

**BINH SON PETROLEUM  
PACKAGING AND TRADING  
JOINT STOCK COMPANY**

No: 11 /BC-HĐQT-BSPPT

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

*Quang Ngai, January 28, 2026*

**CORPORATE GOVERNANCE REPORT  
(2025)**

To: - State Securities Commission;  
- Hanoi Stock Exchange.

- Company name: BINH SON PETROLEUM PACKAGING AND TRADING JOINT STOCK COMPANY

- Head office address: Phuoc Hoa Village, Van Tuong Commune, Quang Ngai Province, Vietnam

- Tel: 0255 3612468

Fax: 0255 3612469

- Email: vanthu@bsppt.com.vn

- Charter capital: 175.222.840.000 VND

- Stock code: *PBT*

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

- Implementation of internal audit function: *Not yet implemented*

**I. Activities of the General Meeting of Shareholders (2025):**

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written consultations):

No	Resolution/Decision No	Date	Details
1	01/NQ-BSPPT	24/4/2025	Approval of: (1) the 2024 production and business results; (2) the 2025 production and business plan; (3) the report on the activities of the Board of Directors; (4) the report on the activities of the Board of Supervisors; (5) the audited financial statements for 2024; and (6) other matters falling within the authority of the General Meeting of Shareholders.

02	02/NQ-BSPPT	24/4/2025	Regarding the amendment and supplementation of business lines
03	03/NQ-BSPPT	02/12/2025	Written consultation of shareholders in 2025
04	04/NQ-BSPPT	02/12/2025	Regarding the amendment and supplementation of business lines

## II. Board of Directors (2025):

### 1. Information on Members of the Board of Directors (BOD):

No	Members of the BOD	Position	Term of Office as a Member of the BOD	
			Date of Appointment	Date of Dismissal
1	Ms Ha Thi Hoa	Member of the BOD	23/04/2018	-
2	Mr Tran Xuan Thu	Member of the BOD	28/04/2021	-
3	Mr Le Xuan Son	Member of the BOD	28/04/2021	-
4	Mr Mai Tuan Dat	Chairman of the BOD	01/10/2024	-
5	Mr Phan Quoc Toan	Member of the BOD	01/10/2024	-

### 2. Meetings of the BOD:

No	Members of the BOD	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for absence
1	Mr Mai Tuan Dat	4	100%	-
2	Mr Phan Quoc Toan	4	100%	-
3	Mr Tran Xuan Thu	4	100%	-
4	Mr Le Xuan Son	4	100%	-
5	Ms Ha Thi Hoa	4	100%	-

### 3. Supervisory activities of the Board of Directors over the Executive Management:

Pursuant to the Company Charter and the internal regulations on corporate governance, the Board of Directors carries out periodic and regular supervision over the Company's Director and the Executive Management through meetings of the Board of Directors and reports as required on the implementation of strategy, the execution of the business plan, the objectives approved by the General Meeting of Shareholders, and the implementation of the Resolutions and Decisions of the Board of Directors.

Based on the reports of the Executive Management, the Board of Directors promptly provides directions and timely support to the Executive Management through the issuance of Resolutions, Decisions and Conclusions at meetings relating to the Company's production and business activities, organizational structure and other important matters falling within the authority of the Board of Directors, in accordance with the applicable laws, the Company Charter and the Company's operating regulations.

The Board of Directors coordinates with the Board of Supervisors to review reports on production and business activities, financial statements, and to supervise the implementation of the business plan targets approved by the Annual General Meeting of Shareholders.

The Board of Directors maintains a system of periodic and ad hoc reporting on the Company's business and management activities in order to provide timely directions on matters falling within the authority of the Board of Directors.

The Board of Directors supervises the disclosure of information in order to safeguard the rights and interests of shareholders and ensure transparency in the Company's corporate governance.

4. Activities of Subcommittees under the Board of Directors (if any): *None*

5. Resolutions and Decisions of the Board of Directors (2025):

#### 5.1 Resolution

No	RESOLUTION NUMBER	DATE	DETAILS	APPROVAL RATE
1	01/NQ-HĐQT- BSPPT	17/01/2025	Approval of contracts and transactions between the Company and related persons	100%
2	02/NQ-HĐQT- BSPPT	06/2/2025	Provisional approval of the BSPPT's 2025 production and business plan	100%
3	03/NQ-HĐQT- BSPPT	09/2/2025	Organization of the 2025 Annual General Meeting of Shareholders	100%
4	04/NQ-HĐQT- BSPPT	14/3/2025	Approval of contracts and transactions between the Company and related persons	100%
5	05/NQ-HĐQT- BSPPT	21/5/2025	Approval of contracts and transactions between the Company and related persons	100%
6	06/NQ-HĐQT- BSPPT	20/6/2025	Approval of contracts and transactions between the Company and related persons	100%

7	07/NQ-HĐQT- BSPPT	24/6/2025	Approval of contracts and transactions between the Company and related persons	100%
8	08/NQ-HĐQT- BSPPT	15/7/2025	Approval of the Company's 2025 production and business plan and the 2025 corporate governance plan	100%
9	09/NQ-HĐQT- BSPPT	11/08/2025	Approval of contracts and transactions between the Company and related persons	100%
10	10/NQ-HĐQT- BSPPT	27/8/2025	Approval of contracts and transactions between the Company and related persons	100%
11	11/NQ-HĐQT- BSPPT	08/09/2025	Provisional approval of the supplementation to the 2025 capital investment plan for the procurement of two 47-seat vehicles serving production and business activities	100%
12	12/NQ-HĐQT- BSPPT	18/09/2025	Approval in principle of the execution of the contract between the Company and related person	100%
13	13/NQ-HĐQT- BSPPT	22/09/2025	Approval in principle of the execution of the contract between the Company and related person	100%
14	14/NQ-HĐQT- BSPPT	30/09/2025	Approval in principle of the execution of the contract between the Company and related person	100%
15	15/NQ-HĐQT- BSPPT	10/02/2025	Regarding the written consultation of shareholders	100%
16	16/NQ-HĐQT- BSPPT	10/06/2025	Approval in principle for the execution of a contract and a transaction between the Company and a related person	100%
17	17/NQ-HĐQT- BSPPT	10/10/2025	Approval in principle for the execution of a contract and a transaction between the Company and a related person	100%

18	18/NQ-HĐQT- BSPPT	13/10/2025	Approval in principle for the execution of a contract and a transaction between the Company and a related person	100%
19	19/NQ-HĐQT- BSPPT	14/11/2025	Approval in principle for the execution of a contract and a transaction between the Company and a related person	100%
20	20/NQ-HĐQT- BSPPT	16/12/2025	Approval in principle for the execution of a contract and a transaction between the Company and a related person	100%
21	21/NQ-HĐQT- BSPPT	31/12/2025	Approval of the adjustment to the Company's 2025 production and business plan	100%

### 5.2 Decision

NO	DECISION NO	DATE	DETAILS	APPROVA L RATE
1	01/QĐ-HĐQT- BSPPT	07/01/2025	Issuance of the Company's investment management regulations	100%
2	02/QĐ-HĐQT- BSPPT	16/01/2025	Additional payment of salaries and remuneration to the Company Managers on the occasion of the Lunar New Year of Wood Snake	100%
3	03/QĐ-HĐQT- BSPPT	26/2/2025	Approval of the Expert team and the Appraisal team for the implementation of the investment and procurement of eight 47-seat automobiles serving production and business activities.	100%
4	04/QĐ-HĐQT- BSPPT	27/2/2025	Issuance of BSPPT's information disclosure regulations.	100%
5	05/QĐ-HĐQT- BSPPT	07/3/2025	Approval of the Expert team and the Appraisal team for the project: renovation of LK231, LK234 and LK241 into BSPPT's office premises.	100%
6	06/QĐ-HĐQT- BSPPT	31/3/2025	Distribution of the salary and remuneration fund for 2024 to the Company Managers.	100%
7	07/QĐ-HĐQT- BSPPT	03/4/2025	Approval of the Expert team and the Appraisal team for the	100%

			implementation of the investment and procurement of two 16-seat automobiles and four 29-seat automobiles serving the Company's production and business activities	
8	08/QĐ-HĐQT- BSPPT	03/4/2025	Approval of the cost estimate for the procurement of eight 47-seat automobiles serving the Company's production and business activities under Purchase Order No. 12/ĐH-KD	100%
9	09/QĐ-HĐQT- BSPPT	03/4/2025	Approval of the organizational structure, functions and duties, and staffing levels of the Company	100%
10	10/QĐ-HĐQT- BSPPT	09/4/2025	Establishment of the steering committee and issuance of the operating regulations of the steering committee for science and technology development, innovation and digital transformation of BSPPT	100%
11	11/QĐ-HĐQT- BSPPT	11/4/2025	Issuance of BSPPT's regulations on document management and records and archives administration	100%
12	12/QĐ-HĐQT- BSPPT	21/4/2025	Approval of the cost estimate for the procurement of two 16-seat automobiles and four 29-seat automobiles serving production and business activities	100%
13	13/QĐ-HĐQT- BSPPT	24/4/2025	Issuance of the Regulations on the Operation of the Board of Directors of BSPPT	100%
14	14/QĐ-HĐQT- BSPPT	25/4/2025	Payment of performance completion bonuses for company managers for 2024	100%
15	15/QĐ-HĐQT- BSPPT	28/4/2025	Issuance of the regulations on management and use of assets of BSPPT	100%
16	16/QĐ-HĐQT- BSPPT	07/5/2025	Approval of the contractor selection plan and the bidding documents for the package "Procurement of eight 47-seat	100%

			automobiles for the Company's production and business operations under Purchase Order No. 12/DH-KD"	
17	17/QĐ-HĐQT-BSPT	08/5/2025	Approval of the Expert team and the Appraisal team to implement the investment and procurement of three 7-seat automobiles for the Company's production and business operations under Purchase Order No. 34/DH-KD&MKT	100%
18	18/QĐ-HĐQT-BSPT	14/5/2025	Approval of the contractor selection plan and the bidding documents for the bidding package "Procurement of two 16-seat automobiles and four 29-seat automobiles serving the Company's production and business operations under Purchase Order No. 29/DH-KD"	100%
19	19/QĐ-HĐQT-BSPT	19/5/2025	Approval of the cost estimate for the procurement of three 7-seat automobiles serving the Company's production and business operations under Purchase Order No. 34/DH-KD&MKT	100%
20	20/QĐ-HĐQT-BSPT	20/5/2025	Approval of the bidder selection plan and the bidding documents for the procurement package "Purchase of three 7-seat automobiles serving the Company's production and business operations under Purchase Order No. 34/DH-KD&MKT"	100%
21	21/QĐ-HĐQT-BSPT	26/5/2025	Approval of the cost estimate for the procurement package 'Hiring auditing services for the 2025 Financial Statements' under Purchase Order No. 03/DH-TCKT	100%
22	22/QĐ-HĐQT-BSPT	04/6/2025	Promulgation of the regulations on the management and use of the collective welfare fund	100%

23	23/QĐ-HĐQT- BSPPT	06/6/2025	Approval of the adjustment to the investment project of the Packaging and PP Manufacturing Plant of BSPPT.	100%
24	24/QĐ-HĐQT- BSPPT	10/6/2025	Approval of the contractor selection results for the Consultancy Package on preparation of the project to renovate the building into the Company's Office	100%
25	25/QĐ-HĐQT- BSPPT	24/6/2025	Issuance of the regulation on management of economic and technical norms	100%
26	26/QĐ-HĐQT- BSPPT	24/6/2025	Reappointment of Mr. Pham Trung Tin	100%
27	27/QĐ-HĐQT- BSPPT	25/6/2025	Issuance of the regulation governing business travel regime, communications, use of automobiles, and expenses for meetings and receptions of the Company	100%
28	28/QĐ-HĐQT- BSPPT	30/6/2025	Issuance of the regulation on emulation and commendation of BSPPT	100%
29	29/QĐ-HĐQT- BSPPT	01/7/2025	Approval of the contractor selection results for the bidding package "Procurement of eight 47-seat automobiles serving the Company's production and business activities under Purchase Order No. 12/ĐH-KD"	100%
30	30/QĐ-HĐQT- BSPPT	01/7/2025	Approval of the contractor selection results for the bidding package "Procurement of two 16-seat automobiles and four 29-seat automobiles serving the Company's production and business activities under Purchase Order No. 29/ĐH-KD"	100%
31	31/QĐ-HĐQT- BSPPT	03/7/2025	Approval in principle of the cancellation of the bidding package "Procurement of three 7-seat automobiles serving the Company's production and	100%



			business activities under Purchase Order No. 34/ĐH-KD&MKT”	
32	32/QĐ-HĐQT-BSPPT	04/7/2025	Approval of the plan for use of the reward and collective welfare fund for 2025 of BSPPT	100%
33	33/QĐ-HĐQT-BSPPT	09/7/2025	Approval of the scope of work, contractor selection plan, expert team and bidding documents for the package “Provision of financial statement audit services for 2025” under Purchase Order No. 03/ĐH-TCKT”	100%
34	34/QĐ-HĐQT-BSPPT	11/7/2025	Approval of the contractor selection plan and bidding documents for the bidding package “Procurement of three 7- seat automobiles serving the Company’s production and business activities under Purchase Order No. 34/ĐH-KD&MKT”	100%
35	35/QĐ-HĐQT-BSPPT	25/7/2025	Approval of additional payment of salary and remuneration to Company Managers on the occasion of completion of the production and business plan for the first six months of 2025	100%
36	36/QĐ-HĐQT-BSPPT	12/8/2025	Approval of the economic and technical report for the project: Renovation of LK231 to LK234 and LK241 into BSPPT’s office premises	100%
37	37/QĐ-HĐQT-BSPPT	28/8/2025	Issuance of the regulation on management of science, technology and innovation activities of the Company	100%
38	38/QĐ-HĐQT-BSPPT	05/9/2025	Issuance of the regulation on financial management of the Company	100%
39	39/QĐ-HĐQT-BSPPT	11/9/2025	Approval of the supplementation and adjustment of standard fuel consumption norms for the Company’s motor vehicles	100%
40	40/QĐ-HĐQT-BSPPT	12/9/2025	Approval of the scope of work, cost estimate, contractor selection	100%

			plan, Expert team and Appraisal team for the bidding package “Procurement of two 47-seat automobiles serving the Company’s production and business activities”	
41	41/QĐ-HĐQT-BSPPT	18/09/2025	Approval of amendments and supplements some Regulations governing business travel regime, communications, use of automobiles, and expenses for meetings and receptions of the Company.	100%
42	42/QĐ-HĐQT-BSPPT	19/09/2025	Approval of the supplementation and adjustment of norms for raw materials and inventories at the Company’s packaging production plant.	100%
43	43/QĐ-HĐQT-BSPPT	10/10/2025	Issuance of the Regulation on expenditure of the Company’s science and technology development fund	100%
44	44/QĐ-HĐQT-BSPPT	17/10/2025	Approval of additional payment of salary and remuneration to Company Managers on the occasion of completion of the production and business plan for the first nine months of 2025	100%
45	45/QĐ-HĐQT-BSPPT	17/10/2025	Approval of additional payment of salary and remuneration to Company Managers on the occasion of completion of the production and business plan for the first nine months of 2025	100%
46	46/QĐ-HĐQT-BSPPT	17/11/2025	Issuance of the Regulation on investment management	100%
47	47/QĐ-HĐQT-BSPPT	26/11/2025	Approval of additional payment of salary and remuneration to Company Managers on the occasion of the Vietnam Oil and Gas Industry Traditional Day (November 27)	100%
48	48/QĐ-HĐQT-BSPPT	26/11/2025	Issuance of the Regulation on risk management of BSPPT and the enterprise risk profile	100%

49	49/QĐ-HĐQT-BSPT	28/11/2025	Approval and issuance of the Regulation on salary, remuneration and bonus policies of the Company	100%
50	50/QĐ-HĐQT-BSPT	25/12/2025	Issuance of the Regulation on procurement of goods and services of the Company	100%
51	51/QĐ-HĐQT-BSPT	31/12/2025	Approval of the business plan for products and services for 2026 of the Company	100%

### III. Board of Supervisors (2025):

#### 1. Information on Members of the Board of Supervisors:

No	Members of the Board of Supervisors	Position	Date of Start	Date of Dismissal	Professional qualifications
1	Ms Do Thi Phuong Thuy	Head of the Board of Supervisors	23/04/2018	-	Bachelor's Degree in Finance and Banking
2	Mr Phan Ba Cong	Member	28/04/2021	-	Bachelor's Degree in Auditing
3	Ms Pham Thanh Thao	Member	28/04/2021		Bachelor's Degree in Finance and Banking

#### 2. Meeting of the Board of Supervisors:

No	Members of the Board of Supervisors	Number of meetings attended	Meeting attendance rate	Voting Rate	Reason for Non-attendance
1	Ms Do Thi Phuong Thuy	4/4	100%	100%	
2	Mr Phan Ba Cong	4/4	100%	100%	
3	Ms Pham Thanh Thao	4/4	100%	100%	

#### 3. Supervisory activities of the Board of Supervisors over the Board of Directors, Executive Management, and Shareholders:

The Board of Supervisors performs its supervisory function over the Board of Directors and the Executive Management in compliance with the provisions of

law, the Company Charter and the Internal Corporate Governance Regulations. Specifically, in the fiscal year 2025, the Board of Supervisors carried out the following activities:

- Conducting periodic inspections and reviews of the Company's production and business operations and other activities;
- Supervising the implementation and execution of the Resolutions of the General Meeting of Shareholders and the Resolutions and Decisions of the Board of Directors and the Executive Management;
- Reviewing and examining accounting treatment, the preparation and presentation of financial statements, appraised the Company's financial statements, appraised the Executive Management's report on production and business results and the Board of Directors' activity report submitted to the General Meeting of Shareholders;
- Assessing the Company's performance against the approved plans on a monthly, quarterly and annual basis;
- Supervising the Company's fulfillment of obligations toward employees; obligations relating to reporting and payment to the state budget; and the Company's information disclosure obligations;
- Performing other duties and activities in accordance with the functions, powers and responsibilities of the Board of Supervisors.

4. Coordination of activities between the Board of Supervisors, the Board of Directors, the Executive Management, and other management personnel:

The coordination and exchange of information between the Board of Supervisors and the Board of Directors and the Executive Management are conducted through direct communication and written correspondence, base on the principles of transparency, clarity and compliance with applicable regulations. The Board of Directors and the Executive Management pay due attention and created favorable conditions for the the Board of Supervisors to perform its inspection and supervisory duties at the Company.

5. Other activities of the Board of Supervisors: *None*

#### **IV. Executive Management:**

<b>No</b>	<b>Members of the Executive Management</b>	<b>Date of birth</b>	<b>Professional qualifications</b>	<b>Date of Appointment of Executive Management Members</b>
1	Mr Phan Quoc Toan	02/11/1978	Master of Economic Management	08/8/2024

2	Mr Huynh Viet Cuong	25/01/1979	Master of Finance and Banking	16/7/2021
3	Mr Huynh Trinh Van	01/10/1983	Master of Economic Management	16/7/2021

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

<b>Full name</b>	<b>Date of birth</b>	<b>Professional qualifications</b>	<b>Date of Appointment</b>
Nguyen Tan Phat	28/03/1991	Master of Accounting	16/7/2022 (In charge of accounting from 16/7/2021)

#### **VI. Training on Corporate Governance:**

Corporate governance training courses attended by members of the Board of Directors, members of the Board of Supervisors, the Director, the person in charge of corporate governance, the Company Secretary and other managerial officers in accordance with corporate governance regulations:

1. Ms. Ha Thi Hoa, Member of the Board of Directors, attended the training course “Advanced Financial Management”
2. Mr. Le Xuan Huy, Person in charge of Corporate Governance, attended the training course “Advanced Corporate Governance Secretary”
3. Ms. Do Thi Phuong Thuy, Head of the Board of Supervisors, attended the training course “Training on the Accounting Regime under Circular No. 99/2025/TT-BTC” and “Update on Corporate Income Tax Law No. 67/2025/QH15, Personal Income Tax Law No. 109/2025/QH15 and guidance on tax finalization for 2025”.
4. Mr. Phan Ba Cong, Member of the Board of Supervisors, attended the training course “Training on the Accounting Regime under Circular No. 99/2025/TT-BTC”.

#### **VII. List of related persons of the public company and transactions between the Company and its related persons (2025):**

1. List of the Company’s related persons: *Attached.*
2. Transactions between the Company and its related persons; or transactions between the Company and major shareholders, insiders, or related persons of insiders: *Attached.*
3. Transactions between the Company’s insiders or related persons of insiders and subsidiaries or companies under the Company’s control: *None.*
4. Transactions between the Company and other entities: *None.*
- 4.1. Transactions between the Company and companies in which members

of the Board of Directors, members of the Board of Supervisors, the Director and other managers have been or are founding members, members of the Board of Directors or Chief Executive Officers within the past three (03) years: *None*.

4.2. Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, the Director and other managers are members of the Board of Directors or Chief Executive Officers: *None*.

4.3. Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, the Director and other managers are members of the Board of Directors or Chief Executive Officers: *None*.

**VIII. Stock transactions of insiders and related persons of insiders (2025):**

1. List of insiders and related persons of insiders: *None*.
2. Transactions by insiders and related persons in the Company's shares: *None*.

**IX. Other matters requiring attention: *None*.**

***Recipient:***

- As above;
- BOD, BOS;
- Director, Person in charge of Corporate Governance;
- Archived: VT, Corporate Secretary.

Ký bởi: Lê Xuân Huy  
Ngày ký: 28.01.2026 13:47:25

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Mai Tuan Dat**

**DANH SÁCH NGƯỜI CÓ LIÊN QUAN CỦA CÔNG TY CỔ PHẦN BAO BÌ VÀ THƯƠNG MẠI DẦU KHÍ BÌNH SƠN**  
**LIST OF RELATED INDIVIDUALS OF BINH SON PETROLEUM PACKAGING AND TRADING JOINT STOCK COMPANY**

(Kèm theo Báo cáo số: 11 /BC-HĐQT-BSPPT ngày 28 /01/2026

(Attached to Report No.: 11/BC-HĐQT-BSPPT dated 28/01/2026)

Stt/ No	Tên tổ chức/cá nhân/ Name of organization/ individual	Tài khoản giao dịch chứng khoán (nếu có)/Securities trading account (if any)	Chức vụ tại công ty (nếu có)/ Position in the company (if any)	Số Giấy NSH, ngày cấp, nơi cấp NSH/NSH* number, date of issue, place of issue	Địa chỉ trụ sở chính/Địa chỉ liên hệ/ Head office address/Contact address	Thời điểm bắt đầu là người có liên quan /Time is related individuals	Thời điểm không còn là người có liên quan /Time is not related individuals	Lý do/ Reason	Mối quan hệ liên quan với Công ty/Relationshi p with the Company
1	Công ty cổ phần Lọc Hóa dầu Bình Sơn (BSR)/ Binh Son Refining and Petrochemical Joint Stock Company (BSR)					4/2/2009/ February 4, 2009			Công ty mẹ/ Parent company
2	Nguyễn Việt Thắng/ Nguyen Viet Thang					26/12/2024/ December 26, 2024			Người đại diện theo pháp luật của Công ty mẹ/ Legal representative of the parent company
3	Mai Tuấn Đạt/ Mai Tuan Dat		Chủ tịch HĐQT Chairman of the Board			01/10/2024/ October 1, 2024			Người nội bộ/ Insider

4	Phan Quốc Toàn/ <i>Phan Quoc Toan</i>		Thành viên HĐQT, Giám đốc/ <i>Member of the Board of Directors, Director</i>			8/8/2024/ <i>August 8, 2024</i>			Người nội bộ/ <i>Insider</i>
5	Trần Xuân Thu/ <i>Tran Xuan Thu</i>		Thành viên HĐQT/ <i>Member of the Board of Directors</i>			08/08/2019/ 28/04/2021 <i>August 8, 2019 April 28, 2021</i>			Người nội bộ/ <i>Insider</i>
6	Lê Xuân Sơn/ <i>Le Xuan Son</i>		Thành viên HĐQT/ <i>Member of the Board of Directors</i>			28/04/2021 <i>April 28, 2021</i>			Người nội bộ/ <i>Insider</i>
7	Hà Thị Hoa/ <i>Ha Thi Hoa</i>		Thành viên HĐQT/ <i>Member of the Board of Directors</i>			28/04/2021/ <i>April 28, 2021</i>			Người nội bộ/ <i>Insider</i>
8	Đỗ Thị Phương Thúy/ <i>Do Thi Phuong Thuy</i>		Trưởng Ban kiểm soát/ <i>Head of the Board of Supervisors</i>			23/04/2018/ <i>April 23, 2018</i>			Người nội bộ/ <i>Insider</i>



9	Phan Bá Công/ <i>Phan Ba Cong</i>		Thành viên Ban kiểm soát/ <i>Member of the Board of Supervisors</i>			28/04/2021/ <i>April 28, 2021</i>			Người nội bộ/ <i>Insider</i>
10	Phạm Thanh Thảo/ <i>Pham Thanh Thao</i>		Thành viên Ban kiểm soát/ <i>Member of the Board of Supervisors</i>			28/04/2021/ <i>April 28, 2021</i>			
11	Huỳnh Việt Cường/ <i>Huynh Viet Cuong</i>		Phó Giám đốc/ <i>Vice director</i>			16/07/2021/ <i>July 16, 2021</i>			Người nội bộ/ <i>Insider</i>
12	Huỳnh Trịnh Văn/ <i>Huynh Trinh Van</i>		Phó Giám đốc/ <i>Vice director</i>			7/16/2021/ <i>July 16, 2021</i>			Người nội bộ/ <i>Insider</i>
13	Nguyễn Tấn Phát/ <i>Nguyen Tan Phat</i>		Kế toán trưởng/ <i>Chief Accountant</i>			18/07/2022/ <i>July 18, 2022</i>			Người nội bộ/ <i>Insider</i>

14	Lê Xuân Huy/ <i>Le Xuan Huy</i>		Người phụ trách quản trị Công ty, Thư ký Công ty, Người được ủy quyền công bố thông tin/ <i>Corporate Governance Officer, Corporate Secretary, Authorized Information Disclosure Officer</i>			21/10/2019/ <i>October 21, 2019</i>			Người nội bộ/ <i>Insider</i>
----	------------------------------------	--	--	--	--	--	--	--	---------------------------------

**DANH SÁCH NGƯỜI NỘI BỘ VÀ NGƯỜI CÓ LIÊN QUAN CỦA NGƯỜI NỘI BỘ**  
**CÔNG TY CỔ PHẦN BAO BÌ VÀ THƯƠNG MẠI DẦU KHÍ BÌNH SƠN**  
**LIST OF INSIDERS AND RELATED INDIVIDUALS OF INSIDERS OF**  
**BINH SON PETROLEUM PACKAGING AND TRADING JOINT STOCK COMPANY**

(Kèm theo Báo cáo số: 11/BC-HĐQT-BSPPT ngày 28 /01/2026/Attached to Report No.11/BC-HĐQT-BSPPT dated 28 /1/2026)

STT/ No	Họ tên/ Full name	Tài khoản giao dịch chứng khoán (nếu có)/ Securities trading account (if any)	Chức vụ tại công ty (nếu có)/ Position in the company (if any)	Số CMND/Hộ chiếu, ngày cấp, nơi cấp/ ID card/Passport number, date of issue, place of issue	Địa chỉ liên hệ/ Contact address	Số cổ phiếu sở hữu cuối kỳ/ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ (%)/ Share Ownership Ratio (%) at the end of the period	Ghi chú/ Note
1	Mai Tuấn Đạt/ Mai Tuan Dat		Chủ tịch HĐQT/ Chairman of the Board			6132800 (được ủy quyền)/ 6132800 (authorized)	35	
1.1	Võ Thị Loan/ Vo Thi Loan					0	0	Vợ/ Wife
1.2	Mai Văn Tâm/ Mai Van Tam					0	0	Bố đẻ/ Father

1.3	Nguyễn Thị Văn/ <i>Nguyen Thi Van</i>					0	0	Mẹ đẻ/ Mother
1.4	Mai Ngọc Khuê/ <i>Mai Ngoc Khue</i>					0	0	Con đẻ/ Offspring
1.5	Mai Hoàng Sơn/ <i>Mai Hoang Son</i>					0	0	Con/ Offspring
1.6	Mai Xuân Toàn/ <i>Mai Xuan Toan</i>					0	0	Em ruột/ Sibling
1.7	Mai Thị Hồng Ngọc/ <i>Mai Thi Hong Ngoc</i>					0	0	Em ruột/ Sibling

1.8	Nguyễn Thị Hồng Vân/ <i>Nguyen Thi Hong Van</i>					0	0	Em dâu/ <i>Sister in law</i>
1.9	Trần Đức Tuấn/ <i>Tran Duc Tuan</i>					0	0	Em rể/ <i>Brother in law</i>
1.10	Công ty cổ phần Nhiên liệu sinh học Dầu khí Miền Trung (BSR-BF) <i>Vietnam central Biofuels JSC</i>					0	0	Chủ tịch HĐQT, bổ nhiệm ngày 09/12/2025 <i>Chairman, Appointed on Dec 09th, 2025</i>
2	<b>Phan Quốc Toàn/</b> <b><i>Phan Quoc Toan</i></b>		<b>Thành viên Hội đồng quản trị, Giám đốc/</b> <b><i>Member of the Board of Directors, Director</i></b>			<b>5256700</b> <b>(được ủy quyền)/</b> <b>5256700</b> <b>(authorized)</b>	<b>30</b>	
2.1	Nguyễn Thị Thùy Dương/ <i>Nguyen Thi Thuy Duong</i>					0	0	Vợ/ <i>Wife</i>

2.2	Phan Thái Hà/ <i>Phan Thai Ha</i>					0	0	Con/ <i>Offspring</i>
2.3	Phan Nhật Minh/ <i>Phan Nhat Minh</i>					0	0	Con/ <i>Offspring</i>
2.4	Phan Hà Nhiên/ <i>Phan Ha Nien</i>					0	0	Con/ <i>Offspring</i>
2.5	Nguyễn Thị Chiêm/ <i>Nguyen Thi Chiem</i>					0	0	Mẹ ruột/ <i>Mother</i>
2.6	Nguyễn Thị Kim Phượng/ <i>Nguyen Thi Kim Phuong</i>					0	0	Mẹ vợ/ <i>Mother in law</i>
2.7	Phan Ý Nhi/ <i>Phan Y Nhi</i>					0	0	Em gái/ <i>Younger sister</i>

2.8	Trần Đình Thám/ <i>Tran Dinh Tham</i>					0	0	Em rể/ <i>Brother in law</i>
3	Ông Trần Xuân Thu/ <i>Tran Xuan Thu</i>		Thành viên Hội đồng quản trị/ <i>Member of the Board of Directors</i>			1856785 (sở hữu và được uỷ quyền)/ <i>1856785 (owned and authorized)</i>	10,59	
3.1	Nguyễn Thị Anh/ <i>Nguyen Thi Anh</i>					500	0,003	Vợ <i>Wife</i>
3.2	Nguyễn Thị Sâm/ <i>Nguyen Thi Sam</i>					0	0	Mẹ đẻ/ <i>Mother</i>
3.3	Trần Thị Đây/ <i>Tran Thi Day</i>					0	0	Mẹ vợ/ <i>Mother in law</i>

3.4	Trần Xuân An Nhiên/ <i>Tran Xuan An Nhien</i>					0	0	Con đẻ/ <i>Offspring</i>
3.5	Trần Xuân Bách/ <i>Tran Xuan Bach</i>					0	0	Con đẻ/ <i>Offspring</i>
3.6	Trần Xuân Toàn/ <i>Tran Xuan Toan</i>					0	0	Anh ruột/ <i>Sibling</i>
3.7	Trần Xuân Trung/ <i>Tran Xuan Trung</i>					0	0	Anh ruột/ <i>Sibling</i>
3.8	Nguyễn Thị Thanh Nga/ <i>Nguyen Thi Thanh Nga</i>					0	0	Chị dâu/ <i>Sister in law</i>



3.9	Trương Thị Thu Thủy/ <i>Truong Thi Thu Thuy</i>					0	0	Chị dâu/ <i>Sister in law</i>
4	<b>Ông Lê Xuân Sơn/</b> <i>Le Xuan Son</i>		<b>Thành viên HĐQT/ Member of the Board of Directors</b>			<b>1447484 (được uỷ quyền)/ 1447484 (authorized)</b>	<b>8,26</b>	
4.1	Vũ Thu Trà/ <i>Vu Thu Tra</i>					0	0	Vợ/ <i>Wife</i>
4.2	Lê Xuân Tuyền/ <i>Le Xuan Tuyen</i>					0	0	Bố đẻ/ <i>Fatther</i>
4.3	Đỗ Thị Hồng/ <i>Do Thi Hong</i>					0	0	Mẹ đẻ/ <i>Mother</i>
4.4	Lê Nguyên Khôi/ <i>Le Nguyen Khoi</i>					0	0	Con đẻ/ <i>Offspring</i>

4.5	Lê Nguyên Thảo/ <i>Le Nguyen Thao</i>					0	0	Con đẻ/ <i>Offspring</i>
4.6	Lê Xuân Quyền/ <i>Le Xuan Quyen</i>					0	0	Anh ruột/ <i>Sibling</i>
4.7	Lê Xuân Phong/ <i>Le Xuan Phong</i>					0	0	Anh ruột/ <i>Sibling</i>
4.8	Lê Thị Nguyên/ <i>Le Thi Nguyen</i>					0	0	Em ruột/ <i>Sibling</i>
4.9	Nguyễn Thủy Dương/ <i>Nguyen Thuy Duong</i>					0	0	Chị dâu/ <i>Sister in law</i>
4.10	Nguyễn Thị Thu Hà/ <i>Nguyen Thi Thu Ha</i>					0	0	Chị dâu/ <i>Sister in law</i>

4.11	Hoàng Minh Đạo/ <i>Hoang Minh Dao</i>					0	0	Em rể/ <i>Brother in law</i>
4.12	Vũ Văn Miên/ <i>Vũ Văn Miên</i>					0	0	Bố vợ/ <i>Father in law</i>
4.13	Trần Thị Út/ <i>Trần Thị Út</i>					0	0	Mẹ vợ/ <i>Mother in law</i>
5	Bà Hà Thị Hoa/ <i>Ms Ha Thi Hoa</i>		Thành viên HĐQT/ <i>Member of the Board of Directorsr</i>			1.367.600 (sở hữu và được uỷ quyền)/ 1,367,600 (owned and authorized)	7,8	
5.1	Hà Quang Vinh/ <i>Hà Quang Vinh</i>					0	0	Bố đẻ/ <i>Fatther</i>
5.2	Chu Thị Sâm/ <i>Chu Thi Sam</i>					0	0	Mẹ đẻ/ <i>Mother</i>

5.3	Đỗ Đình Thanh/ <i>Do Thi Thanh</i>					200	0,001	Chồng/ <i>Husband</i>
5.4	Đỗ Đình Nguyên Khang/ <i>Do Dinh Nguyen Khang</i>							Con đẻ/ <i>Offspring</i>
5.5	Đỗ Đình Nguyên Khôi/ <i>Do Dinh Nguyen Khoi</i>							Con đẻ/ <i>Offspring</i>
5.6	Hà Quang Hồng/ <i>Hà Quang Dung</i>							Anh ruột/ <i>Sibling</i>
5.7	Hà Quang Thiết/ <i>Hà Quang Thiet</i>							Anh ruột/ <i>Sibling</i>
5.8	Hà Quang Lâm/ <i>Ha Quang Lam</i>							Anh ruột/ <i>Sibling</i>

5.9	Hà Ngọc Nam/ <i>Ha Ngoc Nam</i>							Anh ruột/ <i>Sibling</i>
5.10	Hà Thị Nguyệt/ <i>Ha Thi Nguyet</i>							Chị ruột/ <i>Sibling</i>
5.11	Đỗ Đình Xuân/ <i>Do Dinh Xuan</i>							Bố chồng/ <i>Father in law</i>
5.12	Phan Thị Ngoan/ <i>Phan Thi Ngoan</i>							Mẹ chồng/ <i>Mother in law</i>
5.13	Nguyễn Thị Thanh/ <i>Nguyen Thi Thanh</i>							Chị dâu/ <i>Sister in law</i>
5.14	Phùng Thị Hiền/ <i>Phung Thi Hien</i>					0	0	Chị dâu/ <i>Sister in law</i>

5.15	Nguyễn Thị Kép/ <i>Nguyen Thi Kiep</i>					0	0	Chị dâu/ <i>Sister in law</i>
5.16	Hoàng Thúy Yên/ <i>Hoang Thuy Yen</i>					0	0	Chị dâu/ <i>Sister in law</i>
5.17	Phạm Huy Hoàng/ <i>Pham Huy Hoang</i>					0	0	Anh rể/ <i>Brother in law</i>
6	<b>Bà Đỗ Thị Phương Thúy/ Ms Do Thi Phuong Thuy</b>		<b>Trưởng Ban kiểm soát/ Head of the Board of Supervisors</b>			<b>300</b>	<b>0,002</b>	
6.1	Lương Hữu Khoa Luật/ <i>Luong Huu Khoa Luat</i>		TP. Tổ chức – Hành chính/ <i>Organization and Administratio n Department Manager</i>			5,300	0,03	Chồng/ <i>Husband</i>
6.2	Đỗ Văn Đức/ <i>Do Van Duc</i>					200	0,001	Bố đẻ/ <i>Fatther</i>

6.3	Võ Thị Thanh Minh/ <i>Vo Thi Thanh Minh</i>					200	0,001	Mẹ đẻ/ <i>Mother</i>
6.4	Lương Hữu Tư/ <i>Luong Huu Tu</i>					0	0	Bố chồng/ <i>Father in law</i>
6.5	Lương Minh Châu/ <i>Luong Minh Chau</i>					0	0	Con đẻ/ <i>Offspring</i>
6.6	Lương Thảo Linh/ <i>Luong Thao Linh</i>					0	0	Con đẻ/ <i>Offspring</i>
6.7	Đỗ Quang Thảo/ <i>Do Quang Thao</i>					0	0	Em ruột/ <i>Sibling</i>

6.8	Bùi Hoài Nữ/ <i>Bui Hoai Nu</i>					0	0	Em dâu/ <i>Sister in law</i>
7	<b>Ông Phan Bá Công/</b> <i>Mr Phan Ba Cong</i>		<b>Thành viên</b> <b>Ban kiểm</b> <b>soát/</b> <i>Member of</i> <i>the Board of</i> <i>Supervisors</i>			0	0	
7.1	Phan Bá Tô/ <i>Phan Ba To</i>					0	0	Bố đẻ/ <i>Fatther</i>
7.2	Nguyễn Thị Thịnh/ <i>Nguyen Thi Thinh</i>					0	0	Mẹ đẻ/ <i>Mother</i>
7.3	Phan Bá Linh/ <i>Phan Ba Linh</i>					0	0	Anh ruột/ <i>Sibling</i>



7.4	Lương Thị Yến Ngọc/ <i>Luong Thi Yen Ngoc</i>					0	0	Chị dâu/ <i>Sister in law</i>
8	Bà Phạm Thanh Thảo/ <i>Ms Pham Thanh Thao</i>		Thành viên Ban kiểm soát/ <i>Member of the Board of Supervisors</i>			500	0,003	
8.1	Phạm Văn Hoài/ <i>Pham Van Hoai</i>					300	0,0017	Bố đẻ/ <i>Fatther</i>
8.2	Nguyễn Thị Minh Tâm/ <i>Nguyen Thi Minh Tam</i>					200	0,0011	Mẹ đẻ/ <i>Mother</i>
8.3	Nguyễn Thanh Hùng/ <i>Nguyen Thanh Hung</i>					0	0	Bố chồng/ <i>Father in law</i>

8.4	Võ Thị Hào/ <i>Vo Thu Hao</i>					0	0	Mẹ chồng/ <i>Mother in law</i>
8.5	Nguyễn Trọng Hiệp <i>/Nguyen Trong Hiep</i>					0	0	Chồng/ <i>Husband</i>
8.6	Nguyễn Phạm Gia Huy/ <i>Nguyen Pham Gia Huy</i>					0	0	Con đẻ/ <i>Offspring</i>
8.7	Nguyễn Phạm Huy Hoàng/ <i>Nguyen Pham Huy Hoang</i>					0	0	Con đẻ/ <i>Offspring</i>
8.8	Phạm Quang Minh/ <i>Pham Quang Minh</i>					0	0	Em ruột/ <i>Sibling</i>
9	<b>Ông Huỳnh Việt Cường/ <i>Mr Huynh Viet Cuong</i></b>		<b>Phó Giám đốc/ Vice director</b>			<b>71,050</b>	<b>0,4</b>	
9.1	Nguyễn Mỹ Tuyền/ <i>Nguyen My Tuyen</i>	002C01154 6				250	0,001	Vợ/ <i>Wife</i>

9.2	Nguyễn Văn Tuyên/ <i>Nguyen Van Tuyen</i>					0	0	Bố vợ/ <i>Father in law</i>
9.3	Huỳnh Thị Mỹ Dung/ <i>Huynh Thi My Dung</i>					0	0	Mẹ vợ/ <i>Mother in law</i>
9.4	Huỳnh Nhật Thành/ <i>Nguyen Nhat Thanh</i>					0	0	Con đẻ/ <i>Offspring</i>
9.5	Huỳnh Nhật Nam/ <i>Huynh Nhat Nam</i>					0	0	Con đẻ/ <i>Offspring</i>
9.6	Huỳnh Việt Hùng/ <i>Huynh Viet Hung</i>					0	0	Anh ruột/ <i>Sibling</i>
9.7	Đặng Thị Thanh Diệu/ <i>Dang Thi Thanh Dieu</i>					0	0	Chị dâu/ <i>Sister in law</i>
10	Ông Huỳnh Trịnh Văn/ <i>Mr Huynh Trinh Van</i>		Phó Giám đốc/ <i>Vice director</i>			1,000	0,006	

10.1	Nguyễn Thị Lan Anh/ <i>Nguyen Thi Lan Anh</i>					1,000	0,006	Vợ/ Wife
10.2	Trịnh Thị Mỹ Ê/ <i>Trinh Thi My E</i>					0	0	Mẹ đẻ/ Mother
10.3	Huỳnh Nguyên Hào/ <i>Huynh Nguyen Hao</i>					0	0	Con đẻ/ Offspring
10.4	Huỳnh Nguyên Phương/ <i>Huynh Nguyen Phuong</i>					0	0	Con đẻ/ Offspring
10.5	Nguyễn Thị Kim Thanh/ <i>Nguyen Thi Kim Thanh</i>					0	0	Mẹ vợ/ Mother in law
10.6	Huỳnh Thị Tường Vi/ <i>Huynh Thi Tuong Vi</i>					0	0	Chị ruột/ Sibling
10.7	Huỳnh Trịnh Vương/ <i>Huynh Trinh Vuong</i>					0	0	Anh ruột/ Sibling

10.8	Mai Thuý Phụng/ <i>Mai Thuy Phuong</i>					0	0	Chị dâu/ <i>Sister in law</i>
11	<b>Ông Nguyễn Tấn Phát/</b> <i>Nguyen Tan Phat</i>		<b>Kế toán trưởng/</b> <b>Chief Accountant</b>			<b>500</b>	0,003	
11.1	Trần Thị Quỳnh Trang/ <i>Tran Thi Quynh Trang</i>					500	0,003	Vợ/ <i>Wife</i>
11.2	Nguyễn Văn A/ <i>Nguyen Van A</i>					0	0	Bố đẻ/ <i>Fatther</i>
11.3	Nguyễn Trần Mai Khuê/ <i>Nguyen Tran Mai Khue</i>					0	0	Con đẻ/ <i>Offspring</i>
11.4	Nguyễn Thị Diễm Hiền/ <i>Nguyen Thi Diem Hien</i>					0	0	Em ruột/ <i>Sibling</i>
11.5	Trần Đức Hợp/ <i>Tran Duc Hop</i>					4,500	0,026	Bố vợ/ <i>Father in law</i>

11.6	Võ Thị Phương/ <i>Vo Thi Phuong</i>					500	0,003	Mẹ vợ/ <i>Mother in law</i>
11.7	Trần Đức Hòa/Tran Duc Hoa					0	0,000	Em vợ/ <i>Brother in law</i>
12	<b>Ông Lê Xuân Huy/</b> <i>Mr Le Xuan Huy</i>		<b>Người phụ trách quản trị Công ty, Thư ký Công ty, Người được ủy quyền công bố thông tin/</b> <i>Corporate Governance Officer, Corporate Secretary, Authorized Information Disclosure Officer</i>			<b>1,500</b>	<b>0,009</b>	
12.1	Lê Nguyễn Lan Linh/ <i>Le Nguyen Lan Linh</i>					500	0,003	Con đẻ/ <i>Offspring</i>
12.2	Lê Phạm Huy Hoàng/ <i>Le Pham Huy Hoang</i>					0	0	Con đẻ/ <i>Offspring</i>

12.3	Lê Phạm Hoàng Hào/ <i>Le Pham Hoang Hao</i>					0	0	Con đẻ/ <i>Offspring</i>
12.6	Lê Quý Hải/ <i>Le Quy Hai</i>					0	0	Anh ruột/ <i>Sibling</i>
12.7	Lê Thị Thu Hồng/ <i>Le Thi Thu Hong</i>					0	0	Chị ruột/ <i>Sibling</i>
12.8	Hồ Thị Phương Thảo/ <i>Ho Thi Phuong Thao</i>					0	0	Chị dâu/ <i>Sister in law</i>
12.9	Nguyễn Duy Sắc/ <i>Nguyen Duy Sac</i>					0	0	Anh rể/ <i>Brother in law</i>

