		None	0	0,000%	
1.2	Ta Thi Minh Han		None	0	0,000%	
1.3	Ta Thi Ngoc Mai		None	0	0,000%	
1.4	Vu Quoc Hoan		None	0	0,000%	
1.5	Vu Khanh Toan		None	0	0,000%	
1.6	Nguyen Thi Nhu Quynh		None	0	0,000%	
1.7	Vu Thi No		None	0	0,000%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.8	Vu Duy Ha		None	0	0,000%	
1.9	Vu Thi Mai	005C502794	None	0	0,000%	
1.10	Vu Thi Tuyet		None	0	0,000%	
1.11	Do Tien Cung		None	0	0,000%	
1.12	Nguyen Van Hoa		None	0	0,000%	
1.13	Do Thi Nhan		None	0	0,000%	
2	Nguyen Chon Cuong		Deputy General Director	0	0,000%	
2.1	Nguyen Chon Loc		None	0	0,000%	
2.2	Nguyen Thi Bieu		None	0	0,000%	
2.3	Nguyen Hoang Phuong Trinh		None	0	0,000%	
2.4	Nguyen Hoang Da Thao		None	0	0,000%	
2.5	Nguyen Thi Dieu Tuyen		None	0	0,000%	
2.6	Nguyen Thi Quy Hoi		None	0	0,000%	
2.7	Nguyen Thi Anh Nguyet		None	0	0,000%	
2.8	Ho Nhu Khanh		None	0	0,000%	
2.9	Nguyen Duc Cuong		None	0	0,000%	
2.10	Nguyen Sy Phi		None	0	0,000%	
III- Related person of an internal shareholder is a member of the Board of Supervisors:						
1	Tran Minh Doi	005C502218	Head of the Board of Supervisors	50	0,000%	
1.1	Le Thi Thuy		None	0	0,000%	
1.2	Tran Minh Huu		None	0	0,000%	
1.3	Tran Thi My Duyen		None	0	0,000%	
1.4	Nguyen Thi Thanh Khuyen		None	0	0,000%	
1.5	Le Kim Hap		None	0	0,000%	
1.6	Phan Thi Oanh		None	0	0,000%	
1.7	Tran Thi		None	0	0,000%	
1.8	Nguyen Thi Lang		None	0	0,000%	
1.9	Tran Dien		None	0	0,000%	
1.10	Phuong Thi Kim Cuc		None	0	0,000%	
1.11	Tran Bien		None	0	0,000%	
1.12	Nguyen Thi Phung		None	0	0,000%	
1.13	Nguyen Van Sam		None	0	0,000%	
1.14	Tran Thi Tien		None	0	0,000%	
2	Hoang Quoc Hung		Member	0	0,000%	
2.1	Hoang Van Son		None	0	0,000%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.2	Le Thi Loan		None	0	0,000%	
2.3	Hoang Le Phuong Tram		None	0	0,000%	
2.4	Dao Thi Thuy Tien		None	0	0,000%	
2.5	Dao Quang Dan		None	0	0,000%	
2.6	Phan Thi Linh Chi		None	0	0,000%	
3	Huynh Thi Ngoc Thu		Member	0	0,000%	
3.1	Huynh Bach Chien		None	0	0,000%	
3.2	Nguyen Thi Phung		None	0	0,000%	
3.3	Huynh Thi Tuyet Mai		None	0	0,000%	
3.4	Huynh Thi Que Lan		None	0	0,000%	
3.5	Truong Dinh Tu		None	0	0,000%	
3.6	Truong Huynh Khang		None	0	0,000%	
3.7	Truong Huynh Kha		None	0	0,000%	
3.8	Truong Chau		None	0	0,000%	
3.9	Doan Thi Vinh		None	0	0,000%	
3.10	Hoang Hung		None	0	0,000%	
3.11	Tran Minh Hung		None	0	0,000%	
<i>IV- Related person of an internal shareholder is the Authorized Person for Information Disclosure:</i>						
1	Nguyen Huu Nghia		Board Secretary cum Authorized Person for Information Disclosure	1.900	0,006%	
<i>V - Related person of an internal shareholder is the person in charge of company accounting:</i>						
1	Nguyen Thi Kieu Diem Anh		Person in charge of accounting	0	0,000%	
1.1	Nguyen Nghe		None	0	0,000%	
1.2	Nguyen Thi Duyen		None	0	0,000%	
1.3	Truong Chi Thanh		None	0	0,000%	
1.4	Nguyen Thi Quyt		None	0	0,000%	
1.5	Truong Trung		None	0	0,000%	
1.6	Truong Minh Dat		None	0	0,000%	
1.7	Truong Minh Khang		None	0	0,000%	
1.8	Nguyen Binh Nguyen Vu		None	0	0,000%	
1.9	Nguyen Kieu Mai Trang		None	0	0,000%	
1.10	Nguyen Kieu Dan Thanh		None	0	0,000%	
1.11	Nguyen Van Dang Khoa		None	0	0,000%	
1.12	Phan Nhu Quynh		None	0	0,000%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
<i>V- Related person of an internal shareholder is the person in charge of corporate governance and the Board Secretary</i>						
1	Nguyen Huu Nghia	005C504042		1.900	0,006%	
1.1	Nguyen Long		None	0	0,000%	
1.2	Nguyen Nguyen Khoi My		None	0	0,000%	
1.3	Nguyen Nguyen Vi Thao		None	0	0,000%	

CHAIRMAN OF THE BOD

(Signed)

Tran Khac Chung



LIST OF SUBSIDIARIES OF THE CORPORATION
(Report No. attached 80/BC-HĐQTCSHB January 24, 2025)

No.	Subsidiaries
	<u>100% State-owned Subsidiary</u>
1	DONG NAI RUBBER CORPORATION
2	DAU TIENG RUBBER CORPORATION
3	BINH LONG RUBBER COMPANY LIMITED
4	LOC NINH RUBBER COMPANY LIMITED
5	PHU RIENG RUBBER COMPANY LIMITED
6	NAM GIANG RUBBER COMPANY LIMITED
7	KRONG BUK RUBBER ONE MEMBER COMPANY LIMITED
8	EA HLEO RUBBER ONE MEMBER COMPANY LIMITED
9	CHUPAH RUBBER COMPANY LIMITED
10	CHUPRONG RUBBER COMPANY LIMITED
11	MANG YANG RUBBER COMPANY LIMITED
12	CHU SE RUBBER COMPANY LIMITED.
13	KON TUM RUBBER COMPANY LIMITED
14	BINH THUAN RUBBER COMPANY LIMITED
15	QUANG TRI RUBBER COMPANY LIMITED
16	QUANG NAM RUBBER COMPANY LIMITED
17	QUANG NGAI RUBBER COMPANY LIMITED
18	HA TINH RUBBER COMPANY LIMITED
19	HUONG KHE RUBBER COMPANY LIMITED
20	THANH HOA RUBBER COMPANY LIMITED
21	RUBBER RESEACH INSTTUTE OF VIETNAM
22	Rubber Health Center
23	Vietnam Rubber Magazine
24	Rubber Industrial College
	<u>Subsidiaries with over 50% State-owned Capital</u>
25	GERUCO - SONG CON HYDRO POWER JOINT STOCK COMPANY
26	Bao Loc VRG Joint Stock Company
27	VRG - DAK NONG JOINT STOCK COMPANY
28	RUBBER INDUSTRY AND IMPORT - EXPORT JOINT STOCK COMPANY
29	GERU STAR SPORT JOINT STOCK COMPANY
30	MDF VRG - QUANG TRI WOOD JOINT STOCK COMPANY
31	PHUOC HOA RUBBER JOINT STOCK COMPANY.
32	VIET LAO RUBBER JOINT STOCK COMPANY (LAO)
33	HOA BINH RUBBER JOINT STOCK COMPANY
34	HANG GON RUBBER JOINT-STOCK COMPANY
35	QUASA - GERUCO JOINT STOCK COMPANY (LAO)
36	RUBBER TRADING AND TOURISM SERVICES JOINT STOCK COMPANY
37	NAM TAN UYEN JOINT STOCK CORPORATION
38	THUAN AN WOOD PROCESSING JOINT STOCK COMPANY
39	DAUTIENG WOODWORK JOINT STOCK COMPANY
40	HUNG YEN TOURISM AND TRADING JOINT STOCK COMPANY
41	RUBBER ENGINEERING JOINT STOCK COMPANY
42	DONG PHU RUBBER JOINT STOCK COMPANY
43	TAY NINH RUBBER JOINT STOCK COMPANY
44	SONLA RUBBER JOINT STOCK COMPANY
45	DIEN BIEN RUBBER JOINT STOCK COMPANY

No.	Subsidiaries
46	LAICHAU RUBBER JOINT STOCK COMPANY
47	SA THAY RUBBER JOIN STOCK COMPANY
48	NGHE AN RUBBER DEVELOPMENT INVESTMENS JOINT STOCK COMPANY
49	TANBIEN - KAMPONGTHOM RUBBER JOINT STOCK COMPANY
50	BARIA RUBBER JOINT STOCK COMPANY
51	PHU RIENG - KRATIE RUBBER JOINT STOCK COMPANY
52	VRG PHU YEN JOINT STOCK COMPANY
53	TAN BIEN RUBBER JOINT STOCK COMPANY
54	DAU GIAY INDUSTRIAL ZONE JOINT-STOCK COMPANY
55	LONG KHANH INDUSTRIAL ZONE JOINT - STOCK COMPANY
56	HAGIANG RUBBER JOINT STOCK COMPANY
57	TRUONG PHAT RUBBER JOINT - STOCK COMPANY
58	DONG PHU - KRATIE RUBBER JOINT STOCK COMPANY
59	DONG NAI - KRATIE RUBBER JOINT - STOCK COMPANY
60	VRG Ngoc Linh Hydropower Joint Stock Company
61	DONG PHU TECHNICAL RUBBER JOINT STOCK COMPANY
62	BAO LAM RUBBER JOINT STOCK COMPANY
63	AN DIEN INDUSTRY JOINT STOCK COMPANY
64	VRG KIEN GIANG MDF JOINT STOCK COMPANY
65	PHU THINH INVESTMENT CONSTRUCTION RUBBER JOINT STOCK COMPANY
67	TAY NINH IMPORT EXPORT AND PROCESSING FURNITURE JOINT STOCK COMPANY
68	DAUTIENG RUBBER MECHANICAL - TRANSPORT JOINT - STOCK COMPANY
69	PHU THINH FERTILIZEZ COMMERCIAL JOINT STOCK COMPANY
70	LAICHAU II RUBBER JOINT STOCK COMPANY
71	BARIA-KAMPONG THOM RUBBER JOINT STOCK COMPANY
72	CHUSE – KAMPONG THOM RUBBER JOINT STOCK COMPANY
73	MANG YANG RATTANAKIRI RUBBER JOINT STOCK COMPANY
75	Phuoc Hoa Kampongthom Company Limited
76	BAC DONG PHU INDUSTRIAL PARK CORPORATION
77	Binh Long Rubber Industrial Park Joint Stock Company
78	YEN BAI RUBBER JOINT STOCK COM PANY
79	Dau Tieng Lao Cai Rubber Joint Stock Company
80	KRONG BUK - RA TA NA KI RI RUBBER JOINT STOCK COMPANY
81	CHU PRONG - STUNG TRENG RUBBER JOINT STOCK COMPANY
82	DAUTIENG KRATIE RUBBER JOINT STOCK COMPANY
83	DAU TIENG CAMPUCHIA RUBBER JOINT STOCK COMPANY
84	DONG NAI RUBBER WOOD PROCESSING JOINT STOCK COMPANY
85	C.R.C.K RUBBER DEVELOPMENT COMPANY – CAMBODIA
86	TAN BINH INDUSTRIAL PARK JOINT STOCK COMPANY
87	VRG KHAI HOAN JOINT STOCK COMPANY
88	Bolikhamxay Rubber Company Limited - Ha Tinh (Laos)
89	TAY NINH SIEM REAP APHIVATH CAOUTCHOUC Co.,Ltd (CPC)
90	VRG - Oudomxay Company Limited (Laos)
91	Vketi Company Limited (CPC)
92	Lai Chau Dau Tieng Rubber Joint Stock Company
93	Ea H'leo BM Rubber Joint Stock Company (CPC)
94	Phuoc Hoa Dak Lak Rubber Company Limited
95	Muong Nhe - Dien Bien Rubber Joint Stock Company
96	Qua Van Rubber Company Limited - Quang Tri (Laos)
97	VRG Rubber Import-Export Joint Stock Company - Japan
98	Loc Ninh Wood Joint Stock Company
99	Phuoc Hoa Dak Lak Forestry and Construction Company Limited
100	Kon Tum Rubber Wood Production Company Limited

No.	Subsidiaries
101	Vietnam Furniture City Joint Stock Company