

Appendix I

NOTIFICATION OF CHANGE IN PERSONNEL

(Issued together with Decision No. .../QD-SGDVN dated ... of the General Director of the Vietnam Stock Exchange on the Regulations on Disclosure of Information at the Vietnam Stock Exchange)

VIETNAM RUBBER GROUP

SOCIALIST REPUBLIC OF VIETNAM

BA RIA RUBBER JOINT STOCK COMPANY

Independence - Freedom - Happiness

No.: 994/ CSBR-CBTT

Ho Chi Minh City, September 18, 2026

NOTIFICATION OF CHANGE IN PERSONNEL

(For cases of appointment and/or dismissal/resignation)

To: Hanoi Stock Exchange.

Pursuant to Decision No. 1759/QD-HDQTCSBR dated 17/9/2026 of Ba Ria Rubber Joint Stock Company, we respectfully notify the change in personnel of the Company as follows:

In case of dismissal/resignation:

Mr. Nguyen Cong Nhut

- Former position: Deputy General Director of the Company.
- Position after dismissal: No longer holds the position of Deputy General Director of the Company.
- Current position retained: None. Following the dismissal, Mr. Nguyen Cong Nhut is no longer an Internal Person of the Company.
- Reason for dismissal (if any): Pursuant to the Decision of the Board of Directors.
- Effective date: 18/9/2026.

This information was disclosed on the Company's website on September 18, 2026, at <http://baruco.com.vn>, under the Investor Relations section.

Recipients:

- As above;
- Filed: Clerical, Disclosure.

Attachments:

- Decision No. 1759/QD-HDQTCSBR dated 17/9/2026.
- List of Related Persons (Appendix III - List of Internal Persons and Their Related Persons).

**AUTHORISED DISCLOSURE
REPRESENTATIVE**

(signed)

Nguyen Huu Nghia

VIETNAM RUBBER GROUP
BA RIA RUBBER JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 1759/QĐ-HĐQTCSBR

Ho Chi Minh City, September 17, 2026

DECISION

**On the Dismissal from the Position of Deputy General Director
of Ba Ria Rubber Joint Stock Company**

THE BOARD OF DIRECTORS OF BA RIA RUBBER JOINT STOCK COMPANY

Pursuant to the Charter on organisation and operations of Ba Ria Rubber Joint Stock Company;

Pursuant to Decision No. 235/QĐ-HĐQTCSVN dated 17/8/2023 of Vietnam Rubber Group - Joint Stock Company on the issuance of the Regulations on the management of persons holding titles and positions within the Group and the Group's capital representatives at enterprises;

Pursuant to Official Letter No. 765/HĐQTCSVN-TCCB dated 10/9/2026 of Vietnam Rubber Group regarding the dismissal from the position of Deputy General Director of Ba Ria Rubber Joint Stock Company;

Pursuant to Resolution No. 52-NQ/DU dated 14/9/2026 of the Party Committee of the Company and Resolution No. /NQ-HĐQTCSBR dated 14/9/2026 of the Board of Directors of the Company on personnel matters;

At the proposal of the General Director of Ba Ria Rubber Joint Stock Company in Submission No. 958/TTr-CSBR dated 14/9/2026.

DECIDES:

Article 1. To dismiss Mr. **Nguyen Cong Nhut** from the position of Deputy General Director of Ba Ria Rubber Joint Stock Company, effective from 18/9/2026, for transfer to Ba Ria KampongThom Rubber Joint Stock Company.

Article 2. Mr. Nguyen Cong Nhut shall be responsible for the handover of duties in accordance with current regulations.

Article 3. The Board of Directors, the General Director of the Company, the Administration and Human Resources Department, and Mr. Nguyen Cong Nhut shall be responsible for the implementation of this Decision./.

Recipients:

- As per Article 3;
- Vietnam Rubber Group "for reporting";
- Board of Supervisors of the Company;
- Subsidiary units;
- Archived: Office, Admin & HR.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

(signed)

Pham Hai Duong