DEcision
On Establishing the Steering Committee for sustainable development of the rubber industry and Viet Nam Rubber Group

THE BOARD OF MANAGEMENT OF VIET NAM RUBBER GROUP - JOINT STOCK COMPANY

Pursuant to the Enterprise Law No. 68/2014/QH13 on November 26, 2014;
Pursuant to the Charter of Organization and Operation of the Viet Nam Rubber Group - Joint Stock Company which was approved by the First General Meeting of Shareholders on May 22, 2018;
Considering the working needs;

Decides:

Article 1. Establishing the Steering Committee for the sustainable development of the rubber industry and the Viet Nam Rubber Group - Joint Stock Company (hereinafter referred to as the Steering Committee for Sustainable Development), comprising:

1. Mr. Tran Ngoc Thuan – Chairman of BoM – Head of the Steering Committee
2. Mr. Huynh Van Bao – Member of BoM, Director General – Deputy Head of the Steering Committee
3. Mr. Truong Minh Trung – Deputy Director General – Standing Deputy Head of the Steering Committee
4. Mr. Pham Van Thanh – Member of BoM, Director of Planning and Investment Department – Member
5. Mr. Ha Van Khuong – Member of BoM, Director of Technical Management Department – Member
6. Mr. Phan Manh Hung – Member BoM, Chairman of Viet Nam Rubber Labor Union - Member
7. Mr. Le Thanh Tu – Deputy Director General – Member
8. Mr. Huynh Tan Sieu – Acting Director of Technology and Environment Department – Member
9. Mr. Do Huu Phuoc – Director of Basic Construction and Industrial Park Department – Member
10. Mr. Tran Khac Chung – Supervisor, Director of Labor and Salary Department – Member
11. Mr. Bui Thanh Tam — Deputy Director of Finance and Accounting Department — Member
12. Mr. Phan Thanh Dung — Director of Rubber Research Institute of Viet Nam — Member
13. Mr. Tran Van Hau — Acting Editor-in-Chief, Viet Nam Rubber Magazine — Member
14. Mr. Diep Xuan Truong — Deputy Director of Technology and Environment Department — Member, Secretary

Invite to:
15. Ms. Tran Thi Thuy Hoa — Member of the Steering Committee for the sustainable development of the rubber industry and the Viet Nam Rubber Group

In the course of implementing the task, the Steering Committee for sustainable development of the rubber industry and the Viet Nam Rubber Group may set up more consultancy teams, FSC implementation teams, ANRPC team, ... nominating a number of officials from the professional departments and members of the Viet Nam Rubber Group. In addition, more domestic and foreign experts can be invited.

Article 2. Position, functions, tasks, objectives and powers are issued together with this Decision.

The Steering Committee for sustainable development is assisted by:

A. SUSTAINABLE DEVELOPMENT ADVISORY TEAM
1. Mr. Truong Minh Trung — Deputy Director General — Team Leader
2. Mr. Huynh Tan Sieu — Acting Director of Technology and Environment Department — Deputy Team Leader
3. Mr. Pham Van Thanh — Member of BoM, Director of Planning and Investment Department - Member
4. Mr. Ha Van Khuong — Member of BoM, Director of Technical Management Department - Member
5. Mr. Do Huu Phuoc — Director of Basic Construction and Industrial Park Department — Member
6. Mr. Bui Thanh Tam — Deputy Director of Finance and Accounting Department - Member
7. Ms. Tran Thi Thuy Hoa — Member of the Steering Committee for the sustainable development of the rubber industry and the Viet Nam Rubber Group - Member
8. Mr. Diep Xuan Truong — Deputy Director of Technology and Environment Department — Member, Secretary

In addition, the Sustainable Development Advisory Team may invite additional domestic and foreign experts to assist. Funding for experts is paid by the Viet Nam Rubber Group.
B. TEAMS UNDER THE STEERING COMMITTEE FOR SUSTAINABLE DEVELOPMENT OF THE RUBBER INDUSTRY AND VIET NAM RUBBER GROUP

I. SUSTAINABLE FOREST CERTIFICATE TEAM

1. Mr. Truong Minh Trung – Deputy Director General – Team Leader
2. Mr. Huynh Tan Sieu – Acting Director of Technology and Environment Department – Standing Deputy Team Leader
3. Mr. Do Huu Phuoc – Director of Basic Construction and Industrial Park Department – Member
4. Mr. Bui Thanh Tam – Deputy Director of Finance and Accounting Department – Member
5. Mr. Diep Xuan Truong – Deputy Director of Technology and Environment Department – Member
6. Mr. Pham Hai Duong – Deputy Director of Technical Management Department - Member
7. Ms Tran Thi Thuy Hoa – Member of the Steering Committee for the sustainable development of the rubber industry and the Viet Nam Rubber Group - Member
8. Ms Vuong Thanh Thao – Senior Officer of Planning and Investment Department - Member
9. Mr. Tran Duc Tieu – Senior Officer of Technical Management Department – Member
10. Mr. Hoang Bao Luan – Senior Officer of Technical Management Department – Member
11. Mr. Truong Van Hoi – Deputy Director General of Phu Rieng Rubber Company Limited – Member
12. Mr. Pham Anh – Deputy Director General of Binh Long Rubber Company Limited - Member
13. Mr. Nguyen Truong Tho – Deputy Director General of Dau Tieng Rubber Company Limited – Member
14. Ms. Le Vu Yen Thanh – Senior Officer of Technology and Environment Department – Member, Secretary

In addition, the Sustainable Forest Certificate Team may invite additional domestic and foreign experts to assist. Funding for experts is paid by the Viet Nam Rubber Group.

II. TEAM FOR COOPERATION WITH ASSOCIATION OF NATURAL RUBBER PRODUCING COUNTRIES (ANRPC)

1. Mr. Truong Minh Trung – Deputy Director General – Team Leader
2. Mr. Vo Hoang An – Vice Chairman cum Secretary General, Viet Nam Rubber Association – Deputy Team Leader
3. Mr. Duong Tuan Anh – In charge of Business Market Department – Member

4. Ms. Tran Thi Thuy Hoa – Member of the Steering Committee for the sustainable development of the rubber industry and the Viet Nam Rubber Group – Member

5. Ms. Le Vu Yen Thanh – Senior Officer of Technology and Environment Department – Member, Secretary

Article 3. This Decision replaces Decision No. 450/QĐ-HĐTVCVN dated January 19, 2018, of the Viet Nam Rubber Group.

Article 4. The Board of Management, the Director General of Viet Nam Rubber Group – Joint Stock Company, the leaders of members of the Viet Nam Rubber Group and the members prescribed in Article 1 and Article 2 are responsible for implementing this Decision from the date of signing.

Recipients:
- As Article 4;
- Stored at Administration Department, Human Resource Department.

ON BEHALF OF THE BOARD OF MANAGEMENT
CHAIRMAN

Tran Ngoc Thuan
REGULATIONS

Functions, objectives, tasks and powers of the Steering Committee for sustainable development of the rubber industry and Viet Nam Rubber Group
(Issued together with Decision No. 34/QD-HDQTCSVN dated 18 February 2020 of the Viet Nam Rubber Group)

1. Functions of the Steering Committee for the sustainable development of the Rubber Industry and the Viet Nam Rubber Group

The Steering Committee for Sustainable Development of the Rubber Industry and the Viet Nam Rubber Group (the Steering Committee for Sustainable Development) is part of the Viet Nam Rubber Group - Joint Stock Company (VRG), in collaboration with the Viet Nam Rubber Association (VRA) and a number of other organizations to propose, develop, implement, monitor and evaluate plans for sustainable development, social and environmental responsibility, brand promotion and improve the competitiveness of Vietnamese rubber products on domestic and international markets.

2. Objectives of the Steering Committee for sustainable development

a) Promote the reassociation with FSC and FSC certification for VRG member companies and VRA members.

b) Coordinate, guide the implementation of sustainable certificates and reports, be responsible socially and environment according to national and international requirements.

c) Connect and develop cooperative relationships with governmental and non-governmental organizations in and outside the country on sustainable development of the rubber industry.

d) Coordinate with the Viet Nam Rubber Association to develop, implement and report on tasks as planned by ANRPC (Association of Natural Rubber Producing Countries).

3. Tasks of the Steering Committee for sustainable development

a) Propose and guide the development of strategies, policies, programs and actions on sustainable development of the rubber industry.

b) Support in developing a specific action plan of the enterprise to implement strategies, policies, programs and actions on sustainable development.

c) Promote, monitor, develop criteria, monitor, evaluate, review regularly and unexpectedly the action plan set by the Steering Committee.

d) Detect and propose timely handling of problems and difficulties in the implementation of sustainable development programs of the industry and enterprises. Direct and guide the implementation of remedy actions.

e) Connect and develop cooperative relationships with governmental and non-governmental organizations in and outside the country on sustainable development
programs, guiding communication, announcing plans and results of sustainable development implementation for the rubber industry and Viet Nam Rubber Group.

f) Synthesize, disseminate and guide the implementation of national and international laws on sustainable development, social and environmental responsibility.

g) Direct, guide and support the implementation of action plans of professional teams established at the proposal of the Steering Committee, including:

(1) **Sustainable Development Advisory Team**: Advise the Steering Committee for Sustainable Development on programs, action plans, and coordinate with domestic and international governmental and non-governmental organizations in developing and guiding the implementation of sustainable certifications and reports, social and environmental responsibility according to national and international requirements. Coordinate with other teams implementing the sustainable development program.

(2) **Sustainable Forest Certificate Team**: Study and propose a plan to implement and comply with FSC’s requirements; coordinate with governmental and non-governmental organizations in and outside the country to develop an implementation program meeting FSC requirements, towards reassociation with FSC and FSC FM certificates on sustainable forest management and FSC CoC certificates for the chain of products for rubberwood products and processed natural rubber latex.

(3) **Team for Cooperation with Association of Natural Rubber Producing Countries (ANRPC)**: Coordinate with Viet Nam Rubber Association to develop, comment, implement and report on tasks according to ANRPC's plan (Association of Natural Rubber Producing Countries) on statistics of Viet Nam's rubber industry (area, output, import, export, consumption, manufacturing ...), research and forecast of the rubber market, synthesize, and disseminate information of ANRPC, propose solutions to stabilize prices, minimize risks due to market fluctuations, restructure supply chains to increase the added value of the industry, increase rubber consumption in the country, ensure fair income and trade for smallholders, assess the competitiveness of alternative rubber sources and action programs towards sustainable development and reduce the negative impact of climate change.

h) Advise the Viet Nam Rubber Group's leaders in disclosing information and giving feedback on the Viet Nam Rubber Group's sustainable development.

i) Keep operation records and documents of the Steering Committee and professional teams.

4. **Powers of the Steering Committee for sustainable development**

- Propose the establishment of professional teams to assist in consulting, cooperation and implementation; nominating a number of suitable staff to join from the professional departments and members of VRG; and invite experts and collaborators from other organizations on a voluntary and competent basis to contribute.

- Members of the Steering Committee operate on a part-time basis with responsibility allowances.

- Develop budget plans and request financial supports.

5. **Operating principles of professional teams**

- Professional teams on advisory and cooperation are the assisting units of the Steering Committee for sustainable development, proposed by the Steering Committee
and assigned by the management units, established by the decision of the Viet Nam Rubber Group.

- Members of professional teams work on part-time regime with responsibility allowances or a specialized regime with wages according to the management units’ regulations.

- Develop detailed work plans and specific budgets to perform the tasks required by the Steering Committee and the team plan, through the decision of Steering Committee and report to the management units.

- Research, synthesize and recommend the dissemination of legal documents and related information./.