

PUBLIC VERSION

**REPORT ON CORPORATE GOVERNANCE
(2025)**

To: Hanoi Stock Exchange.

- Name of Company: **DAP-Vinachem Joint Stock Company.**
- Address of headoffice: Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic Zone, Cat Hai, Dong Hai Ward, Hai Phong City, Vietnam.
- Telephone: 02253.979368; Fax: 02253.979170;
Email: daphaiphong@gmail.com.
- Charter capital: VND 1,461,099,000,000.
- Stock symbol: **DDV.**
- Governance model:
 - + General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director.
- Regarding the implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders:

Information on meetings, Resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholder approved in the form of written comments):

No.	Resolution/Decision Code	Date	Content
1	08/NQ-ĐHĐCĐ	23/4/2025	<ul style="list-style-type: none">- Approval of the Board of Directors' report on 2024 activities and 2025 orientation;- Approval of the audited 2024 Financial Statements;- Approval of the 2024 profit distribution proposal;- Approval of the 2024 Supervisory Board report;- Approval of the 2025 Production and Business Plan proposal;- Approval of the 2024 remuneration report and 2025 remuneration proposal;- Approval of the audit firms for the 2025 Financial Statements;- Approval of the proposal to supplement business lines and amend the Company Charter;- Approval of the election of members to the Board of Directors and Supervisory Board for the 2025–2030 term.

II. Board of Directors (Report year 2025)

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

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Tuan Dung	Non-executive members of the Board of Directors	23/4/2025	-
2	Mr. Vu Van Bang	The Board of Directors; General Director	23/4/2025	-
3	Mr. Le Ngoc Nhan	The Board of Directors; Deputy General Director	23/4/2025	-
4	Mr. Nguyen Van Phien	Non-executive members of the Board of Directors	23/4/2025	-
5	Mr. Nguyen Ngoc Son	The Board of Directors; Deputy General Director	23/4/2025	-
6	Mrs. Nguyen Thi Mai	Non-executive members of the Board of Directors	26/6/2020	23/4/2025

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended or attended by proxy by the Board of Directors	Attendance / Proxy Attendance Rate	Reasons for absence
1	Mr. Nguyen Tuan Dung	08/08	100%	
2	Mr. Vu Van Bang	08/08	100%	
3	Mr. Le Ngoc Nhan	08/08	100%	
4	Mr. Nguyen Van Phien	08/08	100%	
5	Mr. Nguyen Ngoc Son	06/08	75%	Appointed 23/4/2025
6	Ms. Nguyen Thi Mai	02/08	25%	Dismissal 23/4/2025

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

The Board of Directors of the Company has continued to focus on boosting production; repairing, maintaining, and strengthening machinery and equipment; proactively preparing the best possible main raw materials for production, especially apatite ore; increasing sales; managing the enterprise, reducing costs, and minimizing the consumption of raw materials and fuel; and focusing on implementing construction investment projects according to the set plan. In particular, the Board of Directors directed the General Management Board to closely monitor domestic and international market developments to flexibly adjust product prices, boost production and sales of DAP products; and strengthen chemical business activities.

The Board of Directors closely directs and supervises all aspects of the Company's production and business operations, cost management plans, product pricing, and selling prices. Regular meetings are held to promptly address any arising issues, including the procurement of raw materials, equipment repair, investment in construction, and other matters within the Board's authority.

The Board of Directors regularly inspects and supervises the Executive Board and other management personnel in their compliance with legal regulations, the Company Charter, internal management regulations, and resolutions and decisions of the Board of Directors in the daily operation of the Company; and promptly addresses proposals and recommendations from the Executive Board.

4. Activities of the Board of Directors' subcommittees (If any):

The Board of Directors has no subcommittees.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/Decision No.	Date	Content	Approval rate
I	Resolutions:			
1	01/NQ-HĐQT	20/01/2025	1st meeting of the Board of Directors in 2025	100%
2	02/NQ-HĐQT	08/02/2025	Business and construction investment results Q4/2024 and full year 2024; Business plan Q1/2025	100%
3	03/NQ-HĐQT	18/02/2025	Approval of tentative time, venue, and record date for Annual General Meeting of Shareholders 2025	100%
4	04/NQ-HĐQT	31/03/2025	Approval of program, agenda, and documentation for the 2025 Annual General Meeting of Shareholders	100%
5	05/NQ-HĐQT	31/03/2025	Approval of adjustments to 2025 Industrial Production Value targets and updated reports	100%
6	06/NQ-HĐQT	18/04/2025	Nomination dossiers for BOD and Supervisory Board members for 2025–2030 term	100%
7	07/NQ-HĐQT	18/04/2025	Approval of staffing plan review and planning for leadership and management for 2021–2026 and 2026–2031 phases	100%
8	09/NQ-HĐQT	13/05/2025	Approval of consumption norms for raw materials, fuels, and energy; regular maintenance plan 2025	100%
9	10/NQ-HĐQT	13/05/2025	Business results Q1/2025; Business plan Q2/2025	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
10	11/NQ-HĐQT	15/05/2025	Agreement on seeking Party Committee's opinion on Chief Accountant appointment process	100%
11	12/NQ-HĐQT	16/05/2025	Dividend payment for 2024	100%
12	13/NQ-HĐQT	13/06/2025	Opening a credit line at VietinBank – Hong Bang Branch	100%
13	14/NQ-HĐQT	13/06/2025	Credit limit and authorization of representatives at BIDV – Lach Tray Branch	100%
14	15/NQ-HĐQT	13/06/2025	Credit limit and authorization of representatives at Agribank – Dong Hai Phong Branch	100%
15	16/NQ-HĐQT	16/07/2025	Approval of consumption norms for raw materials, fuels, and energy; regular maintenance plan 2025	100%
16	17/NQ-HĐQT	16/07/2025	Fourth meeting of the Board of Directors in 2025	100%
17	18/NQ-HĐQT	30/07/2025	Business Production and Construction Investment Plan for Q3/2025 (4th Meeting of the Board of Directors in 2025)	100%
18	19/NQ-HĐQT	08/09/2025	Through the policy and plan for implementing the process of reappointing the General Director of DAP-Vinachem Joint Stock Company (5th meeting of the Board of Directors in 2025)	100%
19	20/NQ-HĐQT	08/09/2025	Adjustment of the pricing mechanism for PG Gypsum products of the Company (5th meeting of the Board of Directors, 2025)	100%
20	21/NQ-HĐQT	11/09/2025	A consensus was reached to discuss and seek feedback from the Party Committee regarding the restructuring and streamlining of the company's organizational structure.	100%
21	22/NQ-HĐQT	15/09/2025	Streamline and reorganize the company's organizational structure.	100%
22	23/NQ-HĐQT	15/10/2025	Credit limit and authorization of a representative for transactions at Vietnam Foreign Trade Commercial Bank - Hai Duong Branch	100%
23	24/NQ-HĐQT	16/10/2025	Through the policy and plan for implementing the process of appointing the Chief Accountant of DAP-Vinachem Joint Stock Company (6th meeting of the Board of Directors in 2025)	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
24	25/NQ-HĐQT	16/10/2025	Reappointment of the Company's General Director for a fixed term (6th meeting of the Board of Directors in 2025)	100%
25	26/NQ-HĐQT	16/10/2025	6th Meeting of the Board of Directors in 2025	100%
26	27/NQ-HĐQT	31/10/2025	Business Production and Construction Investment Plan for Q4/2025 (6th Meeting of the Board of Directors in 2025)	100%
27	28/NQ-HĐQT	20/11/2025	Appointment of the Company's Chief Accountant for a fixed term (7th Meeting of the Board of Directors, 2025)	100%
28	29/NQ-HĐQT	23/12/2025	Approval is granted for the signing of contracts and transactions between DAP - Vinachem Joint Stock Company and "Related Parties" in 2026.	100%
II	Decisions:			
1	07/QD-DAP	07/01/2025	Approval of procurement plan for sulfur for production	100%
2	08/QD-DAP	08/01/2025	Approval of procurement plan for apatite ore for production	100%
3	17/QD-DAP	21/01/2025	Approval of procurement plan for sulfur for production (supplemental)	100%
4	24/QD-DAP	05/02/2025	Approval of construction investment plan for 2025	100%
5	32/QD-DAP	07/02/2025	Approval of technical-economic report, procurement plan, and estimate for "Purchasing 01 excavator" project	100%
6	33/QD-DAP	07/02/2025	Approval of technical-economic report, procurement plan, and estimate for "Purchasing 15T truck crane" project	100%
7	34/QD-DAP	07/02/2025	Approval of technical-economic report, procurement plan, and estimate for "Purchasing 01 wheel loader" project	100%
8	35/QD-DAP	07/02/2025	Approval of technical-economic report, procurement plan, and estimate for "Purchasing 01 boom lift" project	100%
9	36/QD-DAP	07/02/2025	Approval of technical-economic report, procurement plan, and estimate for "Street sweeper truck investment"	100%
10	37/QD-DAP	08/02/2025	Assignment of Q1/2025 production and business plan	100%
11	39/QD-DAP	11/02/2025	Approval of technical-economic report, procurement plan, and estimate for "Purchasing 02 47-seater buses" project	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
12	40/QD-DAP	11/02/2025	Approval of technical-economic report, procurement plan, and estimate for “Purchasing 01 7-seater 4WD vehicle”	100%
13	73/QD-DAP	28/02/2025	Approval of 2024 payroll fund	100%
14	88/QD-DAP	05/3/2025	Adjustment of procurement plan for project “Supplementing road and bridge to DAP plant port”	100%
15	89/QD-DAP	05/3/2025	Adjustment of procurement plan for project “Diluted phosphoric acid tank”	100%
16	90/QD-DAP	05/3/2025	Adjustment of procurement plan for project “Construction and renovation of administration area”	100%
17	91/QD-DAP	05/3/2025	Approval of procurement plan for supply, transportation, and filling of cashew shell oil for fertilizer production	100%
18	92/QD-DAP	06/3/2025	Approval of procurement plan for purchasing liquid NH ₃ in 2025	100%
19	135/QD-DAP	28/3/2025	Adjustment of total estimate for project “Construction and renovation of administration area”	100%
20	159/QD-DAP	10/4/2025	Approval of procurement plan for apatite ore for production	100%
21	160/QD-DAP	10/4/2025	Approval of procurement plan for sulfur for production	100%
22	175/QD-DAP	22/4/2025	Approval of procurement plan for sulfuric acid purchase	100%
23	176/QD-DAP	23/4/2025	Issuance of Internal Spending Regulation of DAP Company (7th amendment and supplement)	100%
24	189/QD-DAP	28/4/2025	Approval of procurement plan to purchase an additional 3,500 tons of NH ₃ for production and commercial sales	100%
25	202/QD-DAP	09/5/2025	Approval of procurement plan for supply, transport, and unloading of granular, lump, powdered lime and limestone	100%
26	206/QD-DAP	13/5/2025	Assignment of production and construction plan for Q2/2025	100%
27	207/QD-DAP	13/5/2025	Approval of regular maintenance plan for 2025	100%
28	208/QD-DAP	13/5/2025	Approval of main material and energy consumption norms in 2025	100%
29	218/QD-DAP	16/5/2025	Establishment of working delegation to China	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
30	224/QD-DAP	19/5/2025	Approval of procurement plan for apatite ore for production	100%
31	242/QD-DAP	26/5/2025	Approval of procurement plan for sulfur for production	100%
32	258/QD-DAP	06/6/2025	Issuance of Procurement Regulation for consultancy and regular procurement services (1st amendment and supplement)	100%
33	275/QD-DAP	23/6/2025	Approval of procurement plan for sulfur for production	100%
34	314/QD-DAP	17/07/2025	Approve the plan for selecting contractors to purchase sulfur for production purposes.	100%
35	316/QD-DAP	20/07/2025	Approval of the accelerated depreciation plan for fixed assets of DAP-Vinachem Joint Stock Company.	100%
36	318/QD-DAP	22/07/2025	Approve the plan for selecting contractors to purchase apatite ore for production.	100%
37	319/QD-DAP	25/07/2025	Approve the revised plan for selecting contractors to purchase sulfur.	100%
38	322/QD-DAP	30/07/2025	Approve the adjustment of the plan for selecting contractors to purchase apatite ore.	100%
39	323/QD-DAP	30/07/2025	Assignment of the Company's Production, Business, and Investment Plan for the third quarter of 2025.	100%
40	343/QD-DAP	08/08/2025	Approval of the supplementary review of the leadership and management personnel plan of DAP-Vinachem Joint Stock Company for the periods 2021-2026 and 2026-2031 at the 2025 review period.	100%
41	346/QD-DAP	12/08/2025	Approval of the Economic-Technical Report, Contractor Selection Plan, and Estimate for the "Investment in Atomic Absorption Spectrometry (AAS) Analysis Equipment" package of DAP-Vinachem Joint Stock Company.	100%
42	362/QD-DAP	26/08/2025	Establish a company delegation to Thailand.	100%
43	374/QD-DAP	12/09/2025	Approval of the final settlement of investment capital for the completed project "Investment in the purchase of one 7-seater, 4WD vehicle"	100%
44	375/QD-DAP	12/09/2025	Through the major repair plan in 2025	100%
45	377/QD-DAP	15/09/2025	Establish the Company's Administrative and Human Resources Department.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
46	398/QD-DAP	25/09/2025	Issuing the Regulations on the Selection of Contractors for Consulting Services, Non-Consulting Services, and Procurement of Other Materials and Goods of DAP - Vinachem Joint Stock Company (2nd Amendment)	100%
47	399/QD-DAP	25/09/2025	Issuing the Internal Expenditure Regulations of DAP - Vinachem Joint Stock Company (8th amendment and supplement)	100%
48	400/QD-DAP	25/09/2025	Approval of the Project "Na ₂ SiF ₆ Production Line"	100%
49	405/QD-DAP	29/09/2025	Adjustment of Apatite Ore Raw Material Inventory Limits (4th amendment and supplement)	100%
50	407/QD-DAP	01/10/2025	Approval the contractor selection plan for the Investment Implementation Phase of the "Na ₂ SiF ₆ Production Line"	100%
51	414/QD-DAP	08/10/2025	Approval of the revised economic-technical report, bid package price, and contractor selection plan for the "Procurement of 15T self-propelled crane" project.	100%
52	421/QD-DAP	13/10/2025	Establish a China Working Group for the Company.	100%
53	426/QD-DAP	16/10/2025	Cease paying monthly responsibility allowances to members of the Party Committee's Steering Committee 35 of the Group at the Company.	100%
54	429/QD-DAP	17/10/2025	Issuing the Regulations on Procurement Management of Materials of DAP - Vinachem Joint Stock Company (5th amendment and supplement)	100%
55	438/QD-DAP	20/10/2025	Establish a UK delegation from the company.	100%
56	568/QD-DAP	22/10/2025	Reappointing the Company's General Director	100%
57	580/QD-DAP	27/10/2025	Approve the plan for selecting contractors to purchase sulfur for production purposes.	100%
58	582/QD-DAP	31/10/2025	Assignment of the Company's Production, Business, and Investment Plan for the Fourth Quarter of 2025	100%
59	586/QD-DAP	03/11/2025	Approve the plan for selecting contractors to purchase apatite ore for production.	100%
60	616/QD-DAP	17/11/2025	Approval of the Outline, Budget, and Contractor Selection Plan for the Investment Preparation Phase of the "Liquid Ammonia Storage Tank" Project.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
61	621/QD-DAP	20/11/2025	Approve the plan for selecting contractors to purchase apatite ore for production.	100%
62	622/QD-DAP	21/11/2025	Appointment of the Company's Chief Accountant	100%
63	641/QD-DAP	01/12/2025	Approve the plan for selecting contractors to purchase apatite ore for production.	100%
64	653/QD-DAP	11/12/2025	Approval of the plan for selecting contractors to purchase sulfur in 2026.	100%
65	654/QD-DAP	11/12/2025	Approval of the plan for selecting contractors to purchase imported apatite ore in 2026.	100%
66	656/QD-DAP	15/12/2025	Issuing the Regulations on Contractor Selection in Repair and Construction Activities and Investment and Construction Activities of DAP - Vinachem Joint Stock Company (1st Amendment)	100%
67	657/QD-DAP	17/12/2025	Approval of the final investment settlement for the completed project "Procurement of 01 wheel loader"	100%
68	658/QD-DAP	17/12/2025	Approval of the final investment settlement for the completed project "Procurement of 3 forklifts"	100%
69	659/QD-DAP	17/12/2025	Approval of the final investment settlement for the completed project "Procurement and installation of automatic exhaust gas monitoring equipment for DAP and PA plants"	100%
70	660/QD-DAP	17/12/2025	Approval of the contractor selection plan for the investment preparation phase of the "Construction of a 120-ton weighing station" project.	100%
71	667/QD-DAP	24/12/2025	Approve the plan for selecting contractors to purchase sulfur for production purposes.	100%
72	671/QD-DAP	26/12/2025	Approve the plan for selecting contractors to purchase apatite ore for production.	100%
73	676/QD-DAP	31/12/2025	Approval of the final investment settlement for the project "Residue P ₂ O ₅ recovery line in PG gypsum"	100%

III. Supervisory Board (2025) :

1. Information about members of Board of Supervisors or Audit Committee:

No.	Members of Board of Supervisors (BoS)	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
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1	Mr. Ha Trung Kien	Head of The BoS	Dismissed 23/4/2025	Bachelor of Economics, Bachelor of Financial Managemf - Accountant
2	Mrs. Nguyen Thi Xuan Quyen	Head of The BoS	Election 23/4/2025	Bachelor of Economics
3	Mr. Tran Van Doan	Member of the BoS	Election 23/4/2025	University
4	Mrs. Pham Thi Nhung	Member of the BoS	Election 23/4/2025	Bachelor of Economics

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Ha Trung Kien	02/03	67%	100%	Dismissed on April 23rd, 2025
2	Ms. Nguyen Thi Xuan Quyen	03/03	100%	100%	
3	Mr. Tran Van Doan	02/03	67%	100%	Elected on April 23rd, 2025
4	Ms. Pham Thi Nhung	03/03	100%	100%	

3. Supervisory activities of the Board of Supervisors:

The Supervisory Board has recommended that the Board of Directors and the General Director continue to refine and issue the Company's internal management regulations, including some revised regulations to comply with State regulations.

All documents sent to the Company's Board of Directors and resolutions and decisions of the Board of Directors are sent to the Supervisory Board fully and promptly; documents seeking opinions from members of the Board of Directors are sent to the Supervisory Board at the same time as those sent to the members of the Board of Directors.

The Supervisory Board regularly inspects and supervises the Board of Directors in accordance with resolutions of the General Meeting of Shareholders, resolutions and decisions of the Board of Directors; the Charter, other regulations of the Company and current laws to ensure that all production and business activities of the Company achieve the set objectives.

In 2025, the Supervisory Board did not receive any written complaints or denunciations from shareholders.

4. The coordination among the Board of Supervisors, Board of Directors and other managers:

The Supervisory Board, as a part of the Company's management structure, works on the principles of equality and independence, but always coordinates closely with the Board of Directors and receives support from the Board of Directors in carrying out its duties, thus ensuring that all tasks of the Supervisory Board are completed.

The Supervisory Board was invited to attend all regular meetings of the Board of Directors in 2025. The Supervisory Board directly contributed opinions at the meetings and also submitted written reports when requested by the Board of Directors.

Throughout its work with the Board of Directors and other management, the Supervisory Board has consistently maintained its independence and objectivity, and has received close cooperation in the spirit of serving the common interests of the Company.

Board of Directors resolutions and quarterly financial reports are submitted fully and promptly to the Supervisory Board.

5. Other activities of the Board of Supervisors (if any): No.

IV. Board of Management:

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/dismissal of members of the Board of Management
1	Mr. Vu Van Bang	06/3/1969	Chemical engineer; Master of Business Administration	Reappointment to the position of General Director on December 15th, 2025
2	Mr. Le Ngoc Nhan	01/11/1970	Chemical Engineering, Bachelor of Economics	Reappointed to the position of Deputy General Director on March 23rd, 2023
3	Mr. Nguyen Thanh Hai	13/10/1973	Chemical Engineering Technologist	Appointed to the position of Deputy General Director on July 11th, 2024
4	Mr. Nguyen Ngoc Son	25/3/1979	Bachelor of Inorganic Chemistry	Appointed to the position of Deputy General Director on June 11th, 2021
5	Mr. Nguyen Hoang Trung	01/01/1982	Bachelor of Economics	Appointed to the position of Deputy General Director on July 25th, 2023

V. Chief Accountant/ Head of Financial Accounting Department/ Accounting Manager:

Name	Date of birth	Qualification	Date of appointment/dismissal
Mrs. Le Thi Hien	26/7/1981	Bachelor of Business Administration (Accounting Major)	Appointed as Chief Accountant effective on November 21st, 2025

VI. Training courses on corporate governance:

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, the CEO, other management officers, and the Company Secretary have participated in as required by corporate governance regulations : Participation in seminars on corporate governance and information disclosure organized by the State Securities Commission and the Hanoi Stock Exchange.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company):

1. The list of affiliated persons of the Company:

Details in the attached Appendix.

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

Details in the attached Appendix.

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

Details in the attached Appendix.

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):*

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):*

4.3. *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:*

Details in the attached Appendix.

VIII. Share transactions of internal persons and their affiliated persons (Report 2025):

1. The list of internal persons and their affiliated persons

Details in the attached Appendix.

2. Transactions of internal persons and affiliated persons with shares of the Company:

Details in the attached Appendix.

IX. Other significant issues:

None.

Recipient:

- As above;

- Save: Office.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

Nguyen Tuan Dung

PERSON AUTHORIZED TO DISCLOSURE INFORMATION



Nguyen Anh Dung

APPENDIX CORPORATE GOVERNANCE REPORT

2025

(Attached to Report No.91/BC-DAP dated January 27th 2026)

VII. THE LIST OF AFFILIATED PERSONS OF THE PUBLIC COMPANY AND TRANSACTIONS OF AFFILIATED PERSONS OF THE COMPANY):

- 1. The list of affiliated persons of the Company:**

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Nguyen Tuan Dung	-	President of the Board of Directors			26/6/2020	-		Insider
1.1	Nguyen Van Oanh	-	-			26/6/2020	-		
1.2	Do Duy Phi	-	-			01/01/2021	-	Securities Law 2019	
1.3	Nguyen Thi Thanh Ha	-	-			01/01/2021	-	Securities Law 2019	
1.4	Do Quynh Nga	-	-			26/6/2020	-		
1.5	Nguyen Do Khoi Nguyen	-	-			26/6/2020	-		
1.6	Nguyen Do Hanh Quyen	-	-			26/6/2020	-		
1.7	Vietnam Chemical Group	-	Deputy General Director of the Group			26/6/2020	-		Mr. Nguyen Tuan Dung - Representative of capital of Vietnam National Chemical Group
2	Vu Van Bang	003C405099	The Board of Directors; General Director			01/01/2015	-		Insider
2.1	Doan Thi Minh Thuy	003C404910	-			01/01/2015	-		
2.2	Vu Tien Thang	-	-			01/01/2015	-		
2.3	Vu Minh Thu	-	-			01/01/2015	-		
2.4	Vu Tien Lu	-	-			01/01/2021	-	Securities Law 2019	

2.5	Vu Thi Hang	-	-			01/01/2015	-		
2.6	Vu Thi Hoa	-	-			01/01/2015	-		
2.7	Dang Thi Hoa	-	Deputy Head of Finance-Accounting Dept.			01/01/2021	-	Securities Law 2019	
2.8	Le Duy Sinh	-	-			01/01/2021	-		
2.9	Hoang Tien Dung	-	-			01/01/2021	-		
2.10	Pham Hong Anh	-	-			01/01/2021	-		
2.11	Vietnam Chemical Group	-	-			01/01/2015			Mr. Vu Van Bang - Representative of capital of Vietnam National Chemical Group
3	Le Ngoc Nhan	-	The Board of Directors; Deputy General Director			23/3/2020	-		Insider
3.1	Dong Thi Thu Lan	-	-			23/3/2020	-		
3.2	Le Kim Chi	-	-			23/3/2020	-		
3.3	Le Ngoc Khanh	-	-			23/3/2020	-		
3.4	Le Thi Minh Tu	-	-			23/3/2020	-		
3.5	Dong Van Chung	-	-			01/01/2021	-	Securities Law 2019	
3.6	Nguyen Thi Xung	-	-			01/01/2021	-	Securities Law 2019	
3.7	Kim Khanh Chemical and Equipment Company Limited	-	-			23/3/2020	-		

3.8	Vietnam Chemical Group	-	-			26/6/2020	-		Mr. Le Ngoc Nhan - Representative of capital of Vietnam National Chemical Group
4	Nguyen Thi Mai	033CC16869	The Board of Directors			26/6/2020	23/4/2025		
4.1	Ngo Thi Ket	-	-			26/6/2020	23/4/2025		
4.2	Nguyen Mai Anh	-	-			26/6/2020	23/4/2025		
4.3	Nguyen Cat Phuong	-	-			26/6/2020	23/4/2025		
4.4	Nguyen Hong Minh	-	-			26/6/2020	23/4/2025		
4.5	Nguyen Hong Doan	-	-			26/6/2020	23/4/2025		
4.6	Nguyen Thi Hoa	-	-			26/6/2020	23/4/2025		
4.7	Nguyen Ba Nghia	-	-			01/01/2021	23/4/2025		
4.8	Nguyen Thanh Dung	-	-			01/01/2021	23/4/2025		
4.9	Luong Van Bac	-	-			01/01/2021	23/4/2025		
5	Nguyen Van Phien	-	The Board of Directors			20/4/2023	-		Insider
5.1	Dao Thi Thu Hien	-	-			20/4/2023			
5.2	Nguyen Tuan Phuong	-	-			20/4/2023			

5.3	Nguyen Huy Hoang	-	-			20/4/2023			
5.4	Pham Thi Nhang	-	-			20/4/2023			
5.5	Nguyen Van eats the Proclamation	-	-			20/4/2023			
5.6	Nguyen Thi Que	-	-			20/4/2023			
5.7	Nguyen Song Hy	-	-			20/4/2023			
5.8	Nguyen Thi Voi	-	-			20/4/2023			
6	Nguyen Ngoc Son	-	Thành viên HĐQT, Phó Tổng giám đốc			11/6/2021	-		Insider
6.1	Nguyen Giang San	-	-			11/6/2021	-		
6.2	Dinh Thi Hat	-	-			11/6/2021	-		
6.3	Pham Van Lam	-	-			11/6/2021	-		
6.4	Nguyen Thi Tinh	-	-			11/6/2021	-		
6.5	Pham Thi Phuong Thao	-	Accounting Staff			11/6/2021	-		
6.6	Nguyen Nam Phong	-	-			11/6/2021	-		
6.7	Nguyen Minh Quang	-	-			11/6/2021	-		
6.8	Nguyen Ngoc Ha	-	-			11/6/2021	-		
6.9	Nguyen Ngoc Bich	-	-			11/6/2021	-		

6.10	Le Thi Thu Huong	-	-			11/6/2021	-		
6.11	Dang Van Ut	-	-			11/6/2021	-		
7	Nguyen Thanh Hai	-	Deputy General Director			11/7/2024	-		Insider
7.1	Nguyen Sy Yet	-	-			11/7/2024	-		
7.2	Nguyen Thi Van Duong	-	-			11/7/2024	-		
7.3	Nguyen Thi Ha	-	-			11/7/2024	-		
7.4	Nguyen Thi Thu Hang	-	Planning Department Staff			11/7/2024	-		
7.5	Nguyen Linh Giang	-	-			11/7/2024	-		
7.6	Nguyen Phuong Quynh	-	-			11/7/2024	-		
7.7	Nguyen Chi Tien	-	-			11/7/2024	-		
7.8	Nguyen Thi Bich Ngoc	-	-			11/7/2024			
7.9	Nguyen Chi Tien	-	-			11/7/2024			
7.10	Phung Bich Thuy	-	-			11/7/2024			
7.11	Nguyen Dinh Hong	-	-			11/7/2024			
7.12	Phi Thi Nhu Hoa	-	-			11/7/2024			
7.13	Vi Thi Mai Thao	-	-			11/7/2024			

8	Nguyen Hoang Trung	-	Deputy General Director; Person in charge of corporate governance			01/01/2015	-		Insider
8.1	Nguyen Thuy Lien	003C404849	Deputy Head of the Administration and Organization Department			01/01/2015	-		
8.2	Nguyen Ngoc Hieu	-	-			01/01/2015	-		
8.3	Nguyen Ngan Ha	-	-			01/01/2015	-		
8.4	Nguyen Ngoc Dung	-	-			01/01/2015	-		
8.5	Hoang Thi Hang	-	-			01/01/2015	-		
8.6	Nguyen Xuan Dan	-	-			01/01/2021	-	Securities Law 2019	
8.7	Hoang Thai Kieu	-	-			01/01/2021	-	Securities Law 2019	
8.8	Nguyen Ngoc Huy	-	-			01/01/2015	-		
8.9	Nguyen Ngoc Tuan	-	-			01/01/2015	-		
8.10	Do Thuy Linh	-	-			01/01/2021	-	Securities Law 2019	
8.11	Tran Mai Trang	-	-			01/01/2021	-	Securities Law 2019	
9	Ha Trung Kien	-	Head of The BoS			26/6/2020	23/4/2025		
9.1	Ha Minh Kieu	-	-			26/6/2020	23/4/2025		
9.2	Tran Thi Sang	-	-			26/6/2020	23/4/2025		
9.3	Pham Thi Thu Trang	-	-			26/6/2020	23/4/2025		

9.4	Ha Thi Thanh Ngoc	-	-			26/6/2020	23/4/2025		
9.5	Ha Quang Minh	-	-			26/6/2020	23/4/2025		
9.6	Pham Van Chien	-	-			01/01/2021	23/4/2025		
9.7	Chu Thi Hao	-	-			01/01/2021	23/4/2025		
9.8	Ha Minh Quyet	-	-			26/6/2020	23/4/2025		
9.9	Nguyen Thi Quynh	-	-			01/01/2021	23/4/2025		
10	Nguyen Thi Xuan Quyen	005C110116	Head of The BoS			01/01/2015	-		Insider
10.1	Duong Manh Tien	005C133628	-			01/01/2015	-		
10.2	Duong Xuan Quynh Anh	-	-			01/01/2015	-		
10.3	Duong Huy Hoang	-	-	-		01/01/2015	-	-	
10.4	Pham Thi Thiem	-	-			01/01/2015	-		
10.5	Dang Thi Ngon	-	-			01/01/2021	-	Securities Law 2019	
10.6	Nguyen Thi Xuan Thuy	-	-			01/01/2015	-		
10.7	Nguyen Duy Dat	-	-			01/01/2015	-		
10.8	Giang Thanh Long	-	-			01/01/2021	-	Securities Law 2019	
10.9	Tuong Kim Phung	-	-			01/01/2021	-	Securities Law 2019	

11	Tran Van Doan	077C956105	Member of the BoS			23/4/2025			Insider
11.1	Pham Thi Minh Phuong	-	-			23/4/2025			
11.2	Tran Ha Linh	-	-			23/4/2025			Ycung
11.3	Tran Hai Dang	-	-			23/4/2025			Ycung
11.4	Tran Van Do	-	-			23/4/2025			
11.5	Tran Thi Dang	-	-			23/4/2025			
11.6	Pham Van Tiep	-	-			23/4/2025			
11.7	Tran Thi Hong	-	-			23/4/2025			
11.8	Pham Minh Khuong	-	-			23/4/2025			
11.9	Tran Van Dong	-	-			23/4/2025			
11.10	Tran Thi Thu Huyen	-	-			23/4/2025			
11.11	Tran Van Dinh	-	-			23/4/2025			
11.12	T Tran Thi Anh	-	-			23/4/2025			
11.13	T Tran Van Trung	-	-			23/4/2025			
11.14	Tran Van Thanh	-	-			23/4/2025			
11.15	Nguyen Thi Phuong Anh	-	-			23/4/2025			
12	Pham Thi Nhung	-	Member of the BoS			19/4/2024			Insider

12.1	Nguyen Anh Dung	-	Company Secretary; Authorized Information Officer			19/04/2024			
12.2	Nguyen Khanh Linh	-	-			19/04/2024			
12.3	Nguyen Nhat Minh	-	-			19/04/2024			
12.4	Hoang Thi Xuyen	-	-			19/04/2024			
12.5	Pham Van Khung	-	-			19/04/2024			
12.6	Vu Thi Thi	-	-			19/04/2024			
12.7	Pham Hong Trang	-	-			19/04/2024			
13	Le Thi Hien	-	Head of Financial Accounting Department			01/01/2017	-		Insider
13.1	Mac Thi The	-	-			01/01/2017	-		
13.2	Le Khoi Nguyen	-	-			01/01/2017	-		
13.3	Le Thi Lan Anh	-	-			01/01/2017	-		
13.4	Le Thi Thu Huong	-	-			01/01/2017	-		
13.5	Hoang Nam Phong	-	-			01/01/2021	-	Securities Law 2019	
13.6	Nguyen The Anh	-	-			01/01/2021	-	Securities Law 2019	
14	Nguyen Anh Dung	-	The company's secretary; Person authorized to disclose information			25/01/2024	-		Insider
14.1	Vu Thi Thi	-	-			25/01/2024	-		

14.2	Hoang Thi Xuyen	-	-			25/01/2024	-		
14.3	Pham Van Khung	-	-			25/01/2024	-		
14.4	Pham Thi Nhung	-	Member of the Supervisory Board			25/01/2024	-		
14.5	Nguyen Khanh Linh	-	-			25/01/2024	-		
14.6	Nguyen Nhat Minh	-	-			25/01/2024	-		
14.7	Nguyen Manh Hung	-	-			25/01/2024	-		
14.8	Nguyen Thi Mai Anh	-	-			25/01/2024	-		
15	Vietnam National Chemical Group	-	-			01/01/2015	-		The parent company holds 64% of the charter capital
16	The Southern Fertilizer Joint Stock Company	-	-						Subsidiary of Vietnam National Chemical Group
17	Can Tho fertilizer and chemical joint stock company	-	-						Subsidiary of Vietnam National Chemical Group
18	Binh Dien Fertilizer Joint Stock Company	-	-						Subsidiary of Vietnam National Chemical Group
19	Lam Thao Fertilizers And Chemicals Joint Stock Company	-	-						Subsidiary of Vietnam National Chemical Group
20	Ninh Binh Phosphate Fertilizer Joint Stock Company	-	-						Subsidiary of Vietnam National Chemical Group
21	Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company	-	-						Subsidiary of Vietnam National Chemical Group

22	Dinh Vu gypsum joint stock company	-	-						<i>Associate company</i>
23	Vietnam Apatit Limited Company	-	-						Subsidiary of Vietnam National Chemical Group
24	Viet nam institute of industrial chemistry	-	-						Subsidiary of Vietnam National Chemical Group
25	Ha Noi Soap Joint Stock Company	-	-						Subsidiary of Vietnam National Chemical Group
26	Chemical industry engineering joint stock company	-	-						A company in which Vietnam National Chemical Group holds more than 10% of charter capital
27	Habac Nitrogenous Fertilizer & Chemicals Joint Stock Company	-	-						Subsidiary of Vietnam National Chemical Group
28	Ninh Binh nitrogenous fertilizer ltd.company	-	-						Subsidiary of Vietnam National Chemical Group
29	South basic Chemicals joint stock company	-	-						Subsidiary of Vietnam National Chemical Group
30	College of Chemical Industry	-	-						The parent company holds 64% of the charter capital

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	The Southern Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	39.07 billion VND	
2	Can Tho fertilizer and chemical joint stock company	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	34.852 billion VND	
3	Binh Dien Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	62.44 billion VND	
4	Lam Thao Fertilizers And Chemicals Joint Stock Company	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	65.056 billion VND	
5	Ninh Binh Phosphate Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	-	
6	Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	-	
7	Dinh Vu gypsum joint stock company	Associate company			2025	21 /NQ-HĐQT 13/31/2024	1.868 billion VND	
8	Vietnam Apatit Limited Company	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	574.626 billion VND	
9	Viet nam institute of industrial chemistry	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	19.482 billion VND	

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
10	Ha Noi Soap Joint Stock Company	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	17.504 billion VND	
11	Chemical industry engineering joint stock company	A company in which Vietnam National Chemical Group holds more than 10% of charter capital			2025	21 /NQ-HĐQT 13/31/2024	3.141 billion VND	
13	Habac Nitrogenous Fertilizer & Chemicals Joint Stock Company	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	125.698 billion VND	
13	Ninh Binh nitrogenous fertilizer ltd.company	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	6.615 billion VND	
14	South basic Chemicals joint stock company	Subsidiary of Vietnam National Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	-	
15	Vietnam National Chemical Group	The parent company holds 64% of the charter capital			2025	21 /NQ-HĐQT 13/31/2024	0.931 billion VND	
16	College of Chemical Industry	Subsidiary of Vietnam Chemical Group			2025	21 /NQ-HĐQT 13/31/2024	0.496 billion VND	

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:

[illegible]

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):

None.

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) 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. SHARE TRANSACTIONS OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS (2025):

(Content based on information provided by insiders and related persons)

1. The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Nguyen Tuan Dung		President of the Board of Directors			199,700	0.1367%	Excluding the number of shares representing ownership of Vietnam Chemical Group
1.1	Nguyen Van Oanh		Are not			489,700	0.3352%	
1.2	Do Duy Phi		Are not			0	0%	
1.3	Nguyen Thi Thanh Ha		Are not			0	0%	
1.4	Do Quynh Nga	-	Are not	-		6,000	0.0041%	
1.5	Nguyen Do Khoi Nguyen		Are not			11,300	0.0077%	
1.6	Nguyen Do Hanh Quyen		Are not			0	0%	
1.7	Vietnam Chemical Group		Deputy General Director of the Group			93,510,336	64%	Mr. Nguyen Tuan Dung - Representative of capital of Vietnam National Chemical Group

2	Vu Van Bang		The Board of Directors; General Director			2,100	0.0014%	Excluding the shares representing the ownership of Vietnam National Chemical Group
2.1	Doan Thi Minh Thuy		Are not			2,100	0.0014%	
2.2	Vu Tien Thang		Are not			0	0%	
2.3	Vu Minh Thu		Are not			0	0%	
2.4	Vu Tien Lu		Are not			0	0%	
2.5	Vu Thi Hang		Are not			0	0%	
2.6	Vu Thi Hoa		Are not			0	0%	
2.7	Dang Thi Hoa		Deputy Head of Finance Accounting Dept			2,600	0.0018%	
2.8	Le Duy Sinh		Are not			0	0%	
2.9	Hoang Tien Dung		Are not			0	0%	
2.10	Pham Hong Anh		Are not			0	0%	

2.11	Vietnam Chemical Group		Are not			93,510,336	64%	Mr. Vu Van Bang - Representative of Vietnam National Chemical Group's capital
3	Le Ngoc Nhan		The Board of Directors; Deputy General Director			600	0.0004%	Excluding the shares representing the ownership of Vietnam National Chemical Group
3.1	Dong Thi Thu Lan		Are not			0	0	
3.2	Le Kim Chi		Are not			0	0	
3.3	Le Ngoc Khanh		Are not			0	0	
3.4	Le Thi Minh Tu		Are not			0	0	
3.5	Dong Van Chung		Are not			0	0	
3.6	Nguyen Thi Xung		Are not			0	0	
3.7	Kim Khanh chemicals and equipment company limited		-			0	0	
3.8	Vietnam National Chemical Group		Are not			93,510,336	64%	Mr. Le Ngoc Nhan - Representative of Vietnam National Chemical Group's capital

4	Nguyen Thi Mai		The Board of Directors			10,000	0.0315%	Dismissed on April 23, 2025
4.1	Ngo Thi Ket		Are not			0	0	
4.2	Nguyen Mai Anh		Are not			0	0	
4.3	Nguyen Cat Phuong		Are not			0	0	
4.4	Nguyen Hong Minh		Are not			0	0	
4.5	Nguyen Hong Doan		Are not			0	0	
4.6	Nguyen Thi Hoa		Are not			0	0	
4.7	Nguyen Ba Nghia		Are not			0	0	
4.8	Nguyen Thanh Dung		Are not			0	0	
4.9	Luong Van Bac		Are not			0	0	
5	Nguyen Van Phien		The Board of Directors			4,500	0.0031%	
5.1	Dao Thi Thu Hien		Are not			0	0%	
5.2	Nguyen Tuan Phuong		Are not			0	0%	
5.3	Nguyen Huy Hoang		Are not			0	0%	
5.4	Pham Thi Nhang		Are not			0	0%	

5.5	Nguyen Van eats the Proclamation		Are not			0	0%	
5.6	Nguyen Thi Que		Are not			0	0%	
5.7	Nguyen Song Hy		Are not			0	0%	
5.8	Nguyen Thi Voi		Are not			0	0%	
6	Nguyen Ngoc Son		Member of the Board of Directors and Deputy General Director			38,000	0.026%	
6.1	Nguyen Giang San		Are not			0	0%	
6.2	Dinh Thi Hat		Are not			0	0%	
6.3	Pham Van Lam		Are not			0	0%	
6.4	Nguyen Thi Tinh		Are not			0	0%	
6.5	Pham Thi Phuong Thao		Accounting Staff			0	0%	
6.6	Nguyen Nam Phong		Are not			0	0%	
6.7	Nguyen Minh Quang		Are not			0	0%	
6.8	Nguyen Ngoc Ha		Are not			0	0%	
6.9	Nguyen Ngoc Bich		Are not			0	0%	
6.10	Le Thi Thu Huong		Are not			0	0%	

6.11	Dang Van Ut		Are not			0	0%	
7	Nguyen Thanh Hai		Deputy General Director			0	0%	
7.1	Nguyen Sy Yet		Are not			0	0%	
7.2	Nguyen Thi Van Duong		Are not			0	0%	
7.3	Nguyen Thi Ha		Are not			0	0%	
7.4	Nguyen Thi Thu Hang		Planning Department Staff			5,000	0.0034%	
7.5	Nguyen Linh Giang		Are not			0	0%	
7.6	Nguyen Phuong Quynh		Are not			0	0%	
7.7	Nguyen Chi Tien		Are not			0	0%	
7.8	Nguyen Thi Bich Ngoc		Are not			0	0%	
7.9	Nguyen Chi Tien		Are not			0	0%	
7.10	Phung Bich Thuy		Are not			0	0%	
7.11	Nguyen Dinh Hong		Are not			0	0%	
8	Nguyen Hoang Trung		Deputy General Director; Person in charge of corporate governance			0	0%	

8.1	Nguyen Thuy Lien	003C404849	Deputy Head of Administrative Department			0	0%	
8.2	Nguyen Ngoc Hieu	-	-			0	0%	Young
8.3	Nguyen Ngan Ha	-	-			0	0%	Young
8.4	Nguyen Ngoc Dung		Are not			5,500	0.0038%	
8.5	Hoang Thi Hang		Are not			0	0%	
8.6	Nguyen Xuan Dan	-	Are not			0	0%	Securities Law 2019
8.7	Hoang Thai Kieu	-	Are not			0	0%	Securities Law 2019
8.8	Nguyen Ngoc Huy	-	Are not			0	0%	
8.9	Nguyen Ngoc Tuan	-	Are not			0	0%	
8.10	Do Thuy Linh	-	Are not			0	0%	Securities Law 2019
8.11	Tran Mai Trang	-	Are not			0	0%	Securities Law 2019
9	Ha Trung Kien		Head of The BoS			0	0%	Dismissed on April 23, 2025
9.1	Ha Minh Kieu		Are not			0	0%	
9.2	Tran Thi Sang		Are not			0	0%	
9.3	Pham Thi Thu Trang		Are not			0	0%	

9.4	Ha Thi Thanh Ngoc		Are not			0	0%	
9.5	Ha Quang Minh		Are not			0	0%	
9.6	Pham Van Chien		Are not			0	0%	
9.7	Chu Thi Hao		Are not			0	0%	
9.8	Ha Minh Quyet		Are not			0	0%	
9.9	Nguyen Thi Quynh		Are not			0	0%	
10	Nguyen Thi Xuan Quyen		Head of The BoS			0	0%	
10.1	Duong Manh Tien		Are not			11,800	0.008%	
10.2	Duong Xuan Quynh Anh		Are not			0	0%	
10.3	Duong Huy Hoang		Are not			0	0%	
10.4	Pham Thi Thiem		Are not			0	0%	
10.5	Dang Thi Ngon		Are not			0	0%	
10.6	Nguyen Thi Xuan Thuy		Are not			0	0%	
10.7	Nguyen Duy Dat		Are not			0	0%	
10.8	Giang Thanh Long		Are not			0	0%	
10.9	Tuong Kim Phung		Are not			0	0%	

11	Phạm Thị Nhung	105C720447	Member of the BoS			0	0%	
11.1	Nguyen Anh Dung		Company Secretary; Authorized Information Officer			0	0%	
11.2	Nguyen Khanh Linh		-			0	0%	Young
11.3	Nguyen Nhat Minh		-			0	0%	Young
11.4	Hoang Thi Xuyen		Are not			0	0%	
11.5	Pham Van Khung		Are not			0	0%	
11.6	Vu Thi Thi		Are not			0	0%	
11.7	Pham Hong Trang		Are not			0	0%	
12	Trần Văn Doan		Member of the BoS			79,600	0.0545%	Appointed on April 23, 2025
12.1	Phạm Thị Minh Phương		Are not			5,700	0.0039%	
12.2	Trần Hà Linh		Are not			0	0%	Young
12.3	Trần Hải Đăng		Are not			0	0%	Young
12.4	Trần Văn Đỗ		Are not			0	0%	
12.5	Trần Thị Đăng		Are not			0	0%	

12.6	Pham Van Tiep		Are not			0	0%	
12.7	Tran Thi Hong		Are not			0	0%	
12.8	Pham Minh Khuong		Are not			0	0%	
12.9	Tran Van Dong		Are not			0	0%	
12.10	Tran Thi Thu Huyen		Are not			0	0%	
12.11	Tran Van Dinh		Are not			0	0%	
12.12	Tran Thi Anh		Are not			0	0%	
12.13	Tran Van Trung		Are not			0	0%	
12.14	Tran Van Thanh		Are not			0	0%	
12.15	Nguyen Thi Phuong Anh		Are not			0	0%	
13	Le Thi Hien		Head of Financial Accounting Department			4,600	0.0031%	
13.1	Mac Thi The		Are not			0	0%	
13.2	Le Khoi Nguyen		-			0	0%	Young
13.3	Le Thi Lan Anh		Are not			0	0%	
13.4	Le Thi Thu Huong		Are not			0	0%	

13.5	Hoang Nam Phong		Are not			0	0%	
13.6	Nguyen The Anh		Are not			0	0%	
14	Nguyen Anh Dung	105C959273	The company's secretary; Person authorized to disclose information			0	0%	
14.1	Vu Thi Thi		Are not			0	0%	
14.2	Hoang Thi Xuyen		Are not			0	0%	
14.3	Pham Van Khung		Are not			0	0%	
14.4	Pham Thi Nhung		Board Member			0	0%	
14.5	Nguyen Khanh Linh		-			0	0%	Young
14.6	Nguyen Nhat Minh		-			0	0%	Young
14.7	Nguyen Manh Hung		Are not			0	0%	
14.8	Nguyen Thi Mai Anh		Are not			0	0%	

2. Transactions of internal persons and affiliated persons with shares of the Company (2025):

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.) Transaction executor
			Number of shares	Percentage	Number of shares	Percentage	
1	Nguyen Tuan Dung	Nguyen Tuan Dung	86,200	0.059%	199,700	0.1367%	buying
2	Nguyen Van Oanh	Nguyen Tuan Dung	344,100	0.236%	489,700	0.3352%	buying
3	Nguyen Do Khoi Nguyen	Nguyen Tuan Dung	0	0%	11,300	0.0077%	buying
4	Nguyen Van Phien	Nguyen Van Phien	7,600	0.005%	4,500	0.0031%	<i>selling</i>
5	Nguyen Ngoc Son	Nguyen Ngoc Son	0	0.00%	38,000	0.0260%	buying
6	Nguyen Hoang Trung	Nguyen Hoang Trung	4,000	0.00%	0	0%	<i>selling</i>
7	Nguyen Ngoc Dung	Nguyen Hoang Trung	0	0	5,500	0.0038%	buying
8	Dang Thi Hoa	Vu Van Bang	1,500	0.00%	2,600	0.0018%	buying
9	Le Thi Hien	Le Thi Hien	0	0	4,600	0.0031%	buying
11	Tran Van Doan	Tran Van Doan	94,300	0.06%	79,600	0.0545%	<i>selling</i>
12	Pham Thi Minh Phuong	Tran Van Doan	10,600	0.01%	5,700	0.0039%	<i>selling</i>