

*Bac Ninh, 28<sup>th</sup> July 2025*

**REPORT ON CORPORATE GOVERNANCE**  
**(from 01/01/2025 to 30/06/2025)**

Dear :       - The State Securities Commission  
              - Hanoi Stock Exchange.

- Name of company: Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company

- Address of headoffice: Tran Nguyen Han Street, Bac Giang Ward, Bac Ninh Province.

- Telephone: 0204.3854.538; Fax: 0204.3855.018; Email: damhabac.vt@gmail.com; Website: [www.damhabac.com.vn](http://www.damhabac.com.vn)

- Charter capital: 2,722,000,000,000

- Stock symbol: DHB

- Governance model : General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.

- The implementation of internal audit: Implemented.

**I. Activities of the General Meeting of Shareholders**

Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company held the Annual General Meeting of Shareholders on April 25, 2025 with the following specific contents:

No.	Resolution/Decision No.	Date	Content
1	02/NQ-DHDCD	April 25, 2025	- Approving the Board of Directors' report on the results of task implementation in 2024; directions and tasks in 2025; - Approving the General Director's report on business production results in 2024 and key tasks in 2025; - Approving the audited 2024 financial report;



No.	Resolution/Decision No.	Date	Content
			<ul style="list-style-type: none"> <li>- Approving the Board of Supervisors' performance report in 2024 and tasks in 2025;</li> <li>- Approving the selection of an auditing firm for the 2025 financial statements;</li> <li>- Approving the 2025 production and business plan;</li> <li>- Approving the remuneration payment of the Board of Directors (BOD) and the Board of Supervisors (BOS) in 2025;</li> <li>- Approving the dismissal of members of the Board of Supervisors for the 2021-2026 term from April 25, 2025 for Mr. Ha Xuan Han.</li> <li>- Approving the election results of members of the Board of Supervisors for the 2021-2026 term: Ms. Hoang Thi Linh Giang was elected as member of the Board of Directors for the 2021-2026 term from April 25, 2025.</li> </ul>

## II. Board of Directors

### 1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position ( <i>Independent members of the Board of Directors, Non-executive members of the Board of Directors</i> )	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Van Thieu	Chairman of the Board (Non-executive member of Board of Directors)	April 27, 2021	
2	Mr. Pham Van Trung	Member of Board of Directors	April 27, 2021	
3	Mr. Nguyen Van Dung	Member of Board of Directors	April 27, 2021	

No.	Board of Directors' members	Position ( <i>Independent members of the Board of Directors, Non-executive members of the Board of Directors</i> )	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
4	Mr. Nguyen Dinh Hong	Member of Board of Directors	April 24, 2024	
5	Ms. Nguyen Tuyen Anh	Independent member of Board of Directors	April 24, 2024	

## 2. Meetings of the Board of Directors

In the first 6 months of 2025, the Board of Directors of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company held 07 regular meetings, specifically as follows:

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reason for absence
1	Mr. Nguyen Van Thieu	7/7	100%	
2	Mr. Pham Van Trung	7/7	100%	
3	Mr. Nguyen Van Dung	7/7	100%	
4	Mr. Nguyen Dinh Hong	7/7	100%	
5	Ms. Nguyen Tuyen Anh	7/7	100%	

## 3. Supervising the Board of Management by the Board of Directors

In the first 6 months of 2025, the management of the Board of Directors has been carried out in accordance with the resolutions of the General Meeting of Shareholders and the Board of Directors, in compliance with the provisions of law, the Charter, the regulations and the rules of the Company; in performing



tasks, always demonstrating a high sense of responsibility, dynamism, creativity, solidarity and striving to overcome difficulties to achieve the highest results, specifically:

- The Board of Directors has put forth reasonable business and market mechanisms and policies .

- The Company's products are always stable with high quality, trusted by domestic and foreign users.

- The implementation of the resolutions and decisions of the Board of Directors is strictly carried out by the Board of Management.

- The financial situation and expenses are well controlled by the Board of Management, causing no damage to the Company.

- Implement well the salary and bonus policies, and care about the lives of employees in many aspects; the working environment of employees continues to improve.

**4. Activities of the Board of Directors' subcommittees: None**

**5. Resolutions/Decisions of the Board of Directors:**

No.	Resolution/ Decision No.	Date	Content	Approval rate
<b>I. Resolution</b>				
1	02/NQ-HDQT	January 06, 2025	<ol style="list-style-type: none"> <li>1. Approval of the official technical norms for 2025 and the provisional norms for 2026.</li> <li>2. Approval of the major repair plan for 2025.</li> <li>3. Approval of the construction investment plan for 2025.</li> <li>4. Approval of the procurement plan for materials and goods in 2025.</li> <li>5. Approval of the service procurement plan for 2025.</li> <li>6. Approval of the labor and salary plan for 2025.</li> <li>7. Approval of the production and business plan for the first quarter of 2025.</li> <li>8. Approval of the bonus and allowance plan for employees on holidays and Tet, to be recorded as production and business expenses in 2025.</li> <li>9. Approval of the 2024 internal audit report prepared by AASC Auditing Company Ltd.</li> </ol>	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			<ul style="list-style-type: none"> <li>10. Approval of the 2025 internal audit plan.</li> <li>11. Agreement on continued cooperation and signing of a business cooperation contract with HaBa Alcohol and Beverage Co., Ltd.</li> <li>12. Approval of the 2025 product sales contract with Ha Bac Liquefied Gas Joint Stock Company.</li> <li>13. Approval of the transaction contract between Ha Bac Nitrogenous Fertilizer &amp; Chemicals Joint Stock Company and Ha Anh Import-Export Joint Stock Company.</li> </ul>	
2	13/NQ-HDQT	February 26, 2025	<ul style="list-style-type: none"> <li>1. Approval of the final settlement of the 2024 wage fund for employees and the salary and remuneration fund for the Company's managers.</li> <li>2. Agreement on the liquidation and transfer of fixed assets, specifically the HUYNDAI tractor truck with license plate 98C-10392 and the semi-trailer with license plate 98R-0114.</li> </ul>	100%
3	14/NQ-HDQT	February 26, 2025	Agreement on setting the record date for the list of shareholders entitled to attend the 2025 Annual General Meeting of Shareholders as March 24, 2025.	100%
4	23/NQ-HDQT	April 02, 2025	<ul style="list-style-type: none"> <li>1. Agreement on scheduling the 2025 Annual General Meeting of Shareholders (AGM) of the Company on April 25, 2025.</li> <li>2. Approval of the draft agenda of the 2025 AGM.</li> <li>3. Approval of the draft regulations on organizing the 2025 AGM.</li> <li>4. Approval of the draft regulations on the additional election of a Supervisor of Ha Bac Nitrogenous Fertilizer &amp; Chemicals Joint Stock Company for the 2021–2026 term.</li> <li>5. Approval of the notice regarding the additional election of a Supervisor of Ha Bac Nitrogenous Fertilizer &amp;</li> </ul>	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			<p>Chemicals Joint Stock Company for the 2021–2026 term.</p> <p>6. Approval of the guidelines for nomination and self-nomination of candidates for the additional election of a Supervisor of Ha Bac Nitrogenous Fertilizer &amp; Chemicals Joint Stock Company for the 2021–2026 term.</p> <p>7. Agreement on the establishment of the Shareholder Verification Committee for the 2025 AGM.</p> <p>8. Approval of the documents to be submitted at the 2025 AGM, specifically:</p> <ul style="list-style-type: none"> <li>• Report of the Board of Directors on the performance results of 2024 and orientations and tasks for 2025;</li> <li>• Report of the General Director on the 2024 production and business results and key tasks for 2025;</li> <li>• Proposal on the 2025 production and business plan;</li> <li>• Proposal on the 2025 remuneration for the Board of Directors and the Supervisory Board;</li> <li>• Proposal on the dismissal of a Supervisor for the 2021–2026 term.</li> </ul> <p>9. Approval of the production and business plan for the second quarter of 2025.</p> <p>10. Approval for the Company's capital representative at Ha Bac Liquefied Gas Joint Stock Company to vote at the 2025 AGM on the following contents:</p> <ul style="list-style-type: none"> <li>• Audited financial statements for 2024;</li> <li>• Business plan for 2025;</li> </ul>	



No.	Resolution/ Decision No.	Date	Content	Approval rate
			<ul style="list-style-type: none"> <li>• Profit distribution for 2024;</li> <li>• Remuneration plan for the Board of Directors and the Supervisory Board in 2025;</li> <li>• Continuation of nominating Ms. Nguyen Thi Mong Dung and Mr. Dang Xuan Thuy for election by the AGM of Ha Bac Liquefied Gas JSC as Members of the Board of Directors for the 2025–2030 term;</li> <li>• Continuation of nominating Ms. Nguyen Thi Mong Dung for election by the Board of Directors as Chairwoman of the Board;</li> <li>• Continuation of nominating Ms. Pham Thi Hanh for election by the AGM as a Member of the Supervisory Board for the 2025–2030 term;</li> <li>• Continuation of nominating Ms. Pham Thi Hanh for election by the Supervisory Board as Head of the Supervisory Board for the 2025–2030 term.</li> </ul> <p>11. Approval of the General Director's proposal on liquidating a batch of materials and equipment recovered from dismantling fixed assets.</p> <p>12. Regarding personnel matters:</p> <ul style="list-style-type: none"> <li>• Agreement on the policy to appoint the Director of the Ammonia Workshop from internal personnel listed in the Company's 2021–2026 planning.</li> <li>• Agreement to assign Mr. Vo An Giang, Deputy Director of the Coal Workshop, to be in charge of the Coal Workshop starting from May 1, 2025.</li> </ul>	

No.	Resolution/ Decision No.	Date	Content	Appr oval rate
5	35/NQ-HDQT	April 24, 2025	<p>Introduction of personnel for additional election of the Company's Supervisor for the 2021–2026 term:</p> <ol style="list-style-type: none"> <li>1. Agreement on the number of Supervisors to be additionally elected: 01 person.</li> <li>2. Agreement on nominating Ms. Hoang Thi Linh Giang for the additional election of Supervisor of the Company for the 2021–2026 term.</li> </ol>	100%
6	36/NQ-HDQT	April 24, 2025	<ol style="list-style-type: none"> <li>1. Agreement on appointing Mr. Thân Trọng Dương, Deputy Director in charge of the Ammonia Workshop, to the position of Director of the Ammonia Workshop.</li> <li>2. Agreement on approving the 2025 plan for overseas business trips and foreign delegations, including 03 delegations traveling abroad and 03 foreign delegations visiting the Company.</li> </ol>	100%
7	39/NQ-HDQT	April 25, 2025	<p>Agreement to authorize the General Director to assign Mr. Ha Xuan Han as Assistant to the General Director, with a salary equivalent to that of a Department Head (QL2 salary grade), and to retain his current salary for a period of 06 months.</p>	100%
8	47/NQ-HDQT	June 11, 2025	<ol style="list-style-type: none"> <li>1. Approve the evaluation and comments regarding Mr. Le Anh Tuan, Chief Accountant of the Company.</li> <li>2. Add Anh Tuấn NB One Member Limited Liability Company to the list of units supplying 5a.1 coal briquettes for the Thermal Power Boiler.</li> <li>3. Agree to consolidate the Price Council concurrently with the Appraisal Council and the Appraisal</li> </ol>	100%



No.	Resolution/ Decision No.	Date	Content	Approval rate
			<p>Sub-council in the field of investment projects.</p> <p>4. Regarding NH3 purchase:</p> <ul style="list-style-type: none"> <li>• Agree on the policy to purchase NH3 for Urea production.</li> <li>• Assign the Company's General Director to negotiate directly with the NH3 source unit, DAP - Vinachem Joint Stock Company, ensuring the NH3 purchase price closely aligns with the market price.</li> <li>• Assign the Company's General Director to purchase NH3 for Urea production on the principle of ensuring stable production, product quality meeting market demand, and economic efficiency.</li> </ul>	
<b>II. Decision</b>				
1	03/QĐ-HDQT	January 06, 2025	Decide payments to employees and account for production and business expenses in 2025 on the occasion of holidays and Tet.	100%
2	04/QĐ-HDQT	January 06, 2025	Decision to Approve the Official Technical Norms for 2025, and the Provisional Technical Norms for 2026.	100%
3	05/QĐ-HDQT	January 06, 2025	Decision to Approve the Internal Audit Plan for 2025	100%
4	06/QĐ-HDQT	January 06, 2025	Decision to Approve the Construction Investment Plan for 2025	100%
5	07/QĐ-HDQT	January 06, 2025	Decision to Approve the Labor and Salary Plan for 2025	100%
6	08/QĐ-HDQT	January 06, 2025	Decision to Approve the Service Procurement Plan for 2025	100%
7	09/QĐ-HDQT	January 06, 2025	Decision to Approve the Major Repair Plan for 2025	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
8	10/QD-HDQT	January 06, 2025	Decision to Approve the Procurement Plan for Materials and Goods for 2025	100%
9	15/QD-HDQT	February 26, 2025	Decision to Approve the final settlement of the 2024 wage fund for employees and the salary and remuneration fund for the Company's managers.	100%
10	16/QD-HDQT	February 26, 2025	Decision on the liquidation and transfer of fixed assets, specifically the HUYNDAI tractor truck with license plate 98C-10392 and the semi-trailer with license plate 98R-0114.	100%
11	30/QD-HDQT	April 02, 2025	Decision on the establishment of the Shareholder Verification Committee for the 2025 AGM	100%
12	37/QD-HDQT	April 24, 2025	Decision on approving the 2025 plan for overseas business trips and foreign delegations, including 03 delegations traveling abroad and 03 foreign delegations visiting the Company	100%
13	42/QD-HDQT	June 03, 2025	Decision to amend and supplement the Regulations on building, managing and using funds contributed by the Company's officers and employees.	100%

### III. Board of Supervisors

#### 1. Information about members of Board of Supervisors

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors		Qualification
			Date of appointment	Date of dismissal	
1	Mr. Ha Xuan Han	Head of the Board of Supervisors	April 27, 2021	April 25, 2025	Bachelor of Economics

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors		Qualification
			Date of appointment	Date of dismissal	
2	Ms. Hoang Thi Linh Giang	Head of the Board of Supervisors	April 25, 2025		Master of Economics
3	Mr. Le Anh Tuan	Member	April 27, 2021		Engineer
4	Ms. Dang Thi Minh Ly	Member	April 27, 2021		Bachelor of Laws

## 2. Meeting of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Mr. Ha Xuan Han	1	100%	100%	From 1/2025 to the date of dismissal, the Board of Supervisors held 01 meeting.
2	Ms. Hoang Thi Linh Giang	1	100%	100%	From April 25, 2025 - present, the Board of Supervisors held 1 meeting.
3	Mr. Le Anh Tuan	2	100%	100%	
4	Ms. Dang Thi Minh Ly	2	100%	100%	



### **3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors**

In addition to regular activities as prescribed by the Enterprise Law and the Company Charter, the Board of Supervisors has performed the following tasks:

- Monitor the activities of the Board of Directors and the Board of General Directors in implementing the resolutions of the General Meeting of Shareholders;
- Coordinate with units in the Company to inspect the production and business activities, management of production and business costs, and operations of the Company;
- Control the company's production and business activities and the activities of the affiliated company in the first 6 months of 2025;
- Regularly maintain contact with the Board of Directors and the Board of Management, update information to propose and recommend solutions to serve the Company's production management and administration;

### **4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers**

- Coordination and information exchange between the Board of Supervisors, the Board of Directors and the Board of Management are maintained regularly in many forms of meetings, direct exchanges, and written exchanges;
- In the meetings of the Board of Directors and the Executive Board's briefings, the Supervisory Board always attended to improve the quality and independence of the control activities. In these meetings, the Supervisory Board gave opinions within the scope of the functions and powers of the Supervisory Board;

### **5. Other activities of the Board of Supervisors: none**

## **IV. Board of Management**

No.	Board Member	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
1	Mr. Nguyen Van Dung	February 12, 1968	Master of Business Administration	December 14, 2020
2	Mr. Pham Van Trung	December 12, 1967	Master of Business Administration	December 14, 2020
3	Mr. Nguyen Dinh Hong	February 22, 1978	Master of Business Administration	February 16, 2023

#### **V. Chief Accountant**

Name	Date of birth	Qualification	Date of appointment/ dismissal
Le Anh Tuan	November 2, 1981	Master of Business Administration	September 24, 2020

#### **VI. Training courses on corporate governance**

The company has not organized or participated in any management training courses in the first 6 months of 2025 .

#### **VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of the Company**

##### **1. List of affiliated persons of the Company:**

*(Detailed appendix attached)*

##### **2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:**

No.	Name of organization/ individual	Relationship with the Company	NSH No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Ha Anh Import Export Joint Stock Company	Affiliated person of an insider of the Company	0101328911	Group 3, Dong Anh town, Dong Anh district, Hanoi city	From <u>January 01, 2025</u> to <u>December 31, 2025</u>	<u>02/NQ</u> - HDQT dated <u>January 06, 2025</u>	Approving the transaction contract between Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company and Ha Anh Import-Export Joint Stock Company. The time for signing and implementing the transaction contracts is from <u>January 01, 2025</u> to <u>December 31, 2025</u>	

**3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: *No***

**4. Transactions between the Company and other objects:**

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).

The Company has transactions with Ha Bac Liquefied Gas Joint Stock Company in the first 6 months of 2025, specifically as follows:



Transaction of selling electricity, domestic water, metered gas, raw CO2 gas with value: 2.812 billion VND.

**4.2.** Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): *None*

**4.3.** Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, Director (General Director ) and other managers Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: *None*

### **VIII. Stock transactions of insiders and related parties of insiders**

**1. List of internal persons and and their affiliated persons of the Company**

*(Detailed appendix attached)*

**2. Transactions of internal persons and affiliated persons with shares of the company: None**

**IX. Other significant issues: None**

***Recipients:***

- As Above
- Archived at Office desk, Board of Directors.

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**Nguyen Van Thieu**

# LIST OF INSIDERS AND PERSONS/ ORGANIZATIONS RELATED TO INSIDERS

Company Name: Ha Bac Fertilizer and Chemical Joint Stock Company  
 Stock code: DHB  
 Closing date: June 30, 2025

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ ending to be insider/person related to insider	Note
1	DHB	Nguyen Van Thieu	009C102907	Chairman of the Board		102,511,000	37.66%	April 27, 2021	
1	DHB	Nguyen Thien Chinh			Father - passed away				
2	DHB	Nguyen Thi Yem			Mother				
3	DHB	Dinh Thi Nhung	042C100104		Wife				
4	DHB	Nguyen Thu Thuy	026C088113		Child				
5	DHB	Nguyen Thien Thu Van	026C058810		Child				
6	DHB	Nguyen Thien Thuat			Older brother				
7	DHB	Nguyen Thi Ngoc			Older sister				
8	DHB	Dao Tien Thuong			Brother-in-law				
9	DHB	Nguyen Thi Le			Sister-in-law				
10	DHB	Dinh Van That			Father-in-law - Passed away				
11	DHB	Nguyen Thi Giam			Mother-in-law - Passed away				
12	DHB	Vietnam Chemical Group			Capital representative	265,831,000	97.66 %	January 1, 2016	

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ ending to be insider/person related to insider	Note
13	DHB	Binh Dien Fertilizer Joint Stock Company			Chairman of the Board of Directors				
II	DHB	Nguyen Van Dung		Member of the Board of Directors, General Director		54,440,000	20%	December 14, 2020	
1	DHB	Nguyen Van Phuong			Father - passed away				
2	DHB	Nguyen Thi Dac			Mother				
3	DHB	Vu Thi Phuong Yen			Wife				
4	DHB	Nguyen Ngoc Linh			Child				
5	DHB	Nguyen Duc Cuong			Child				
6	DHB	Nguyen Thi Dung			Older sister				
7	DHB	Nguyen Thi Huong			Younger sister				
8	DHB	Nguyen Thi Hang			Younger sister				
9	DHB	Nguyen Thi Hien			Younger sister				
10	DHB	Nguyen Thi Hao			Younger sister				
11	DHB	Nguyen Van Thanh			Younger brother				
12	DHB	Nguyen Van Son			Brother-in-law				



No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ ending to be insider/person related to insider	Note
13	DHB	Nguyen Phuong Thuy			Sister-in-law				
14	DHB	Nguyen Khac Lan			Brother-in-law				
15	DHB	Nguyen Van Giang			Brother-in-law				
16	DHB	Nguyen Van Thuan			Brother-in-law				
17	DHB	Nguyen Van Tai			Brother-in-law				
18	DHB	Vu Dinh Chung			Father-in-law				
19	DHB	Vu Thi Tran			Mother-in-law				
III	DHB	Pham Van Trung		Member of the Board of Directors, Deputy General Director		54,440,000	20%	December 14, 2020	
1	DHB	Bui Thi Kim Huan			Wife	2,000			
2	DHB	Bui Van Van			Father-in-law				
3	DHB	Nguyen Thi My			Mother-in-law				
4	DHB	Pham Khanh Kien			Child				
5	DHB	Hoang Thi Quynh Tho			Daughter-in-law				
6	DHB	Pham Thu Huong			Child				
7	DHB	Pham Hung Thang			Brother - Passed away				

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ ending to be insider/person related to insider	Note
8	DHB	Pham Thi Binh			Sister				
9	DHB	Pham Thi Bich			Sister				
10	DHB	Nguyen Van Thanh			Brother-in-law				
11	DHB	Nguyen Van Xuyen			Brother-in-law				
12	DHB	Vuong Thi Hoa			Sister-in-law				
IV	DHB	Nguyen Tuyen Anh		Member of the Board of Directors		0	0%	April 24, 2024	
1	DHB	Nguyen Ba Dao			Father - passed away				
2	DHB	Ta Thi Soan			Mother				
3	DHB	Vu Trong Hop			Husband				
4	DHB	Vu Thao Huong			Child				
5	DHB	Tran Manh Kien			Son-in-law				
6	DHB	Vu Trung Hieu			Child				
7	DHB	Nguyen Thi Thuy Hong			Younger brother				
8	DHB	Nguyen Duy Thuc			Brother-in-law				
9	DHB	Nguyen Anh Dien			Younger brother				

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ ending to be insider/person related to insider	Note
10	DHB	Le Thanh Huong			Sister-in-law				
11	DHB	Nguyen Thi Hong Hanh			Younger brother				
12	DHB	Le Van Hoa			Brother-in-law				
13	DHB	Nguyen Ba Thanh			Younger brother				
14	DHB	Tran Thi Thanh Thuy			Sister-in-law				
15	DHB	Nguyen Xuan Thuy			Younger brother				
16	DHB	Nguyen Thi Hanh			Sister-in-law				
17	DHB	Vu Viet Trinh			Father-in-law - passed away 2016				
18	DHB	Tran Thi Lam			Mother-in-law				
V	DHB	Nguyen Dinh Hong		Member of the Board of Directors, Deputy General Director		54,440,000	20%	February 16, 2023	
1	DHB	Nguyen Dinh Muoi			Father				
2	DHB	Nguyen Thi Thu			Mother				
3	DHB	Nguyen Thi May			Wife				
4	DHB	Nguyen Dinh Hong Phong			Child				



No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ ending to be insider/person related to insider	Note
5	DHB	Nguyen Dinh Ngoc Son			Child				
6	DHB	Nguyen Dinh Hai			Younger brother				
7	DHB	Pham Thi Ha			Sister-in-law				
8	DHB	Nguyen Thi Hien			Younger sister				
9	DHB	Nguyen Duc Dat			Brother-in-law				
10	DHB	Nguyen Dinh Quynh			Father-in-law (passed away)				
11	DHB	Tran Thi Mien			Mother-in-law				
VI	DHB	Hoang Thi Linh Giang		Head of the Board of Supervisors				April 25, 2025	
1	DHB	Hoang Ngoc Thao			Father				
2	DHB	Nguyen Thi Kim Dung			Mother				
3	DHB	Nguyen Hoang Minh Ngoc			Wife				
4	DHB	Hoang Ngoc Lam			Younger brother				
5	DHB	Pham Thi Minh Thuong			Sister-in-law				
6	DHB	Nguyen Duy Kien			Husband – Divorced				

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ ending to be insider/person related to insider	Note
VII	DHB	Le Anh Tuan	058C020875	Member of the Board of Supervisors		3,000	0.0011%	April 27, 2021	
1	DHB	Le Cong Ninh			Father - Passed away				
2	DHB	Nguyen Thi Be			Mother				
3	DHB	Bach Thi Ngoc Hieu			Wife				
4	DHB	Le Phuong Thao			Child				
5	DHB	Le Phuong Thanh			Child				
6	DHB	Bach Van Nam			Mother-in-law - Passed away				
7	DHB	Tran Thi Hoi			Mother-in-law - Passed away				
8	DHB	Tran Van Minh			Brother-in-law				
9	DHB	Le Thi Tu Oanh			Younger sister				
10	DHB	Le Anh Tu	003C103727		Younger brother				
11	DHB	Le Mai Loan			Sister-in-law				
12	DHB	Le Anh Ty	003C1421661		Younger brother				
13	DHB	Lai Thi Hai Van	D08027		Sister in law				

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VIII	DHB	Dang Thi Minh Ly		Member of the Board of Supervisors				April 27, 2021	
1	DHB	Dang Van Thuyen			Father				
2	DHB	Luu Thi Quyet			Mother				
3	DHB	Dam Van Dat			Husband				
4	DHB	Dam Kieu Anh			Child				
5	DHB	Dang Thi Minh Tam			Older sister				
6	DHB	Dang Thanh An			Younger brother				
7	DHB	Dam Van Dong			Father-in-law				
8	DHB	Nguyen Thi Du			Mother-in-law				
9	DHB	Ngo Van Hoa			Brother-in-law				
IX	DHB	Le Anh Tuan	026CS10341	Chief Accountant				September 24, 2020	
1	DHB	Le Tri Dung			Father				
2	DHB	Dang Thi Nu			Mother				
3	DHB	Dao Quang Thanh			Father-in-law				
4	DHB	Pham Thi Lan			Mother-in-law				



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5	DHB	Dao Mai Phuong	026C855875		Wife				
6	DHB	Le Hien Trang			Child				
7	DHB	Le Thanh Ngan			Child				
8	DHB	Le Anh Tu	026C122570		Younger brother				
9	DHB	Nguyen Hong Anh	026C225317		Sister-in-law				
10	DHB	Le Trung Hieu	058C100839		Younger brother				
11	DHB	Nguyen Thi Anh	021C452556		Sister-in-law				
X	DHB	Dang Xuan Thuy	0300931	Corporate Governance Officer		2,000	0.0023%	June 30, 2021	
1	DHB	Dang Ngoc Thang			Father				
2	DHB	Pham Kim Cuc			Mother				
3	DHB	Dao Thi Oanh			Wife				
4	DHB	Dang Khanh Ngoc			Daughter				
5	DHB	Dang Ngoc Ha			Daughter				
6	DHB	Dang Anh Dung			Son				
7	DHB	Dang Hong Thao			Older brother				
8	DHB	Nguyen Thi Thu Huong			Sister-in-law				

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ ending to be insider/person related to insider	Note
9	DHB	Dang Thi Hong Tham			Younger sister				
10	DHB	Do Quang Trung			Brother-in-law				
11	DHB	Dang Thi Xuan Thuan			Younger sister				
12	DHB	Pham Thanh Hung			Brother-in-law				
13	DHB	Dao Ngoc Hoa			Father-in-law				
14	DHB	Dao Thi Chien			Mother-in-law				
15	DHB	Ha Bac Liquefied Petroleum Gas Joint Stock Company			Member of the Board of Directors				