

(Issued together with Decision No. 21/QĐ-SGDVN dated December 21, 2021 of the General Director of the Vietnam Stock Exchange on the Regulations on Information Disclosure at the Vietnam Stock Exchange)

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, September 19, 2026

To: Hanoi Stock Exchange

- Stock symbol: VRG

- Address: Cong Hoa Industrial Zone, Tran Hung Dao Ward, Hai Phong City.

- Contact phone: (0220) 3838025 Fax: (0220) 3838024

- On September 18, 2026, the Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company issued Resolution No. 296/NQ-HĐQT on assigning tasks for managing the production and business activities of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

- On September 18, 2026, the Chairman of the Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company issued Decision No. 300/QD-HDQT assigning Mr. Luong Van Duc - Chief of the Board of Directors' Office - is hereby authorized to directly manage the production and business operations of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company from September 18, 2026, until a new decision is made by the Board of Directors.

- Mr. Luong Van Duc performs the duties and powers of the General Director of the Company in accordance with the authority stipulated in the Enterprise Law, the Articles of Association, and the Company's current internal regulations.

3. This information was published on the Company's website on September 19, 2026 at the following link <http://vrg-vn.com>

We hereby declare that the information published above is true and accurate, and we assume full legal responsibility for the content of the information we have published.

Attached documents:

- Resolution No. 296/NQ-HĐQT dated September 18, 2026;
- Decision No. 300/QĐ-HĐQT dated September 18, 2026.

**Representative of the organization
Authorized person to disclose information**



Mal The Thu

Number: 300/QD-HDQT

Hai Phong, September 18, 2026

DECISION

**Regarding the assignment of tasks related to managing production and
business operations of Vietnam Rubber Industrial Zone and Urban
Development Joint Stock Company**

CHAIRMAN OF THE BOARD OF DIRECTORS OF VIETNAM RUBBER INDUSTRIAL PARK AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Based on the Enterprise Law;

Based on the Labor law;

Based on the Articles of Association of Vietnam Rubber Industrial Zone and Urban
Development Joint Stock Company;

Based on Resolution No. 296/NQ-HĐQT dated September 18, 2026, of the Board
of Directors of the Company regarding the assignment of tasks to manage the production
and business activities of Vietnam Rubber Industrial Zone and Urban Development Joint
Stock Company.

DECISION:

Article 1. Mr. Luong Van Duc, Chief of the Board of Directors' Office, has
been assigned the task of directly managing the production and business operations
of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company
from September 18, 2026, until a new decision is made by the Board of Directors.

Article 2. Mr. Luong Van Duc performs the duties and powers of the
General Director of the Company in accordance with the authority stipulated in
the Enterprise Law, the Articles of Association, and the Company's current
internal regulations.

Article 3. This decision takes effect from the date of signing. The Members
of the Board of Directors, the General Director, the Chief Accountant, the Heads
of relevant subsidiary units of the Company, and Mr. Luong Van Duc shall
comply with this Decision./.

Recipient:

- As per Article 3;
- Company Supervisory Board (for information);
- Company Secretary (for monitoring) ;
- Legal Department (for monitoring);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

**O/B. BOARD OF DIRECTORS
CHAIRPERSON**



Phạm Trung Thai

RESOLUTION

Regarding the assignment of tasks for managing the production and business operations of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company

**BOARD OF DIRECTORS OF VIETNAM RUBBER INDUSTRIAL ZONE
AND URBAN DEVELOPMENT JOINT STOCK COMPANY**

Based on the Enterprise Law;

Based on the Charter of Organization and Operation of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

Based on the Minutes of the Board of Directors' vote count No. 291/BBKP-HĐQT dated September 16, 2026, regarding the temporary executive personnel plan and the position of Deputy General Director.

RESOLUTION:

Article 1: Mr. Luong Van Duc - Chief of the Board of Directors' Office - is assigned the task of directly managing the production and business activities of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company from September 18, 2026, until a new decision is made by the Board of Directors.

Article 2: Mr. Luong Van Duc shall perform the duties and exercise the powers within the scope of authority stipulated in the Enterprise Law, the Company Charter, and the Company's current internal regulations.

Article 3: This Resolution takes effect from the date of signing; Members of the Board of Directors; General Director; Chief Accountant; Heads of Departments and Divisions of the Company and Member Units shall implement this Resolution accordingly.

Recipient:

- As per Article 3;
- Company Supervisory Board (for information);
- Company secretary (for information);
- Legal Department (for monitoring);
- Company website (for publishing information);
- Filed at: Office, BoD office.

**O/B. BOARD OF DIRECTORS
CHAIRPERSON**



Phạm Trung Thái