VIETNAM RUBBER GROUP – JOINT STOCK COMPANY

No.: 1470 /TB-CSVN

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, June 3, 2026

NOTICE OF CHANGE IN PERSONNEL

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

Pursuant to Decision No. 319/QĐ-HĐQTCSVN dated June 3, 2026 of the Board of Supervisors of Vietnam Rubber Group - Joint Stock Company, we hereby respectfully announce the change in personnel of Vietnam Rubber Group – Joint Stock Company as follows:

Mr. Tran Thanh Phung

- No longer holds the position of: Deputy General Director of the Group;
- Reason for cessation of office: Retirement in accordance with regulations;
- Effective date: July 1, 2026.

This information was disclosed on the website of the Vietnam Rubber Group - Joint Stock Company on June 3, 2026, at the following link: https://vrg.vn/quan-he-co-dong./.

Recipients:
- As above;
- Board of Directors (for reporting);
- General Director (for reporting);
- Board of Supervisors;
- Corporate Governance and General Affairs Department;
- Archives: Administration Office, Information Disclosure.

FOR AND ON BEHALF OF THE GENERAL DIRECTOR
AUTHORIZED INFORMATION DISCLOSURE OFFICER

M.S.D.N:0301266564
TẬP ĐOÀN CÔNG NGHIỆP CAO SU VIỆT NAM
CTCP
THÀNH PHỐ HỒ CHÍ MINH

Hoang Don Huan

Attached document:
- Decision No. 319/QĐ-HĐQTCSVN dated June 3, 2026.

TẬP ĐOÀN CÔNG NGHIỆP CAO SU VIỆT NAM CTCP M.S.D.N:0301266564 THÀNH PHỐ HỒ CHÍ MINH

VIETNAM RUBBER GROUP - JOINT STOCK COMPANY

No.: 319/QĐ-HĐQTCSVN

TRANSLATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, June 3, 2026

DECISION

On Retirement to Enjoy Pension Benefits in Accordance with Regulations

THE BOARD OF DIRECTORS
OF VIETNAM RUBBER GROUP – JOINT STOCK COMPANY

Pursuant to the Law on Social Insurance;

Pursuant to Decree No. 135/2020/ND-CP dated November 18, 2020 of the Government prescribing retirement age;

Pursuant to Decree No. 158/2025/ND-CP dated June 25, 2025 of the Government detailing and guiding the implementation of a number of articles of the Law on Social Insurance regarding compulsory social insurance;

Pursuant to Conclusion No. 147-KL/ĐU dated May 20, 2026 of the Standing Committee of the Party Committee of Vietnam Rubber Group and Resolution No. 111/NQ-HĐQTCSVN May 22, 2026 of the Board of Directors of Vietnam Rubber Group – Joint Stock Company regarding personnel affairs;

Upon consideration of Proposal No. 1420/TTr-CSVN dated May 29, 2026 of the General Director of Vietnam Rubber Group – Joint Stock Company.

DECIDES :

Article 1. Mr. **Tran Thanh Phung** - Date of Birth: June 5, 1968

Social Insurance Book No.:

Mobile Phone No.:

Position: Deputy General Director

Organization: Vietnam Rubber Group – Joint Stock Company

Shall retire and enjoy pension benefits in accordance with regulations from **July 1, 2026**

Place of residence upon retirement:

Method of pension payment:

Initial medical examination and treatment facility:

Article 2. Pension benefits for Mr. Tran Thanh Phung shall be settled by Regional Social Insurance in accordance with the provisions of the social insurance laws.

Article 3. Mr. Tran Thanh Phung shall be responsible for handing over all assigned duties and responsibilities in accordance with regulations.

Article 4. The Board of Directors, the Board of Management of Vietnam Rubber Group – Joint Stock Company, and Mr. Tran Thanh Phung shall be responsible for the implementation of this Decision./.

Recipients :
- As stated in Article 4;
- Head of the Board of Supervisors of the Group;
- Regional Social Insurance Region
- Archived: Administration Office, Organization and Personnel Department.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(signed and sealed)
Tran Cong Kha