

VIETNAM RUBBER INDUSTRY GROUP
PHUOC HOA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 1661/CSPH-TCKT

Ho Chi Minh City, October 22, 2026

Re: Information disclosure of the Board of
Directors' Resolution No. 64/2026/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 announces the disclosure of information regarding Board of Directors' Resolution No. 64/2026/NQ-CSPH dated October 22, 2026, approving the appointment of Mr. Vuong Nguyen Phuong Lam as Deputy General Director of the Company.

3. This information was published on the Company's website on October 22, 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. 64/2026/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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VIETNAM RUBBER GROUP
PHUOC HOA RUBBER JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 64/2026/NQ-CSPH

Ho Chi Minh City, October 22nd, 2026



RESOLUTION
BOARD OF DIRECTORS
PHUOC HOA RUBBER JOINT STOCK COMPANY
*(Via written opinion, pursuant to Official Dispatch No. 1654/CSPH-HĐQT dated
October 21, 2026 – On approving the appointment of the Company's Deputy
General Director)*

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;

Pursuant to the Charter on the Organization and Operation of Phuoc Hoa Rubber Joint Stock Company (amended and supplemented) approved by the 2026 Extraordinary General Meeting of Shareholders on October 16, 2026;

Pursuant to the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors of Phuoc Hoa Rubber Joint Stock Company (amended and supplemented) approved by the 2026 Extraordinary General Meeting of Shareholders on October 16, 2026;

Pursuant to Decision No. 492/QD-HDQTCSVN dated August 17, 2026 of the 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 the 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 Official Dispatch No. 882/HDQTCSVN-TCCB dated October 20, 2026 of the Vietnam Rubber Group regarding the appointment of the Deputy General Director of Phuoc Hoa Rubber Joint Stock Company;

Pursuant to the Written Ballots of the Board of Directors and the Group's Capital Representatives at Phuoc Hoa Rubber Joint Stock Company under

Official Dispatch No. 1654/CSPH-HDQT dated October 21, 2026 on seeking approval for the appointment of the Deputy General Director of Phuoc Hoa Rubber Joint Stock Company;

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 22, 2026.

RESOLVED:

Article 1. Approval of the fixed-term appointment to the position of Deputy General Director of Phuoc Hoa Rubber Joint Stock Company

1. To approve the fixed-term appointment of Mr. Vuong Nguyen Phuong Lam – Party Cell Secretary, Deputy General Director in charge of Executive Operations at Phuoc Hoa Kampong Thom Aphivath Caoutchouc Co., Ltd. – to the position of Deputy General Director of Phuoc Hoa Rubber Joint Stock Company, effective from November 1, 2026.

2. The appointment shall be carried out in compliance with the provisions of law, the Company's Charter, and relevant internal regulations and rules.

04/04 Board Members representing Vietnam Rubber Group's capital contribution at the Company agreed on the above matter, achieving an approval rate of 100%.

Article 2. Implementation

To assign the General Director to direct relevant specialized and operational departments to carry out necessary procedures for implementing the appointment of Mr. Vuong Nguyen Phuong Lam in accordance with the competent authority, statutory procedures, and prevailing regulations.

Article 3. Effectiveness

1. This Resolution takes effect from the date of signing.

2. Members of the Board of Directors, the Board of Management, the Group's Capital Representatives at the Company, relevant specialized and operational departments, and Mr. Vuong Nguyen Phuong Lam shall be responsible for the implementation of this Resolution./.

Recipients:

- As in Article 3;
- The Party Standing Committee;
- Supervisory Board;
- Mass Organizations;
- Production Units; Processing Plants;
- Subsidiaries;
- Archive: Admin, BOD Secretary.

**ON BEHALF OF THE BOD
CHAIRMAN**



Huynh Kim Nhut