

**INDUSTRIAL RUBBER JOINT
STOCK COMPANY**

No.: 41/BC-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Dong Nai, 22 January, 2026

REPORT
CORPORATE GOVERNANCE
The year 2025

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

- Company name: Industrial Rubber Joint Stock Company
- Head office: No. 14, 21 Thang 4 Street, Hang Gon Ward, Dong Nai Province.
- Phone: 0251.3721199 Fax: 0251.3721199 Email: pkctctycscn@gmail.com
- Charter Capital: VND 175,000,000,000
- Stock code: IRC
- Corporate Governance Model: General Meeting of Shareholders ("GMS"), the Board of Directors ("BOD"), the Supervisory Board ("BS") and General Director.
- The implementation of internal audit: No.

I. Activities of the General Meeting of Shareholders

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 opinions).

The 2025 Annual General Meeting of Shareholders of Industrial Rubber Joint Stock Company took place on April 24, 2025.

No.	Resolution/Decision No.	Date	Content
01	169/NQ-ĐHĐCĐ	24/4/2025	<ul style="list-style-type: none">- Approval of the Board of Directors' Report on management and business performance in 2024, business direction in 2025.- Approval of the Board of Supervisors' Report on the implementation of tasks in 2024 and the direction of tasks in 2025.- Approval of the Company's audited financial statements for 2024.- Approval of the proposal to select an auditor for the 2025 financial statements.- Approval of the report on the remuneration of the Board of Directors and the Board of Supervisors of the Company in 2024 and the plan for 2025.- Approval of the 2024 profit distribution and dividend payment proposal, 2025 profit distribution and dividend payment plan.

II. Board of Directors (The year 2025):

1. Information about the BOD's members:

The Company's Board of Directors for the 2023-2028 term consists of 05 members: Mr. Pham Nam Hung, Mr. Nguyen Dang Tan, Mr. Nguyen Thai Nguyen, Mr. Hoang Thanh Bach and Mr. Nguyen Cao Duc.

No.	BOD's member	Position	The date becoming/ceasing to be the member of the BOD		Note
			Date of appointment	Date of dismissal	
1	Mr. Pham Nam Hung	Chairman	26/4/2023		Executive member
2	Mr. Nguyen Dang Tan	Member	26/4/2023		Executive member
3	Mr. Hoang Thanh Bach	Member	26/4/2023		Non Executive member
4	Mr. Nguyen Thai Nguyen	Member	26/4/2023		Non Executive member
5	Mr. Nguyen Cao Duc	Member	26/4/2023		Non Executive member

2. Meetings of the BOD:

No.	BOD's member	Number of meetings attend by the BOD	Attendance rate	Reasons for absence
1	Mr. Pham Nam Hung	04/04	100%	
2	Mr. Nguyen Dang Tan	04/04	100%	
3	Mr. Hoang Thanh Bach	04/04	100%	
4	Mr. Nguyen Thai Nguyen	04/04	100%	
5	Mr. Nguyen Cao Duc	03/04	75%	Absent from one meeting due to a sudden business trip

Within the scope of authority and responsibility of the Board of Directors, in 2025, the Board of Directors held 04 regular meetings and conducted 15 written opinion polls of Board members to resolve matters under its authority according to regulations. Thereby, the Board of Directors issued 04 Resolutions and 15 Decisions to implement tasks related to the Company's business activities.

The Board of Directors has led and directed activities related to the review of documents and records for the General Meeting, successfully organizing the 2025 Annual General Meeting of Shareholders of the Company.

Regarding personnel matters: In 2025, there were no changes in the Company's Executive Board.

The Board of Directors has ensured a good working relationship with the Party Committee and the Executive Board of the Company, promptly reporting to the Party Committee on the implementation of tasks, personnel matters, and the Company's major policies.

In general, during the year 2025, the Board of Directors fulfilled its duties and powers in accordance with the law, the Company's Charter, and the Board's Operating Regulations.

3. Supervision by the BOD toward the Board of Management:

The Board of Directors has regularly monitored, supervised and promptly resolved the proposals of the Board of Directors, and at the same time made timely decisions and directions related to the management and operation of production and business activities, personnel work and organizational structure of the Company.

At the meetings of the Board of Directors, the Board of Directors reports on the production and business situation and sets out directions and tasks for the coming time, reporting to the Company's Board of Directors for assessment, consideration and timely direction.

The Board of Directors has led, directed, and supervised the Executive Management in making efforts to implement solutions to ensure the achievement of the production and business plan targets set for 2025.

The Board of Directors supervises compliance and implementation of the provisions of the Enterprise Law, the Company Charter and current legal regulations. Supervises reporting, periodic and irregular disclosure of information on the stock market to ensure compliance with regulations.

4. Activities of sub-committees under the Board of Directors' committees: No Committee.

5. Resolutions/Decisions of the BOD (The year 2025):

No.	Resolutions/ Decisions No.	Date	Content	Approval rate	Note
1	40/QĐ-HĐQT	07/01/2025	Decision on the establishment of the 2025 Fixed Asset Liquidation Council	100%	
2	59/QĐ-HĐQT	23/01/2025	Decision on liquidation of old rubber plantations (area of 115.53 ha)	100%	
3	86/NQ-HĐQT	27/02/2025	Resolution of the 7th meeting: Approval of 2024 business results, 2025 business plan, estimated Q1/2025 performance; policy on organizing the 2025 Annual General Meeting of Shareholders; report on the review of staff planning for the 2020 – 2025 period	100%	
4	96/QĐ-HĐQT	07/3/2025	Decision on approval of the contractor selection plan for the 2022 rubber replanting project (area of 97.18 ha, year 4)	100%	
5	104/QĐ-HĐQT	18/3/2025	Decision on approval of the	100%	

			technical and economic report for the 2025 rubber replanting project		
6	114/QĐ-HĐQT	25/3/2025	Decision on reducing the starting price for liquidation of old rubber plantation assets (area of 115.53 ha)	60%	
7	140/QĐ-HĐQT	03/4/2025	Decision on contents of the documents to be submitted to the 2025 Annual General Meeting of Shareholders	60%	
8	143/QĐ-HĐQT	10/4/2025	Decision on liquidation of dead or broken rubber trees (122 trees)	100%	
9	144/QĐ-HĐQT	10/4/2025	Decision on approval of the contractor selection plan for the 2025 rubber replanting project (area of 38.06 ha)	100%	
10	185/QĐ-HĐQT	08/5/2025	Decision on the second reduction of the starting price for liquidation of old rubber plantation assets (area of 115.53 ha)	60%	
11	199/QĐ-HĐQT	20/5/2025	Decision on approval of the contractor selection plan for the package of purchasing inorganic fertilizer for 2025 production	100%	
12	222/QĐ-HĐQT	30/5/2025	Decision on approval of the technical and economic report for the renovation and repair of the office building	60%	
13	275/NQ-HĐQT	05/7/2025	Resolution of the 8th meeting: Approval of Q1/2025 business results, estimated Q2/2025 performance, estimated 6-month performance in 2025; result of selecting the audit firm to perform the review of the 6-month 2025 financial statements and audit of the 2025 financial statements; policy on revaluation of liquidated rubber plantation (115.53 ha) and continued auction in Q3/2025;	75%	

			policy on joint investment in cassava cultivation on an area of 43.83 ha (land under planning for Xuan Tận new urban area); report on the land recovery status of the rest stop project at Km47+500 under the Phan Thiet - Dau Giay expressway subproject; report on land encroachment situation		
14	300/QĐ-HĐQT	17/7/2025	Decision on the handover of recovered land and the liquidation of assets on the recovered land for the implementation of the investment and operation project of the rest area at Km47+500, under the Phan Thiet – Dau Giay component project of the Eastern North–South Expressway.	100%	
15	320/QĐ-HĐQT	08/8/2025	Decision on the approval of transactions and contracts between the Company and related parties	100%	
16	329/QĐ-HĐQT	21/8/2025	Decision on the liquidation of dead and fallen rubber trees (571 trees)	100%	
17	345/NQ-HĐQT	16/9/2025	Resolution of the 9th Meeting: Approval of the business performance results for the first six months of 2025 and the estimated business performance for the third quarter of 2025; report on the progress of liquidation of the aging rubber plantation (area of 115.53 hectares); Report on land encroachment situation	60%	
18	374/QĐ-HĐQT	22/10/2025	Decision on the handover of recovered land and liquidation of assets on the recovered land for the implementation of the investment and operation of the rest stop at Km47+500, under	100%	

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			the Phan Thiet – Dau Giay component project of the Eastern North-South Expressway (Phase 2).		
19	410/NQ-HĐQT	31/12/2025	Resolution of the 10th Meeting: Approval of the production and business results for the first 10 months of 2025 and the estimated production and business results for the full year 2025; Report on the liquidation status of 115.53 hectares of rubber trees and the investment plan for planting hybrid acacia on Grade IV land; Report on shareholders' proposal to submit to the General Meeting of Shareholders the plan for distribution of idle funds; Report on land encroachment situation.	100%	

III. Board of Supervisors (The year 2025):

1. Information about members of Board of Supervisors (BS)

The Company's Board of Supervisors for the 2023-2028 term consists of 03 members: Mrs. Tran Thi Hong Loan, Mrs. Ngo Thi Cam Ha, Mrs. Tran Thi Cam.

No.	Member of BS	Position	Date of appointment	Qualifications
1	Mrs. Tran Thi Hong Loan	Head of supervisory	26/04/2023	Bachelor of Economics
2	Mrs. Ngo Thi Cam Ha	Member	26/04/2023	Bachelor of Economics
3	Mrs. Tran Thi Cam	Member	26/10/2023	Bachelor of Laws

2. Meetings of Board of Supervisors

No.	Member of BS	Number of meetings attendance	Attendance rate	Voting rate	Reasons for absence
1	Mrs. Tran Thi Hong Loan	02/02	100%	100%	
2	Mrs. Ngo Thi Cam Ha	02/02	100%	100%	
3	Mrs. Tran Thi Cam	02/02	100%	100%	

3. The supervision activities of the Board of Supervisors toward the Board of Directors, Board of Management and shareholders:

3.1. Monitoring results of the activities of the Board of Directors:

The Board of Supervisors supervises the Management Board's compliance with laws, the Charter and the Working Regulations in the conduct of the Company's activities.

The Board of Supervisors is invited to attend all meetings of the Board of Directors. Meeting contents are considered, discussed and approved to issue Resolutions for implementation, ensuring the correct authority of the Board of Directors.

For the contents of the Board of Directors seeking written opinions from members to resolve issues within its authority between regular meetings, the Board of Directors always provides documents and information to the Board of Supervisors

3.2. Monitoring Results of the Executive Board's Activities:

The Board of Supervisors regularly monitors the performance of the Board of Directors, inspects and supervises the financial situation, financial reports, performance of obligations to the State and policies for the Company's employees

The Board of Supervisors participates in regular meetings to evaluate the performance and implementation of the Company's monthly production and business tasks between the Company's Board of Directors and the affiliated Production Teams, thereby monitoring the management and operation activities of the Board of Directors in implementing production and business tasks and the Resolutions of the Company's Board of Directors.

In general, in 2025, the activities of the Board of Directors and the Executive Management have been conducted in compliance with the provisions of law, the Company's Charter, and the resolutions approved at the 2025 Annual General Meeting of Shareholders.

3.3. For shareholders, the Board of Supervisors did not receive any petitions, requests, or complaints from shareholders.

4. The coordination among the Supervisory Board toward activities of the Board of Director, Board of Management:

The Board of Directors, the Board of Management, and the Board of Supervisors closely coordinated in the management and operation of the Company. In the course of their work, the Board of Directors and the Board of Management created favorable conditions for the Board of Supervisors to perform its supervisory functions across all areas of the Company's operations, while relevant management departments provided complete and timely documentation upon request.

Attended the Company's meetings and expressed the opinions of the Board of Supervisors on relevant matters.

5. Other activities of the Supervisory Board: None

IV. Board of Management:

No.	Member of Board of Management	Date of birth	Position	Qualification	Date of appointment/dismissal
1	Mr. Nguyen Dang Tan	07/4/1966	General Director	Rubber Engineer - Bachelor of Business Administration	Appointment: 01/3/2023
2	Mr. Nguyen Thai Nguyen	21/10/1980	Deputy Director	Bachelor of Business	Appointment: 01/12/2022

				Administration	
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V. Chief Accountant

No.	Full name	Date of birth	Qualification	Date of appointment/dismissal
	Mr. Vu Duc Thang	08/12/1982	Bachelor of Economics and Accounting	Appointment: 17/5/2024

VI. Training on corporate governance:

The Members of the Board of Directors, Members of the Board of Supervisors, Executive Directors, other management personnel, and the Company Governance Officer/Corporate Secretary all possess relevant experience and have undergone training in corporate governance/business administration prior to their election or appointment.

VII. List of affiliated parties of the public company and transactions of affiliated parties of the Company with the Company (The year 2025)

1. List of related parties of the company

Detailed attached Appendix No.0.1

2. Transactions between the Company and its related parties; or between the Company and major shareholders, internals, and related persons of internals: In 2025, Industrial Rubber Joint Stock Company entered into goods purchase and sale contracts with Dong Nai Joint Stock Company of Agricultural Material (a related party within the parent–subsidiary group of Dong Nai Food Industry Corporation).

Summary of transactions with related parties:

No.	Organization/ Individual Name	Transaction date	Transaction Details	Total value (VND)	Resolution/Decision number of the General Meeting of Shareholders/ the Board of Directors approved
1	Dong Nai Joint Stock Company of Agricultural Material	23/5/2025	Sales and purchase contract	251,148,000	320/QĐ-HĐQT
2		23/5/2025	Sales and purchase contract	319,503,600	
3		26/5/2025	Sales and purchase contract	96,188,050	
4		26/5/2025	Sales and purchase contract	143,729,200	
5		16/6/2025	Sales and purchase contract	651,113,500	
6		24/7/2025	Sales and purchase contract	225,222,690	

			purchase contract		
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3. Transactions between company internals, related parties of internals with subsidiaries, and companies controlled by the company: None

4. Transactions between the company and other entities

4.1. Transactions between the company and companies in which the members of the Board of Directors, members of the Board of Supervisors, and the Executive Director have been and are founding members or members of the Board of Directors, Executive Director within the past three (03) years (as of the time of reporting): 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, and Executive Director are members of the Board of Directors or Executive Director: 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 and Executive Director: None

VIII. Transactions of internal persons and related person of internal person (The year 2025):

1. List of internal persons and related persons of internal persons

Detail attached Appendix No. 02

2. Transactions of internal persons and related persons in the shares of the listed company:

None

3. Other transactions of major shareholders: None

VII. Other significant issues: None

Recipient:

- As above;
- BOD;
- BS;
- Archive: VT.

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signature, full name and seal)



Pham Nam Hung

REPORT ON CORPORATE GOVERNANCE IN 2025

Appendix No.01: List of related parties of the company

No.	Name of organization/ individual	Securities (if account trading any	Position at the Company (if any)	ID card/ Citizen card/ identification card/Business registration certificate	Date of issuance of ID card/Citizen card/ Business registration certificate	Place of issuance of ID card/ Citizen card/ Business registration certificate	Address	Time of starting to be related persons	Time of ending to be related person	Reason	Relationship with the Company
I	Related parties – BOD										
1	Mr. Pham Nam Hung		Chairman	001065038104	21/01/2025	Police Department for Administrative Management of Social Order	21/9B Vo Thi Sau Street, Quarter Cong Vinh, Tran Bien Ward, Dong Nai Province	26/04/2023			Internal person
2	Mr. Nguyen Dang Tan		Member	045066006022	25/08/2022	Police Department for Administrative Management of Social Order	No. 118, 21/4 Street, Hang Gon Ward, Dong Nai Province	26/04/2023			Internal person
3	Mr. Nguyen Thai Nguyen		Member	025080010560	30/05/2022	Police Department for Administrative Management of Social Order	Hamlet 3, Nhon Trach Commune, Dong Nai Province	26/04/2023			Internal person
4	Mr. Hoang Thanh Bach		Member	031085004083	13/06/2016	Police Department for Administrative Management of Social Order	3L 12-6, Sky Garden 3, Block R1-3, Quarter 3, Tan Phong Ward, District 7, Ho Chi Minh City	26/04/2023			Internal person
5	Mr. Nguyen Cao Duc		Member	068077007417	16/05/2023	Police Department for Administrative Management of Social Order	14/1 Tran Hung Dao Street, 10 Ward, Da Lat City, Lam Dong Province	26/04/2023			Internal person
II	Related parties – BS										
1	Mrs. Tran Thi Hong Loan		Head of Supervisory	075186013052	12/08/2021	Police Department for Administrative Management of Social Order	No. 88, 21/4 Street, Hang Gon Ward, Dong Nai Province	26/04/2023			Internal person

No.	Name of organization/ individual	Securities (if account trading any	Position at the Company (if any)	ID card/ Citizen card/ identification card/Business registration certificate	Date of issuance of ID card/Citizen card/ Business registration certificate	Place of issuance of ID card/ Citizen card/ Business registration certificate	Address	Time of starting to be related persons	Time of ending to be related person	Reason	Relationship with the Company
2	Mrs. Ngo Thi Cam Ha		Member	075186009303	23/09/2022	Police Department for Administrative Management of Social Order	33 Truong Dinh Street, Quarter 2, Tan Mai Ward, Bien Hoa City, Dong Nai Province	26/04/2023			Internal person
3	Mrs. Tran Thi Cam		Member	042197013862	07/02/2023	Police Department for Administrative Management of Social Order	1113/27A Huynh Tan Phat Street, Phu Thuan Ward, District 7, Ho Chi Minh City	26/10/2023			Internal person
III	Related parties – The Management Board										
1	Mr. Nguyen Dang Tan		General Director – Person in charge of Corporate Governance	045066006022	25/08/2022	Police Department for Administrative Management of Social Order	No. 118, 21/4 Street, Hang Gon Ward, Dong Nai Province	01/3/2023			Internal person
2	Mr. Nguyen Thai Nguyen		Deputy Director	025080010560	30/05/2022	Police Department for Administrative Management of Social Order	Hamlet 3, Nhon Trach Commune, Dong Nai Province	01/12/2022			Internal person
IV	Related parties – Chief Accountant										
	Mr. Vu Duc Thang	033C01835 6	Chief Accountant	036082024624	28/06/2021	Police Department for Administrative Management of Social Order	Group 9, Bau Tram Hamlet, Long Khanh Ward, Dong Nai Province	17/05/2024			Internal person
V	Related parties - Authorized person in charge of information disclosure										
	Mrs. Tran Thi Hong Loan		Authorized person in charge of information disclosure - Head of Supervisory	075186013052	12/08/2021	Police Department for Administrative Management of Social Order	No. 88, 21/4 Street, Hang Gon Ward, Dong Nai Province	09/02/2018			Internal person
VI	Related parties – Company Secretary: None										

No.	Name of organization/ individual	Securities (if account trading any	Position at the Company (if any)	ID card/ Citizen card/ identification card/Business registration certificate	Date of issuance of ID identification card/Citizen card/ Business registration certificate	Place of issuance of ID card/ Citizen card/ Business registration certificate	Address	Time of starting to be related persons	Time of ending to be related person	Reason	Relationship with the Company
VII	Organizations owning more than 10% of the Company's										
I	Dong Nai Food Industrial Corporation			3600253505	First registered 01/07/2010, 19th change 18/6/2024	Business Registration Division, Department of Planning and Investment of Dong Nai Province	No. 833A, Xa Lo Ha Noi, Quarter 1, Long Hung Ward, Dong Nai Province				Shareholder holding 65.85% of the charter capital
VIII	Dong Nai Food Industrial Corporation (Parent representative Company) Legal and manager of the Parent Company										
I	Parent Company										
	Dong Nai Food Industrial Corporation										
2	See section I, part VII										
2.1	Board of members										
	Mrs. Do Thi Thu Hang							16/04/2024	19/11/2025		Chairman of the Board of Directors - Manager of the Parent Company
	Mrs. Tran Vu Thi Hau			075186008796	29/06/2021	Police Department for Administrative Management of Social Order		19/11/2025			Chairman of the Members' Council – Manager of the Parent Company

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No.	Name of organization/ individual	Securities (if account trading any	Position at the Company (if any)	ID card/ Citizen card/ identification card/Business registration certificate	Date of issuance of ID identification card/Citizen card/ Business registration certificate	Place of issuance of ID card/ Citizen identification card/ Business registration certificate	Address	Time of starting to be related persons	Time of ending to be related person	Reason	Relationship with the Company
	Mr. Tran Huu Duc										Manager of the Parent Company

IX Member companies of Dong Nai Food Industrial Corporation (organizations having related relationships with the Corporation)											
1	DongNai Import Export Joint Stock Company			3600298954	First registered 01/02/2008, 6th change 09/01/2023	Business Registration Division Department of Planning and Investment of Dong Nai Province	Road 9, Bien Hoa I Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province				
2	Phu Son Livestock Joint - Stock Company			3600271092			No. 101, Phu Son Hamlet, Bac Son Commune, Trang Bom District, Dong Nai Province				
3	Tan Mai General Wood Joint - Stock Company			3600254266			No. 84 Nguyen Van Hoa Street, Thong Nhat Ward, Bien Hoa City, Dong Nai Province				
4	Dong Nai Joint Stock Company of Agricultural Material			3600333736	First registered 01/03/2010, 6th change 08/07/2020	Business Registration Division Department of Planning and Investment of Dong Nai Province	Road 1, Bien Hoa I Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province				
5	Dong Nai Agricultural Livestock Product Joint - Stock Company			3600267730	First registered 19/08/2005, 10th change 28/07/2022	Business Registration Division Department of Planning and Investment of Dong Nai Province	No. 238 Nguyen Ai Quoc Street, Tan Hiep Ward, Bien Hoa City, Dong Nai Province				

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No.	Name of organization/ individual	Securities (if account trading any	Position at the Company (if any)	ID card/ Citizen card/ Business registration certificate	Date of issuance of ID card/ Citizen card/ Business registration certificate	Place of issuance of ID card/ Citizen card/ Business registration certificate	Address	Time of starting to be related persons	Time of ending to be related person	Reason	Relationship with the Company
6	Buu Long Investment Development Company Limited			3602230616	First registered 11/02/2010, last change 20/07/2022	Business Registration Division Department of Planning and Investment of Dong Nai Province	Residential Area 4, Huynh Van Nghe Street, Buu Long Ward, Bien Hoa City, Dong Nai Province				
7	Industrial Rubber Joint Stock Company			3600259017	First registered 27/01/2005, 8th change 05/7/2021	Business Registration Division Department of Planning and Investment of Dong Nai Province	No. 14, 21/4 Street, Xuan Tan Ward, Long Khanh City, Dong Nai Province				
8	Dong Nai Tourist Joint - Stock Company			3600276414			No. 105 Ha Huy Giap Street, Quyet Thang Ward, Bien Hoa City, Dong Nai Province				

REPORT ON CORPORATE GOVERNANCE IN 2025

Appendix No.01: List of internal persons and related persons of internal persons

No.	Name of organization/individual	Securities (if account trading any)	Position at the Company (if any)	ID card/ Citizen card/ Business registration certificate	Date of issuance of ID card/ Citizen card/ Business registration certificate	Place of issuance of ID card/ Citizen card/ Business registration certificate	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
<i>Related persons to the Board of Directors</i>										
1	Mr. Pham Nam Hung		Chairman							
	* Individual									
1.1	Do Thi Lan			079140001871	19/04/2021	Police Department for Administrative Management of Social Order	21/9B Vo Thi Sau Street, Quarter Cong Vinh, Tran Bien Ward, Dong Nai Province			Mother
1.2	Nguyen Anh Tuyet			075165006608	10/05/2021	Police Department for Administrative Management of Social Order	21/9B Vo Thi Sau Street, Quarter Cong Vinh, Tran Bien Ward, Dong Nai Province			Wife
1.3	Pham Hoang Viet			075093025663	09/03/2022	Police Department for Administrative Management of Social Order	21/9B Vo Thi Sau Street, Quarter Cong Vinh, Tran Bien Ward, Dong Nai Province			Child
1.4	Pham Hoang Khang			075202008421	02/07/2021	Police Department for Administrative Management of Social Order	21/9B Vo Thi Sau Street, Quarter Cong Vinh, Tran Bien Ward, Dong Nai Province			Child

No.	Name of organization/individual	Securities (if account trading any)	Position at the Company (if any)	ID card/ Citizen card/ identification card/Business registration certificate	Date of issuance of ID identification card/Citizen card/Business registration certificate	Place of issuance of ID card/ Citizen identification card/ Business registration certificate	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
1.5	Nguyen Thi Thu Hien			075195020571	12/08/2021	Police Department for Administrative Management of Social Order	21/9B Vo Thi Sau Street, Quarter Cong Vinh, Tran Bien Ward, Dong Nai Province			Daughter in law
	* Organization									
1.6	Dong Nai Food Industrial Corporation			3600253505	First registration on 01/07/2010, 19th change on 18/6/2024	Business Registration Division Department of Planning and Investment of Dong Nai Province	No. 833A, Hanoi Highway, Quarter 1, Long Hung Ward, Dong Nai Province			Deputy General Director
1.7	Escapee Big C Dong Nai			Investment License No. 1751/GP	25/11/1996	Minister of Planning and Investment	No. 833A, Hanoi Highway, Quarter 1, Long Hung Ward, Dong Nai Province			Vice Chairman of the Member's Council
1.8	Bien Hoa Import Export Company - Branch of Dong Nai Food Industrial Corporation			3600253505-011	03/03/2015	Business Registration Division Department of Planning and Investment of Dong Nai Province	No. 2, Cach Mang Thang Tam Street, Thanh Binh Ward, Bien Hoa City, Dong Nai Province			Head

No.	Name of organization/individual	Securities (if account trading any)	Position at the Company (if any)	ID card/ Citizen card/ identification card/Business registration certificate	Date of issuance of ID identification card/Citizen card/ Business registration certificate	Place of issuance of ID card/ Citizen identification card/ Business registration certificate	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
1.9	DongNai Import Export Joint Stock Company			3600298954	25/04/2016	Business Registration Division Department of Planning and Investment of Dong Nai Province	Road No. 9, Bien Hoa 1 Industrial Zone, An Binh Ward, Bien Hoa City, Dong Nai Province			Chairman of the Board of Directors
2	Mr. Nguyen Dang Tan		Member of the Board of Directors, Director							
	* Individual									
2.1	Tran Thi Thu Phong			052171012551	12/08/2021	Police Department for Administrative Management of Social Order	No. 118, 21/4 Street, Hang Gon Ward, Dong Nai Province			Wife
2.2	Nguyen Tran Ngoc Tram			075193005860	19/08/2022	Police Department for Administrative Management of Social Order	No. 118, 21/4 Street, Hang Gon Ward, Dong Nai Province			Child
2.3	Nguyen Ngoc Minh Thi			075308004496	07/03/2023	Police Department for Administrative Management of Social Order	No. 118, 21/4 Street, Hang Gon Ward, Dong Nai Province			Child

No.	Name of organization/individual	Securities (if account trading any)	Position at the Company (if any)	ID card/ Citizen card/ identification card/Business registration certificate	Date of issuance of ID card/ identification card/ Citizen card/ Business registration certificate	Place of issuance of ID card/ Citizen identification card/ Business registration certificate	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
2.4	Nguyen Bao Huong Uyen						No. 118, 21/4 Street, Hang Gon Ward, Dong Nai Province			Child
2.5	Nguyen Dang Thi			045042003910	12/08/2021	Police Department for Administrative Management of Social Order	Hoan Quan Hamlet, Long Giao Commune, Cam My District, Dong Nai Province			Father
2.6	Phan Thi Lieu			045145004006	12/08/2021	Police Department for Administrative Management of Social Order	Hoan Quan Hamlet, Long Giao Commune, Cam My District, Dong Nai Province			Mother
2.7	Nguyen Dang Xuan			045070007045	12/08/2021	Police Department for Administrative Management of Social Order	Hamlet 2, Xuan Hoa Commune, Xuan Loc District, Dong Nai Province			Brother
2.8	Nguyen Dang Hanh			045072010515	12/08/2021	Police Department for Administrative Management of Social Order	Hamlet 2, Xuan Hoa Commune, Xuan Loc District, Dong Nai Province			Brother
2.9	Nguyen Dang Phuc			060077003033	06/12/2022	Police Department for Administrative Management of Social Order	Nong Doanh Hamlet, Xuan Dinh Commune, Xuan Loc District, Dong Nai Province			Brother

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2.10	Nguyen Thi Tan			075169004099	12/08/2021	Police Department for Administrative Management of Social Order	Nong Doanh Hamlet, Xuan Dinh Commune, Xuan Loc District, Dong Nai Province			Sister
2.11	Nguyen Thi Gai			045174007598	20/08/2021	Police Department for Administrative Management of Social Order	Nong Doanh Hamlet, Xuan Dinh Commune, Xuan Loc District, Dong Nai Province			Sister
2.12	Nguyen Thi Quynh Trang			075186021101	28/06/2021	Police Department for Administrative Management of Social Order	Duc Tho Area, Duc Phong Town, Bu Dang District, Binh Phuoc Province			Sister
2.13	Phan Thi Ut			052173006678	12/08/2021	Police Department for Administrative Management of Social Order	Hamlet 2, Xuan Hoa Commune, Xuan Loc District, Dong Nai Province			Sister in law
2.14	Dang Thi Oanh			075180016231	12/08/2021	Police Department for Administrative Management of Social Order	Nong Doanh Hamlet, Xuan Dinh Commune, Xuan Loc District, Dong Nai Province			Sister in law

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2.15	Truong Van Chanh			045062006315	12/08/2021	Police Department for Administrative Management of Social Order	Hoan Quan Hamlet, Long Giao Commune, Cam My District, Dong Nai Province			Brother in law
2.16	Ngo Tran Le Hoang			070085004934	28/06/2021	Police Department for Administrative Management of Social Order	Duc Tho Area, Duc Phong Town, Bu Dang District, Binh Phuoc Province			Brother in law
2.17	Nguyen Thi Mai			052138005381	08/08/2022	Police Department for Administrative Management of Social Order	Hoan Quan Hamlet, Long Giao Commune, Cam My District, Dong Nai Province			Mother in law
	* Organization: No									
3	Mr. Nguyen Thai Nguyen		Member of the Board of Directors, Deputy Director							
	* Individual									
3.1	Dao Thi Thai			025152009793	20/05/2023	Police Department for Administrative Management of Social Order	Group 41, Tan Phu, Au Co Ward, Phu Tho Town, Phu Tho Province			Mother

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3.2	Nguyen Duy Hoang			025083020065	14/08/2021	Police Department for Administrative Management of Social Order	Van Thang Area, Van Lung Ward, Phu Tho Town, Phu Tho Province			Brother
3.3	Nguyen Thi Viet Ha			025186012636	09/05/2021	Police Department for Administrative Management of Social Order	Cao Du Residential Area, Au Co Ward, Phu Tho Town, Phu Tho Province			Sister in law
3.4	Nguyen Thi Van			038185024805	10/04/2021	Police Department for Administrative Management of Social Order	Hamlet 3, Nhon Trach Commune, Dong Nai Province			Wife
3.5	Nguyen Van Hon			038055010230	06/07/2021	Police Department for Administrative Management of Social Order	Hamlet 3, Nhon Trach Commune, Dong Nai Province			Father in law
3.6	Do Thi Hoe			038156022687	20/04/2022	Police Department for Administrative Management of Social Order	Hamlet 3, Nhon Trach Commune, Dong Nai Province			Mother in law
3.7	Nguyen Minh Duc						Hamlet 3, Nhon Trach Commune, Dong Nai Province			Child

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3.8	Nguyen Minh Anh						Hamlet 3, Nhon Trach Commune, Dong Nai Province			Child
	* Organization: No									
4	Mr. Hoang Thanh Bach		Board Member							
	* Individual									
4.1	Nguyen Ngoc Van			079187016836	17/12/2015	Police Department for Administrative Management of Social Order	3L 12-6, Sky garden 3R1-3, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Wife
4.2	Nguyen Trung Pham			079061010949	28/03/2021	Police Department for Administrative Management of Social Order	179 Phan Van Tri, Binh Thanh District, Ho Chi Minh City			Father in law
4.3	Pham Ngoc Le Tram			079163001628	12/09/2022	Police Department for Administrative Management of Social Order	179 Phan Van Tri, Binh Thanh District, Ho Chi Minh City			Mother in law
4.4	Hoang Thanh Tung			031079004464	26/05/2017	Police Department for Administrative Management of Social Order	3L 12-6, Sky garden 3R1-3, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Brother

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4.5	Nguyen Thi Huong			034188004701	26/05/2017	Police Department for Administrative Management of Social Order	3L 12-6, Sky garden 3R1-3, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Sister in law
	* Organization									
4.6	Capella Group Holdings Company			0303352628	02/03/2023	Department of Planning and Investment of Ho Chi Minh City	136-138 Le Thi Hong Gam, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City			Deputy General Director
5	Mr. Nguyen Cao Duc		Board member							
	* Individual									
5.1	Dao Thi Kim Binh			527081915	19/05/2005	United States	No. 6 Phan Van Chuong, Tan Phu Ward, District 7, Ho Chi Minh City			Mother
5.2	Nguyen Cao Thang			068068004998	28/06/2021	Police Department for Administrative Management of Social Order	10 Le Van Tam, Ward 10, Da Lat City, Lam Dong			Brother
5.3	Nguyen Thi Phuong Mai			068168003215	28/06/2021	Police Department for Administrative Management of Social Order	10 Le Van Tam, Ward 10, Da Lat City, Lam Dong			Sister in law
5.4	Nguyen Cao Tri			068070000088	03/08/2018	Police Department for Administrative Management of Social Order	No. 6 Phan Van Chuong, Tan Phu Ward, District 7, Ho Chi Minh City			Brother

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5.5	Bui Thi Van Anh			015170004097	02/11/2021	Police Department for Administrative Management of Social Order	No. 6 Phan Van Chuong, Tan Phu Ward, District 7, Ho Chi Minh City			Sister in law
	* Organization									
5.6	Sai Gon Old Thing Center Corporation			0313943965		District 8 Tax Department	400 Nguyen Duy, Ward 9, District 8, HCMC			General Director
II	Person affiliated to the Board of Supervisors									
I	Mrs. Tran Thi Hong Loan		Head of Supervisory							
	* Individual									
1.1	Tran Van Lo			074058004596	12/08/2021	Police Department for Administrative Management of Social Order	No. 88, 21/4 Street, Xuan Tan Ward, Long Khanh City, Dong Nai			Father
1.2	Truong Thi Lau			079160020569	12/08/2021	Police Department for Administrative Management of Social Order	No. 88, 21/4 Street, Xuan Tan Ward, Long Khanh City, Dong Nai			Mother
1.3	Pham Thi Thu Hong			139154001201	19/08/2022	Police Department for Administrative Management of Social Order	Group 8, Ben Cam Hamlet, Phuoc Thien Commune, Nhon Trach District, Dong Nai			Mother in law

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1.4	Tran Thi Lieu			075183009757	02/05/2022	Police Department for Administrative Management of Social Order	Vinh Cuu District, Dong Nai			Sister
1.5	Nguyen Hoang Thong			075084018285	18/05/2022	Police Department for Administrative Management of Social Order	Vinh Cuu District, Dong Nai			Brother in law
1.6	Tran Hieu Trung			075083010294	03/05/2023	Police Department for Administrative Management of Social Order	Nhon Trach District, Dong Nai			Husband
1.7	Tran Gia Linh			075309017333	10/07/2023	Police Department for Administrative Management of Social Order	No. 88, 21/4 Street, Xuan Tan Ward, Long Khanh City, DN			Child
	* Organization: No									
2	Mrs. Ngo Thi Cam Ha		Member							
	* Individual									
2.1	Ngo Duc Dan			024052004070	06/09/2021	Police Department for Administrative Management of Social Order	No. 33, Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Father

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2.2	Phan Thi Mai			075158003948	28/06/2022	Police Department for Administrative Management of Social Order	No. 33, Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Mother
2.3	Le Van Nhut			075048003537	31/08/2021	Police Department for Administrative Management of Social Order	112/23, An Hoa Ward, Bien Hoa City, Dong Nai			Father in law
2.4	Phan Thi Tien			082156004596	20/08/2021	Police Department for Administrative Management of Social Order	112/23, An Hoa Ward, Bien Hoa City, Dong Nai			Mother in law
2.5	Le Quang Dinh			075083018794	29/6/2021	Police Department for Administrative Management of Social Order	112/23, An Hoa Ward, Bien Hoa City, Dong Nai			Husband
2.6	Le Hoang Long						33 Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Child
2.7	Le Quang Nhan						33 Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Child

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2.8	Ngo Ngoc Tu			075187015442	15/11/2022	Police Department for Administrative Management of Social Order	33 Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Brother
2.9	Nguyen Thanh Son			079071002254	04/07/2016	Police Department for Administrative Management of Social Order	353/15 Le Quang Dinh, Ward 5, Tan Binh District, HCMC			Brother in law
2.10	Ngo Thi Van Anh			075188013476	10/02/2023	Police Department for Administrative Management of Social Order	Korea			Brother
2.11	Kim Da Hun			M830944015	21/11/2019	Korea	Korea			Brother in law
2.12	Ngo Phan Duc Hung			075094006508	21/07/2022	Police Department for Administrative Management of Social Order	33 Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Brother
2.13	Pham Khanh Vy			056198004360	15/12/2022	Police Department for Administrative Management of Social Order	33 Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Sister in law

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	* Organization									
2.14	Dong Nai Food Industrial Corporation			3600253505	First registration on 01/07/2010, 9th amendment on 10/10/2022	Business Registration Division Department of Planning and Investment of Dong Nai Province	833A, Hanoi Highway, KP1, Long Binh Tan Ward, Bien Hoa City, DN			Senior
2.15	Dong Nai Agricultural Livestock Product Joint Stock Company			3600267730	First registration on 29/08/2005, 9th amendment on 13/06/2019.	Business Registration Division Department of Planning and Investment of Dong Nai Province	238 Nguyen Ai Quoc, Tan Hiep Ward, Bien Hoa City, DN			Capital representative of Dong Nai Food Industrial Corporation - Member of Board of Supervisors
2.16	DongNai Import Export Joint Stock Company			3600298954	First registration on 01/02/2008, 5th amendment on 25/04/2016.	Business Registration Division Department of Planning and Investment of Dong Nai Province	Road 9, Bien Hoa I Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai			Capital representative of Dong Nai Food Industrial Corporation - Member of Board of Supervisors

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2.17	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company			3600268170	First registration on 27/7/2010, 4th amendment on 28/4/2021.	Businesses Registration Division Department of Planning and Investment of Dong Nai Province	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province			Capital representative of Dong Nai Food Industrial Corporation - Board Member
3	Ms. Tran Thi Gam		Supervisory member							
	* Individual									
3.1	Tran Cong Phuc			042069013593	11/08/2021	Police Department for Administrative Management of Social Order	Thach Son, Thach Ha, Ha Tinh			Father
3.2	Nguyen Thi Tam			042176013456	11/08/2021	Police Department for Administrative Management of Social Order	Thach Son, Thach Ha, Ha Tinh			Mother
3.3	Tran Thi Ngan			042194000267	29/07/2022	Police Department for Administrative Management of Social Order	02 Thong Nhat, Ward 10, Go Vap District, HCMC			Sister

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3.4	Tran Cong Hung			042201006730	20/07/2022	Police Department for Administrative Management of Social Order	02 Thong Nhat, Ward 10, Go Vap District, HCMC			Brother
	* Organization:									
3.5	Capella Group Holdings Company			0303352628	02/03/2023	Department of Planning and Investment of Ho Chi Minh City	136-138 Le Thi Hong Gam, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City			Senior law consultant
III	Affiliated persons - BOD									
1	Mr. Nguyen Dang Tan		Director, Corporate							
	(See Section I, Point 2 Persons related to the Board of Directors)									
2	Mr. Nguyen Thai Nguyen		Deputy general Director							
	(See Section I, Point 3 Persons related to the Board of Directors)									
IV	Affiliated persons - Chief Accountant									
1	Mr. Vu Duc Thang		Chief Accountant							
	* Individual									
1.1	Vu Duc Tien			036049008058	10/05/2021	Police Department for Administrative Management of Social Order	No. 12 Hamlet, Xuan Hung Commune, Ninh Binh Province			Father

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1.2	Phan Thi Dao			036148011959	10/05/2021	Police Department for Administrative Management of Social Order	No. 12 Hamlet, Xuan Hung Commune, Ninh Binh Province			Mother
1.3	Vu Duc Toan			036076003922	21/03/2017	Police Department for Administrative Management of Social Order	No. 12 Hamlet, Xuan Hung Commune, Ninh Binh Province			Brother
1.4	Nguyen Thi Luot			036184013585	07/05/2021	Police Department for Administrative Management of Social Order	No. 12 Hamlet, Xuan Hung Commune, Ninh Binh Province			Sister in law
1.5	Vu Thi Hien Giang			036178007098	14/04/2021	Police Department for Administrative Management of Social Order	No. 12 Hamlet, Xuan Hung Commune, Ninh Binh Province			Sister
1.6	Nguyen Thanh Le			036178002198	14/04/2021	Police Department for Administrative Management of Social Order	No. 12 Hamlet, Xuan Hung Commune, Ninh Binh Province			Brother in law

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