

VIETNAM RUBBER INDUSTRY GROUP
PHUOC HOA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 1537/CSPH-TCKT

Ho Chi Minh City, October 07, 2026

Re: Information disclosure of the Board of
Directors' Resolution No. 58/2026/NQ-CSPH.

EXTRAORDINARY INFORMATION DISCLOSURE

To:

- The State Securities Commission;
- Ho Chi Minh Stock Exchange.

1. Name of organization: PHUOC HOA RUBBER JOINT STOCK COMPANY

- Stock code: PHR
- Head office address: Hamlet 2A, Phuoc Hoa Commune, Ho Chi Minh City
- Telephone: 02743 657 111 Fax: 02743 657 110
- Email: tckt@phr.vn

2. Content of information disclosure:

Phuoc Hoa Rubber Joint Stock Company disclosed Resolution No. 58/2026/NQ-CSPH of the Board of Directors dated 07 October, 2026 regarding the approval of Ms. Nguyen Thi Phi Nga's resignation from the position of Deputy General Director and the settlement of her termination of employment.

3. This information was published on the Company's website on October 07, 2026 at the link: [www.phr.vn/Shareholder Information](http://www.phr.vn/Shareholder%20Information).

We hereby declare that the information disclosed above is true and correct, and we shall be fully responsible before the law for the content of the disclosed information.

Attachment: Board of Directors' Resolution No. 58/2026/NQ-CSPH./.

Recipients:

- As above;
- Company website;
- Archived: Office, Finance and Accounting Department.

**PERSON AUTHORIZED TO
DISCLOSE INFORMATION**



Vo Thanh Hai

**CÔNG
TY CỔ
PHẦN
CAO SU
PHƯỚC
HÒA**

Digitally signed by
CÔNG TY CỔ PHẦN
CAO SU PHƯỚC HÒA
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TY CỔ PHẦN CAO SU
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No.: 58/2026/NQ-CSPH

Ho Chi Minh City, October 7th, 2026



RESOLUTION
BOARD OF DIRECTORS
PHUOC HOA RUBBER JOINT STOCK COMPANY
*(Via written opinion, pursuant to Document No. 1531/CSPH-HĐQT - Regarding
personnel affairs concerning Ms. Nguyen Thi Phi Nga)*

THE BOARD OF DIRECTORS
OF PHUOC HOA RUBBER JOINT STOCK COMPANY

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020,
and its amending and supplementing documents;*

*Pursuant to the Charter on the Organization and Operation of Phuoc Hoa
Rubber Joint Stock Company (as amended and supplemented), approved by the
Annual General Meeting of Shareholders on May 28, 2026;*

*Pursuant to Decision No. 447/QD-CSPH dated July 3, 2023, of Phuoc Hoa
Rubber Joint Stock Company on the promulgation of the Internal Regulations on
Corporate Governance (as amended and supplemented);*

*Pursuant to Decision No. 516/QD-CSPH dated June 17, 2021, of Phuoc Hoa
Rubber Joint Stock Company on the promulgation of the Operating Regulations
of the Board of Directors (as amended);*

*Pursuant to Decision No. 492/QD-HDQTCSVN dated August 17, 2026, of
Vietnam Rubber Group on the promulgation of the Regulations on the
Management of Title and Position Holders at the Group and Capital
Representatives of Vietnam Rubber Group in other enterprises;*

*Pursuant to Decision No. 489/QD-HDQTCSVN dated October 31, 2025, of
Vietnam Rubber Group on the promulgation of the Operating Regulations for
Capital Representatives of Vietnam Rubber Group - Joint Stock Company in other
enterprises;*

*Pursuant to Decision No. 505/QD-CSPH dated May 22, 2026, of the Board
of Directors of Phuoc Hoa Rubber Joint Stock Company on the promulgation of
the "Regulations on the Management of Title and Position Holders at the
Company and Capital Representatives of Phuoc Hoa Rubber Joint Stock
Company in other enterprises";*

*Pursuant to Decision No. 541/QD-HDQTCSVN dated October 5, 2026, of
the Board of Directors of Vietnam Rubber Group regarding the cessation of*

appointment of the Group's Capital Representative at Phuoc Hoa Rubber Joint Stock Company;

Pursuant to Official Dispatch No. 841/HDQTCSVN-TCCB dated October 5, 2026, of the Board of Directors of Vietnam Rubber Group regarding personnel matters at Phuoc Hoa Rubber Joint Stock Company;

Pursuant to the Resignation Letter and Application for Employment Termination submitted by Ms. Nguyen Thi Phi Nga – Member of the Board of Directors (term 2023–2028), Permanent Deputy General Director of Phuoc Hoa Rubber Joint Stock Company;

Pursuant to the Voting Ballot of the Board of Directors and the Group's Capital Representatives at Phuoc Hoa Rubber Joint Stock Company enclosed with Official Dispatch No. 1531/CSPH-HDQT dated October 6, 2026, regarding the solicitation of written opinions to approve personnel affairs, Capital Representatives of the Company in other enterprises, and the submission to the General Meeting of Shareholders for the dismissal of the Member of the Board of Directors;

Pursuant to the Minutes of Summary of Opinions of the Board of Directors and the Group's Capital Representatives at Phuoc Hoa Rubber Joint Stock Company dated October 6, 2026.

RESOLVED:

Article 1. Approval of the resignation from the position of Deputy General Director and settlement of employment termination for Ms. Nguyen Thi Phi Nga

1. To agree to the cessation of holding the position of Deputy General Director of Phuoc Hoa Rubber Joint Stock Company for Ms. Nguyen Thi Phi Nga, Member of the Board of Directors and Permanent Deputy General Director of the Company, in accordance with her personal aspiration.

2. The effective time of the cessation of holding the position of Deputy General Director and the settlement of employment termination for Ms. Nguyen Thi Phi Nga shall be determined from the time the General Meeting of Shareholders of Phuoc Hoa Rubber Joint Stock Company approves the dismissal of Ms. Nguyen Thi Phi Nga from the position of Member of the Board of Directors, as stipulated in Article 2 of this Resolution.

Article 2. Submission to the General Meeting of Shareholders to consider and approve the dismissal of Ms. Nguyen Thi Phi Nga as a Member of the Board of Directors

1. Pursuant to Decision No. 541/QD-HDQTCSVN dated October 5, 2026, and Official Dispatch No. 841/HDQTCSVN-TCCB dated October 5, 2026, of the Board of Directors of Vietnam Rubber Group regarding the cessation of appointment of Ms. Nguyen Thi Phi Nga as the Group's Capital Representative

(representing 15% of the charter capital) at Phuoc Hoa Rubber Joint Stock Company, and the withdrawal of nomination for her participation in the Company's Board of Directors; and in accordance with the personal aspiration of Ms. Nguyen Thi Phi Nga, the Board of Directors unanimously resolves to submit to the General Meeting of Shareholders at the nearest meeting to consider and approve the dismissal of Ms. Nguyen Thi Phi Nga from the position of Member of the Board of Directors in accordance with applicable laws and the Company's Charter.

2. The dismissal of Ms. Nguyen Thi Phi Nga from the position of Member of the Board of Directors shall only take effect from the time the General Meeting of Shareholders adopts the resolution on dismissal, in accordance with the authority prescribed by applicable laws and the Company's Charter.

Article 3. Implementation

1. To assign the Secretary of the Board of Directors to coordinate with relevant departments to carry out the necessary procedures to submit to the General Meeting of Shareholders at the nearest meeting to consider and approve the dismissal of Ms. Nguyen Thi Phi Nga from the position of Member of the Board of Directors in accordance with applicable laws and the Company's Charter.

2. To assign the Person Authorized to Disclose Information to carry out the disclosure of information related to the personnel changes in compliance with the laws and regulations on information disclosure on the stock market.

Article 4. Effectiveness and Enforcement

1. This Resolution takes effect from the date of signing. The cessation of holding the position of Deputy General Director, the settlement of employment termination, and the dismissal of Ms. Nguyen Thi Phi Nga from the position of Member of the Board of Directors shall be implemented according to the timing and authority specified in Article 1 and Article 2 of this Resolution.

2. Members of the Board of Directors, the Board of Management (Executive Officers), the Group's Capital Representatives at the Company, the Secretary of the Board of Directors, specialized and professional departments, and Ms. Nguyen Thi Phi Nga shall be responsible for implementing this Resolution./.

Recipients:

- As in Article 4;
- The Party Standing Committee;
- Supervisory Board;
- Mass Organizations;
- Production Units; Processing Plants;
- Subsidiaries;
- Website;
- Archive: Admin, BOD Secretary.

**ON BEHALF OF THE BOD
CHAIRMAN**



Huynh Kim Nhut