

**REPORT ON CORPORATE GOVERNANCE  
(from 01/01/2025 to 31/12/2025)**

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

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

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

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

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

- Stock symbol: DHB

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

- The implementation of internal audit: Implemented.

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

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

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

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

## II. Board of Directors

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

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

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

## 2. Meetings of the Board of Directors

In 2025, the Board of Directors of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company held 16 regular meetings, specifically as follows:

| No. | Board of Directors' members | Number of meetings attended by Board of Directors | Attendance rate | Reason for absence |
|-----|-----------------------------|---|-----------------|--------------------|
| 1   | Mr. Nguyen Van Thieu        | 16/16   | 100%            |                    |
| 2   | Mr. Pham Van Trung          | 16/16   | 100%            |                    |
| 3   | Mr. Nguyen Van Dung         | 16/16   | 100%            |                    |
| 4   | Mr. Nguyen Dinh Hong        | 16/16   | 100%            |                    |
| 5   | Ms. Nguyen Tuyen Anh        | 16/16   | 100%            |                    |

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

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

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

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

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

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

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

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

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

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

| No.                  | Resolution/<br>Decision No. | Date                | Content   | Approval<br>rate |
|----------------------|-----------------------------|---------------------|---|------------------|
| <b>I. Resolution</b> |                             |                     |   |                  |
| 1                    | 02/NQ-HDQT                  | January 06,<br>2025 | <ol style="list-style-type: none"> <li>1. Approval of the official technical norms for 2025 and the provisional norms for 2026.</li> <li>2. Approval of the major repair plan for 2025.</li> <li>3. Approval of the construction investment plan for 2025.</li> <li>4. Approval of the procurement plan for materials and goods in 2025.</li> <li>5. Approval of the service procurement plan for 2025.</li> <li>6. Approval of the labor and salary plan for 2025.</li> <li>7. Approval of the production and business plan for the first quarter of 2025.</li> <li>8. Approval of the bonus and allowance plan for employees on holidays and Tet, to be recorded as production and business expenses in 2025.</li> <li>9. Approval of the 2024 internal audit report prepared by AASC Auditing Company Ltd.</li> <li>10. Approval of the 2025 internal audit plan.</li> </ol> | 100%             |

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

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

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

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



| No. | Resolution/<br>Decision No. | Date          | Content  | Approval<br>rate |
|-----|-----------------------------|---------------|--|------------------|
|     |                             |               | <p>Sub-council in the field of investment projects.</p> <p>4. Regarding NH3 purchase:</p> <ul style="list-style-type: none"> <li>• Agree on the policy to purchase NH3 for Urea production.</li> <li>• Assign the Company's General Director to negotiate directly with the NH3 source unit, DAP - Vinachem Joint Stock Company, ensuring the NH3 purchase price closely aligns with the market price.</li> <li>• Assign the Company's General Director to purchase NH3 for Urea production on the principle of ensuring stable production, product quality meeting market demand, and economic efficiency.</li> </ul>   |                  |
| 9   | 42/NQ-HĐQT                  | July 10, 2025 | <ol style="list-style-type: none"> <li>1. Approval of the production and business plan for the third quarter of 2025 with several key targets.</li> <li>2. Approval of Proposal No. 768/TTr-ĐHB dated June 17, 2025 of the Company's General Director regarding the approval of advancing to the next stage of the investment project on the Urea bagging robot system.</li> <li>3. Approval of Proposal No. 450/TTr-ĐHB dated April 10, 2025 of the Company's General Director regarding the approval of the economic-technical report of the investment project on the Urea bagging robot system.</li> <li>4. Approval of Proposal No. 469/TTr-ĐHB dated April 14, 2025 of the Company's General Director regarding the approval of the contractor selection plan for the</li> </ol> | 100%             |

| No. | Resolution/<br>Decision No. | Date             | Content  | Approval<br>rate |
|-----|-----------------------------|------------------|--|------------------|
|     |                             |                  | <p>investment project on the Urea bagging robot system.</p> <p>5. Agreement on amending and supplementing the Regulations on personnel management.</p> <p>6. Agreement on transferring the construction engineering function from the Mechanical and Construction Department to the Planning and Investment Department, renaming it as the Mechanical Department, and retaining the name Planning and Investment Department.</p> <p>7. Agreement on merging the Organization and Human Resources Department and the Medical Department, retaining the name Organization and Human Resources Department (abbreviated as “HR”).</p> <p>8. Agreement on merging the Company Office with the Military Security Department, retaining the name Company Office (abbreviated as “CO”).</p> <p>9. Agreement on the policy to appoint the Director of the Coal Workshop from internal personnel listed in the Company’s 2021–2026 planning.</p> |                  |
| 10  | 61/NQ-HĐQT                  | July 23,<br>2025 | <p>1. Approval of the policy to implement the re-appointment procedure for the Company’s Chief Accountant with respect to Mr. Le Anh Tuan.</p> <p>2. Approval of the list of planned leadership personnel of the Company for the 2021–2026 period (after the 2025 review).</p> <p>3. Approval of the list of planned leadership personnel of the Company</p>   | 100%             |

| No. | Resolution/<br>Decision No. | Date               | Content   | Approval<br>rate |
|-----|-----------------------------|--------------------|---|------------------|
|     |                             |                    | <p>for the 2026–2031 period (after the 2025 review).</p> <ol style="list-style-type: none"> <li>4. Agreement on supplementing Clause 3, Article 18 of the Financial Management Regulations issued together with Decision No. 63/QĐ-HDQT dated June 30, 2023 of the Board of Directors.</li> <li>5. Approval of the cost estimate for consultancy services for the preparation of the techno-economic report of the investment project on the construction of the Sulfur Recovery Plant 657, with a total value of VND 321,360,375.</li> <li>6. Approval of the consultant selection plan for the preparation of the techno-economic report of the investment project on the construction of the Sulfur Recovery Plant 657.</li> <li>7. Agreement on changing the scheduled repair time originally planned for September 2025 to the unscheduled shutdown in July 2025.</li> </ol> |                  |
| 11  | 74/NQ-HĐQT                  | August 26,<br>2025 | Approval of the evaluation and comments regarding Mr. Pham Van Trung, Deputy General Director of the Company.   | 100%             |
| 12  | 75/NQ-HĐQT                  | August 26,<br>2025 | <ol style="list-style-type: none"> <li>1. Agreement on appointing Mr. Vo An Giang, Deputy Director in charge of the Coal Workshop, to the position of Director of the Coal Workshop for a fixed term.</li> <li>2. Approval of the strategic staffing for positions from Deputy Head of Department and equivalent levels and above of the Company.</li> <li>3. Agreement on the evaluation and classification of the performance of the Company's managers for the year 2024.</li> </ol>   | 100%             |

| No. | Resolution/<br>Decision No. | Date               | Content  | Approval<br>rate |
|-----|-----------------------------|--------------------|--|------------------|
|     |                             |                    | <ol style="list-style-type: none"> <li>4. Agreement on authorizing the Company's General Director to decide on certain work items of the investment project on the Urea bagging robot system.</li> <li>5. Agreement on the level of responsibility allowance for the position in charge of medical affairs, equivalent to the position of "Head of the Legal Affairs Team", at VND 720,000 per month.</li> <li>6. Approval of the amended and supplemented contents of the draft Regulations on coordination among the Party Committee, the Board of Directors, and the Company's General Director.</li> </ol>   |                  |
| 13  | 80/NQ-HĐQT                  | September 15, 2025 | Re-appointment for a fixed term of Mr. Le Anh Tuan to the position of Chief Accountant of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company, with a term of 05 years, commencing from September 24, 2025.  | 100%             |
| 14  | 84/NQ-HĐQT                  | October 13, 2025   | <ol style="list-style-type: none"> <li>1. Approval of the production and business plan for the fourth quarter of 2025 with several key targets.</li> <li>2. Agreement on supplementing the consumption norm of 4b.1 coal fines for the 130-ton/hour boiler of the Thermal Workshop into the official technical norms for 2025 and the provisional norms for 2026, with a norm value of 145.0 kg of coal for the production of 01 ton of steam at 3.82 MPa.</li> <li>3. Approval of the temporary suspension from executive duties of Mr. Doan Quang Hung, Director of the Gasification Workshop, during the period of consideration and handling of</li> </ol> | 100%             |

| No. | Resolution/<br>Decision No. | Date              | Content  | Approval<br>rate |
|-----|-----------------------------|-------------------|--|------------------|
|     |                             |                   | <p>labor discipline violations, for a period not exceeding 15 days.</p> <p>4. Assignment of Mr. Nguyen Dinh Hong, Deputy General Director of the Company, to concurrently take charge of and manage the Gasification Workshop.</p>   |                  |
| 15  | 85/NQ-HĐQT                  | October 13, 2025  | Agreement on implementing the procedure for the re-appointment for a fixed term of the Company's Deputy General Director to Mr. Pham Van Trung.  | 100%             |
| 16  | 94/NQ-HĐQT                  | November 03, 2025 | <p>1. Agreement on not reappointing Ms. Le Thi Tan Hoa to the position of Head of the Finance, Accounting, and Statistics Department Department financial accounting, and concurrently appointing her to the position of Deputy Head of the Finance, Accounting, and Statistics Department Department, effective from January 01, 2026.</p> <p>2. Agreement on assigning Mr. Le Anh Tuan, the Company's Chief Accountant, to concurrently hold the position of Head of the Finance, Accounting, and Statistics Department Department financial accounting .</p> <p>3. Agreement on relieving Mr. Doan Quang Hung of the position of Director of the Gasification Workshop, and concurrently appointing him to the position of Deputy Director of the Gasification Workshop.</p> <p>4. Agreement on assigning Mr. Nguyen Dinh Hong, Deputy General Director of the Company, to concurrently hold the position of Director of the Gasification Workshop, effective from November 03, 2025.</p> <p>5. Assignment of Mr. Nguyen Van Dung, Member of the Board of Directors and General Director of the Company, to concurrently hold the position of</p> | 100%             |

| No. | Resolution/<br>Decision No. | Date              | Content  | Approval<br>rate |
|-----|-----------------------------|-------------------|--|------------------|
|     |                             |                   | <p>Director of the Management Board of the Ha Bac Fertilizer Plant Renovation and Expansion Project, effective from November 01, 2025.</p> <p>6. Assignment of Mr. Pham Van Trung, Member of the Board of Directors and Deputy General Director of the Company, to concurrently hold the position of Deputy Director of the Management Board of the Ha Bac Fertilizer Plant Renovation and Expansion Project, effective from November 01, 2025.</p> <p>7. Agreement on amending and supplementing the Sales Management Regulations.</p>  |                  |
| 17  | 101/NQ-HĐQT                 | December 01, 2025 | Agreement on the re-appointment of Mr. Pham Van Trung, born on December 12, 1967, to the position of Deputy General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company, for the term from December 14, 2025 to December 31, 2029.   | 100%             |
| 18  | 105/NQ-HĐQT                 | December 02, 2025 | <p>1. Agreement on the plan to implement the confidence voting procedure in support of the re-appointment of personnel of subordinate units.</p> <p>2. Approval of the transfer and appointment of Mr. Duong Song Quyen to the position of Director of the Gasification Workshop.</p> <p>3. Agreement on Mr. Nguyen Dinh Hong, Deputy General Director of the Company, ceasing to concurrently hold the position of Director of the Gasification Workshop from the date of appointment of the Director of the Gasification Workshop.</p> <p>4. Agreement on amending and supplementing the Personnel Management Regulations.</p> | 100%             |

| No.                 | Resolution/<br>Decision No. | Date              | Content   | Approval<br>rate |
|---------------------|-----------------------------|-------------------|---|------------------|
| 19                  | 110/NQ-HĐQT                 | December 15, 2025 | <ol style="list-style-type: none"> <li>1. Agreement on the result of the performance classification of the collective Board of Directors: Fulfillment of assigned duties.</li> <li>2. Approval of the policy to implement the procedure for re-appointment for a fixed term of officials who reach the time for re-appointment consideration, effective from January 01, 2026.</li> </ol> | 100%             |
| 20                  | 112/NQ-HĐQT                 | December 23, 2025 | Agreement on the re-appointment for a fixed term of officials who reach the time for re-appointment consideration, effective from January 01, 2026.   | 100%             |
| <b>II. Decision</b> |                             |                   |   |                  |
| 1                   | 03/QĐ-HĐQT                  | January 06, 2025  | Decide payments to employees and account for production and business expenses in 2025 on the occasion of holidays and Tet.  | 100%             |
| 2                   | 04/QĐ-HĐQT                  | January 06, 2025  | Decision to Approve the Official Technical Norms for 2025, and the Provisional Technical Norms for 2026.  | 100%             |
| 3                   | 05/QĐ-HĐQT                  | January 06, 2025  | Decision to Approve the Internal Audit Plan for 2025  | 100%             |
| 4                   | 06/QĐ-HĐQT                  | January 06, 2025  | Decision to Approve the Construction Investment Plan for 2025   | 100%             |
| 5                   | 07/QĐ-HĐQT                  | January 06, 2025  | Decision to Approve the Labor and Salary Plan for 2025  | 100%             |
| 6                   | 08/QĐ-HĐQT                  | January 06, 2025  | Decision to Approve the Service Procurement Plan for 2025   | 100%             |
| 7                   | 09/QĐ-HĐQT                  | January 06, 2025  | Decision to Approve the Major Repair Plan for 2025  | 100%             |
| 8                   | 10/QĐ-HĐQT                  | January 06, 2025  | Decision to Approve the Procurement Plan for Materials and Goods for 2025   | 100%             |
| 9                   | 15/QĐ-HĐQT                  | February 26, 2025 | Decision to Approve the final settlement of the 2024 wage fund for employees and the  | 100%             |

| <b>No.</b> | <b>Resolution/<br/>Decision No.</b> | <b>Date</b>       | <b>Content</b>   | <b>Approval<br/>rate</b> |
|------------|-------------------------------------|-------------------|--|--------------------------|
|            |                                     |                   | salary and remuneration fund for the Company's managers.   |                          |
| 10         | 16/QĐ-HĐQT                          | February 26, 2025 | Decision on the liquidation and transfer of fixed assets, specifically the HUYNDAI tractor truck with license plate 98C-10392 and the semi-trailer with license plate 98R-0114.    | 100%                     |
| 11         | 30/QĐ-HĐQT                          | April 02, 2025    | Decision on the establishment of the Shareholder Verification Committee for the 2025 AGM   | 100%                     |
| 12         | 37/QĐ-HĐQT                          | April 24, 2025    | Decision on approving the 2025 plan for overseas business trips and foreign delegations, including 03 delegations traveling abroad and 03 foreign delegations visiting the Company | 100%                     |
| 13         | 42/QĐ-HĐQT                          | June 03, 2025     | Decision to amend and supplement the Regulations on building, managing and using funds contributed by the Company's officers and employees.  | 100%                     |
| 14         | 48/QĐ-HĐQT                          | July 01, 2025     | Decision on assigning an officer to join an overseas business trip (China) – Mr. Nguyen Dinh Hong.   | 100%                     |
| 15         | 53/QĐ-HĐQT                          | July 10, 2025     | Decision on amending and supplementing the Regulations on personnel management of Ha Bac Nitrogenous Fertilizer and Chemicals Joint Stock Company.                                 | 100%                     |
| 16         | 54/QĐ-HĐQT                          | July 10, 2025     | Decision to approve the transition from the “investment preparation” phase to the “investment implementation” phase for the Urea bagging robot system investment project.          | 100%                     |
| 17         | 55/QĐ-HĐQT                          | July 10, 2025     | Decision to approve the Economic–Technical Report of the Urea bagging robot system investment project.   | 100%                     |
| 18         | 56/QĐ-HĐQT                          | July 10, 2025     | Decision on approving the contractor selection plan for the investment project of the Urea bagging robot system.   | 100%                     |



| <b>No.</b> | <b>Resolution/<br/>Decision No.</b> | <b>Date</b>        | <b>Content</b>  | <b>Approval<br/>rate</b> |
|------------|-------------------------------------|--------------------|---|--------------------------|
| 19         | 57/QĐ-HĐQT                          | July 16,<br>2025   | Decision to rename the Mechanical and Construction Department as the Mechanical Department.   | 100%                     |
| 20         | 58/QĐ-HĐQT                          | July 16,<br>2025   | Decision on the merger of the Company Office and the Security and Military Department, retaining the name “Company Office” (abbreviated as “CO”).   | 100%                     |
| 21         | 59/QĐ-HĐQT                          | July 16,<br>2025   | Decision on the merger of the Organization and Human Resources Department and the Medical Department, retaining the name “Organization and Human Resources Department” (abbreviated as “HR”).       | 100%                     |
| 22         | 63/QĐ-HĐQT                          | July 23,<br>2025   | Decision on amending and supplementing the Financial Management Regulations.  | 100%                     |
| 23         | 64/QĐ-HĐQT                          | July 23,<br>2025   | Decision to approve the cost estimate for consultancy services for the preparation of the Economic–Technical Report of the investment project for the construction of the Sulfur Recovery Unit 657. | 100%                     |
| 24         | 65/QĐ-HĐQT                          | July 23,<br>2025   | Decision to approve the list of planned leadership personnel of the Company for the 2021–2026 and 2026–2031 periods (after review and supplementation in 2025).                                     | 100%                     |
| 25         | 66/QĐ-HĐQT                          | July 25,<br>2025   | Decision promulgating, together with this Decision, the functions, duties and powers of the Planning and Investment Department.   | 100%                     |
| 26         | 76/QĐ-HĐQT                          | August 27,<br>2025 | Decision on performance assessment and classification of the Company’s managers for 2024.   | 100%                     |
| 27         | 77/QĐ-HĐQT                          | August 27,<br>2025 | Decision to approve the strategic staffing for positions at the level of Deputy Head of Department and equivalent levels and above of the Company.  | 100%                     |
| 28         | 78/QĐ-HĐQT                          | August 27,<br>2025 | Decision authorizing the General Director of the Company to decide on certain work items of the investment project for the Urea bagging robot system.   | 100%                     |

| <b>No.</b> | <b>Resolution/<br/>Decision No.</b> | <b>Date</b>           | <b>Content</b>   | <b>Approval<br/>rate</b> |
|------------|-------------------------------------|-----------------------|--|--------------------------|
| 29         | 79/QĐ-HĐQT                          | August 27,<br>2025    | Decision on the payment of responsibility allowance for the position in charge of medical affairs.   | 100%                     |
| 30         | 81/QĐ-HĐQT                          | September<br>22, 2025 | Decision on the re-appointment for a fixed term of Mr. Le Anh Tuan to the position of Chief Accountant of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company.   | 100%                     |
| 31         | 86/QĐ-HĐQT                          | October 13,<br>2025   | Decision supplementing the consumption norm of 4b.1 coal fines for the 130-ton/hour boiler of the Thermal Workshop into the official technical norms for 2025 and the provisional norms for 2026, with a norm value of 145.0 kg of coal for the production of 01 ton of steam at 3.82 MPa.             | 100%                     |
| 32         | 95/QĐ-HĐQT                          | November<br>03, 2025  | Decision on assigning Mr. Nguyen Van Dung, Member of the Board of Directors and General Director of the Company, to concurrently hold the position of Director of the Management Board of the Ha Bac Fertilizer Plant Renovation and Expansion Project, effective from November 01, 2025.              | 100%                     |
| 33         | 96/QĐ-HĐQT                          | November<br>03, 2025  | Decision on assigning Mr. Pham Van Trung, Member of the Board of Directors and Deputy General Director of the Company, to concurrently hold the position of Deputy Director of the Management Board of the Ha Bac Fertilizer Plant Renovation and Expansion Project, effective from November 01, 2025. | 100%                     |
| 34         | 97/QĐ-HĐQT                          | November<br>10, 2025  | Decision on promulgating the Sales Management Regulations of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company.  | 100%                     |
| 35         | 102/QĐ-HĐQT                         | December<br>01, 2025  | Decision on re-appointing Mr. Pham Van Trung, born on December 12, 1967, to the position of Deputy General Director of Ha Bac Nitrogenous Fertilizer and Chemicals Joint Stock Company for the term from December 14, 2025 to December 31, 2029.   | 100%                     |

| No. | Resolution/<br>Decision No. | Date              | Content   | Approval<br>rate |
|-----|-----------------------------|-------------------|---|------------------|
| 36  | 106/QĐ-HĐQT                 | December 09, 2025 | Decision on promulgating the Personnel Management Regulations of Ha Bac Nitrogenous Fertilizer and Chemicals Joint Stock Company. | 100%             |

### III. Board of Supervisors

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

| No. | Members of Board of Supervisors | Position                         | The date becoming/ceasing to be the member of the Board of Supervisors |                   | Qualification         |
|-----|---------------------------------|----------------------------------|--|-------------------|-----------------------|
|     |                                 |                                  | Date of appointment  | Date of dismissal |                       |
| 1   | Mr. Ha Xuan Han                 | Head of the Board of Supervisors | April 27, 2021   | April 25, 2025    | Bachelor of Economics |
| 2   | Ms. Hoang Thi Linh Giang        | Head of the Board of Supervisors | April 25, 2025   |                   | Master of Economics   |
| 3   | Mr. Le Anh Tuan                 | Member                           | April 27, 2021   |                   | Engineer              |
| 4   | Ms. Dang Thi Minh Ly            | Member                           | April 27, 2021   |                   | Bachelor of Laws      |

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

| No. | Members of Board of Supervisors | Number of meetings attended | Attendance rate | Voting rate | Reason for absence                                 |
|-----|---------------------------------|-----------------------------|-----------------|-------------|--|
| 1   | Mr. Ha Xuan Han                 | 1                           | 100%            | 100%        | From 1/2025 to the date of dismissal, the Board of |

| No. | Members of Board of Supervisors | Number of meetings attended | Attendance rate | Voting rate | Reason for absence  |
|-----|---------------------------------|-----------------------------|-----------------|-------------|---|
|     |                                 |                             |                 |             | Supervisors held 01 meeting.  |
| 2   | Ms. Hoang Thi Linh Giang        | 2                           | 100%            | 100%        | From April 25, 2025 - present, the Board of Supervisors held 02 meetings. |
| 3   | Mr. Le Anh Tuan                 | 3                           | 100%            | 100%        |   |
| 4   | Ms. Dang Thi Minh Ly            | 3                           | 100%            | 100%        |   |

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

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

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

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

- Coordination and information exchange between the Board of Supervisors, the Board of Directors and the Board of Management are

maintained regularly in many forms of meetings, direct exchanges, and written exchanges;

- In the meetings of the Board of Directors and the Executive Board's briefings, the Supervisory Board always attended to improve the quality and independence of the control activities. In these meetings, the Supervisory Board gave opinions within the scope of the functions and powers of the Supervisory Board;

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

**IV. Board of Management**

| <b>No.</b> | <b>Board Member</b>  | <b>Date of birth</b> | <b>Qualification</b>              | <b>Date of appointment/<br/>dismissal of<br/>members of the<br/>Board of<br/>Management</b> |
|------------|----------------------|----------------------|-----------------------------------|---|
| 1          | Mr. Nguyen Van Dung  | February 12, 1968    | Master of Business Administration | October 31, 2024  |
| 2          | Mr. Pham Van Trung   | December 12, 1967    | Master of Business Administration | Re-appointment dated December 01, 2025  |
| 3          | Mr. Nguyen Dinh Hong | February 22, 1978    | Master of Business Administration | February 16, 2023   |

**V. Chief Accountant**

| <b>Name</b> | <b>Date of birth</b> | <b>Qualification</b>              | <b>Date of appointment/<br/>dismissal</b> |
|-------------|----------------------|-----------------------------------|---|
| Le Anh Tuan | November 2, 1981     | Master of Business Administration | Re-appointment dated September 24, 2025   |

**VI. Training courses on corporate governance**

The company has not organized or participated in any management training courses in 2025 .

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

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

*(Detailed appendix attached)*

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

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

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

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

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

The Company has transactions with Ha Bac Liquefied Gas Joint Stock Company in 2025, specifically as follows:

Transaction of selling electricity, domestic water, metered gas, raw CO2 gas with value: 4,72 billion VND.

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

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

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

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

*(Detailed appendix attached)*

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

#### **IX. Other significant issues: *None***

##### ***Recipients:***

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**Nguyen Van Thieu**

# LIST OF INSIDERS AND PERSONS/ ORGANIZATIONS RELATED TO INSIDERS

**Company Name: Ha Bac Nitrogenous Fertilizer and Chemical Joint Stock Company**

**Stock code: DHB**

**Closing date: December 31, 2025**

| No.      | Stock code | Name of organization/ individual | Securities trading account | Position at the Company      | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ ending to be insider/person related to insider | Note |
|----------|------------|----------------------------------|----------------------------|------------------------------|-----------------------------------|---|--|--|------|
| <b>I</b> | <b>DHB</b> | <b>Nguyen Van Thieu</b>          | <b>009C102907</b>          | <b>Chairman of the Board</b> |                                   | <b>102,511,000</b>                              | <b>37.66%</b>  | <b>April 27, 2021</b>  |      |
| 1        | DHB        | Nguyen Thien Chinh               |                            |                              | Father - passed away              |   |  |  |      |
| 2        | DHB        | Nguyen Thi Yem                   |                            |                              | Mother                            |   |  |  |      |
| 3        | DHB        | Dinh Thi Nhung                   | 042C100104                 |                              | Wife                              |   |  |  |      |
| 4        | DHB        | Nguyen Thu Thuy                  | 026C088113                 |                              | Child                             |   |  |  |      |
| 5        | DHB        | Nguyen Thien Thu Van             | 026C058810                 |                              | Child                             |   |  |  |      |
| 6        | DHB        | Nguyen Thien Thuat               |                            |                              | Older brother                     |   |  |  |      |



| No.       | Stock code | Name of organization/ individual         | Securities trading account | Position at the Company                                   | Relationship with internal person  | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ ending to be insider/person related to insider | Note |
|-----------|------------|--|----------------------------|---|------------------------------------|---|--|--|------|
| 7         | DHB        | Nguyen Thi Ngoc                          |                            |   | Older sister                       |   |  |  |      |
| 8         | DHB        | Dao Tien Thuong                          |                            |   | Brother-in-law                     |   |  |  |      |
| 9         | DHB        | Nguyen Thi Le                            |                            |   | Sister-in-law                      |   |  |  |      |
| 10        | DHB        | Dinh Van That                            |                            |   | Father-in-law - Passed away        |   |  |  |      |
| 11        | DHB        | Nguyen Thi Giam                          |                            |   | Mother-in-law - Passed away        |   |  |  |      |
| 12        | DHB        | Vietnam Chemical Group                   |                            |   | Capital representative             | 265,831,000                                     | 97.66 %  | January 1, 2016  |      |
| 13        | DHB        | Binh Dien Fertilizer Joint Stock Company |                            |   | Chairman of the Board of Directors |   |  |  |      |
| <b>II</b> | DHB        | <b>Nguyen Van Dung</b>                   |                            | <b>Member of the Board of Directors, General Director</b> |                                    | <b>54,440,000</b>                               | <b>20%</b>   | <b>December 14, 2020</b>   |      |
| 1         | DHB        | Nguyen Van Phuong                        |                            |   | Father - passed away               |   |  |  |      |
| 2         | DHB        | Nguyen Thi Dac                           |                            |   | Mother                             |   |  |  |      |

| No. | Stock code | Name of organization/<br>individual | Securities trading account | Position at the Company | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ending to be insider/person related to insider | Note |
|-----|------------|-------------------------------------|----------------------------|-------------------------|-----------------------------------|---|--|---|------|
| 3   | DHB        | Vu Thi Phuong Yen                   |                            |                         | Wife                              |   |  |   |      |
| 4   | DHB        | Nguyen Ngoc Linh                    |                            |                         | Child                             |   |  |   |      |
| 5   | DHB        | Nguyen Duc Cuong                    |                            |                         | Child                             |   |  |   |      |
| 6   | DHB        | Nguyen Thi Dung                     |                            |                         | Older sister                      |   |  |   |      |
| 7   | DHB        | Nguyen Thi Huong                    |                            |                         | Younger sister                    |   |  |   |      |
| 8   | DHB        | Nguyen Thi Hang                     |                            |                         | Younger sister                    |   |  |   |      |
| 9   | DHB        | Nguyen Thi Hien                     |                            |                         | Younger sister                    |   |  |   |      |
| 10  | DHB        | Nguyen Thi Hao                      |                            |                         | Younger sister                    |   |  |   |      |
| 11  | DHB        | Nguyen Van Thanh                    |                            |                         | Younger brother                   |   |  |   |      |

| No.        | Stock code | Name of organization/<br>individual | Securities trading account | Position at the Company  | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ending to be insider/person related to insider | Note |
|------------|------------|-------------------------------------|----------------------------|--|-----------------------------------|---|--|---|------|
| 12         | DHB        | Nguyen Van Son                      |                            |  | Brother-in-law                    |   |  |   |      |
| 13         | DHB        | Nguyen Phuong Thuy                  |                            |  | Sister-in-law                     |   |  |   |      |
| 14         | DHB        | Nguyen Khac Lan                     |                            |  | Brother-in-law                    |   |  |   |      |
| 15         | DHB        | Nguyen Van Giang                    |                            |  | Brother-in-law                    |   |  |   |      |
| 16         | DHB        | Nguyen Van Thuan                    |                            |  | Brother-in-law                    |   |  |   |      |
| 17         | DHB        | Nguyen Van Tai                      |                            |  | Brother-in-law                    |   |  |   |      |
| 18         | DHB        | Vu Dinh Chung                       |                            |  | Father-in-law                     |   |  |   |      |
| 19         | DHB        | Vu Thi Tran                         |                            |  | Mother-in-law                     |   |  |   |      |
| <b>III</b> | <b>DHB</b> | <b>Pham Van Trung</b>               |                            | <b>Member of the Board of Directors, Deputy General Director</b> |                                   | <b>54,440,000</b>                               | <b>20%</b>   | <b>December 14, 2020</b>  |      |

| No. | Stock code | Name of organization/ individual | Securities trading account | Position at the Company | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ ending to be insider/person related to insider | Note |
|-----|------------|----------------------------------|----------------------------|-------------------------|-----------------------------------|---|--|--|------|
| 1   | DHB        | Bui Thi Kim Huan                 |                            |                         | Wife                              | 2,000   |  |  |      |
| 2   | DHB        | Bui Van Van                      |                            |                         | Father-in-law                     |   |  |  |      |
| 3   | DHB        | Nguyen Thi My                    |                            |                         | Mother-in-law                     |   |  |  |      |
| 4   | DHB        | Pham Khanh Kien                  |                            |                         | Child                             |   |  |  |      |
| 5   | DHB        | Hoang Thi Quynh Tho              |                            |                         | Daughter-in-law                   |   |  |  |      |
| 6   | DHB        | Pham Thu Huong                   |                            |                         | Child                             |   |  |  |      |
| 7   | DHB        | Pham Hung Thang                  |                            |                         | Brother - Passed away             |   |  |  |      |
| 8   | DHB        | Pham Thi Binh                    |                            |                         | Sister                            |   |  |  |      |
| 9   | DHB        | Pham Thi Bich                    |                            |                         | Sister                            |   |  |  |      |
| 10  | DHB        | Nguyen Van Thanh                 |                            |                         | Brother-in-law                    |   |  |  |      |

| No.       | Stock code | Name of organization/<br>individual | Securities trading account | Position at the Company                 | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ending to be insider/person related to insider | Note |
|-----------|------------|-------------------------------------|----------------------------|---|-----------------------------------|---|--|---|------|
| 11        | DHB        | Nguyen Van Xuyen                    |                            |   | Brother-in-law                    |   |  |   |      |
| 12        | DHB        | Vuong Thi Hoa                       |                            |   | Sister-in-law                     |   |  |   |      |
| <b>IV</b> | <b>DHB</b> | <b>Nguyen Tuyen Anh</b>             |                            | <b>Member of the Board of Directors</b> |                                   | <b>0</b>  | <b>0%</b>  | <b>April 24, 2024</b>   |      |
| 1         | DHB        | Nguyen Ba Dao                       |                            |   | Father - passed away              |   |  |   |      |
| 2         | DHB        | Ta Thi Soan                         |                            |   | Mother                            |   |  |   |      |
| 3         | DHB        | Vu Trong Hop                        |                            |   | Husband                           |   |  |   |      |
| 4         | DHB        | Vu Thao Huong                       |                            |   | Child                             |   |  |   |      |

| No. | Stock code | Name of organization/<br>individual | Securities trading account | Position at the Company | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ ending to be insider/person related to insider | Note |
|-----|------------|-------------------------------------|----------------------------|-------------------------|-----------------------------------|---|--|--|------|
| 5   | DHB        | Tran Manh Kien                      |                            |                         | Son-in-law                        |   |  |  |      |
| 6   | DHB        | Vu Trung Hieu                       |                            |                         | Child                             |   |  |  |      |
| 7   | DHB        | Nguyen Thi Thuy Hong                |                            |                         | Younger brother                   |   |  |  |      |
| 8   | DHB        | Nguyen Duy Thuc                     |                            |                         | Brother-in-law                    |   |  |  |      |
| 9   | DHB        | Nguyen Anh Dien                     |                            |                         | Younger brother                   |   |  |  |      |
| 10  | DHB        | Le Thanh Huong                      |                            |                         | Sister-in-law                     |   |  |  |      |
| 11  | DHB        | Nguyen Thi Hong Hanh                |                            |                         | Younger brother                   |   |  |  |      |

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

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



| No.        | Stock code | Name of organization/<br>individual | Securities trading account | Position at the Company                   | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ending to be insider/person related to insider | Note |
|------------|------------|-------------------------------------|----------------------------|---|-----------------------------------|---|--|---|------|
| 2          | DHB        | Nguyen Thi Kim Dung                 |                            |   | Mother                            |   |  |   |      |
| 3          | DHB        | Nguyen Hoang Minh Ngoc              |                            |   | Wife                              |   |  |   |      |
| 4          | DHB        | Hoang Ngoc Lam                      |                            |   | Younger brother                   |   |  |   |      |
| 5          | DHB        | Pham Thi Minh Thuong                |                            |   | Sister-in-law                     |   |  |   |      |
| 6          | DHB        | Nguyen Duy Kien                     |                            |   | Husband – Divorced                |   |  |   |      |
| <b>VII</b> | <b>DHB</b> | <b>Le Anh Tuan</b>                  | <b>058C020875</b>          | <b>Member of the Board of Supervisors</b> |                                   | <b>3,000</b>                                    | <b>0.0011%</b>   | <b>April 27, 2021</b>   |      |
| 1          | DHB        | Le Cong Ninh                        |                            |   | Father - Passed away              |   |  |   |      |

| No. | Stock code | Name of organization/<br>individual | Securities trading account | Position at the Company | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ ending to be insider/person related to insider | Note |
|-----|------------|-------------------------------------|----------------------------|-------------------------|-----------------------------------|---|--|--|------|
| 2   | DHB        | Nguyen Thi Be                       |                            |                         | Mother                            |   |  |  |      |
| 3   | DHB        | Bach Thi Ngoc Hieu                  |                            |                         | Wife                              |   |  |  |      |
| 4   | DHB        | Le Phuong Thao                      |                            |                         | Child                             |   |  |  |      |
| 5   | DHB        | Le Phuong Thanh                     |                            |                         | Child                             |   |  |  |      |
| 6   | DHB        | Bach Van Nam                        |                            |                         | Mother-in-law -<br>Passed away    |   |  |  |      |
| 7   | DHB        | Tran Thi Hoi                        |                            |                         | Mother-in-law -<br>Passed away    |   |  |  |      |
| 8   | DHB        | Tran Van Minh                       |                            |                         | Brother-in-law                    |   |  | December 01, 2025  |      |

| No.         | Stock code | Name of organization/ individual | Securities trading account | Position at the Company                   | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ ending to be insider/person related to insider | Note |
|-------------|------------|----------------------------------|----------------------------|---|-----------------------------------|---|--|--|------|
| 9           | DHB        | Le Thi Tu Oanh                   |                            |   | Younger sister                    |   |  |  |      |
| 10          | DHB        | Le Anh Tu                        | 003C103727                 |   | Younger brother                   |   |  |  |      |
| 11          | DHB        | Le Mai Loan                      |                            |   | Sister-in-law                     |   |  |  |      |
| 12          | DHB        | Le Anh Ty                        | 003C1421661                |   | Younger brother                   |   |  |  |      |
| 13          | DHB        | Lai Thi Hai Van                  | D08027                     |   | Sister in law                     |   |  |  |      |
| <b>VIII</b> | <b>DHB</b> | <b>Dang Thi Minh Ly</b>          |                            | <b>Member of the Board of Supervisors</b> |                                   |   |  | <b>April 27, 2021</b>  |      |
| 1           | DHB        | Dang Van Thuyen                  |                            |   | Father                            |   |  |  |      |
| 2           | DHB        | Luu Thi Quyet                    |                            |   | Mother                            |   |  |  |      |
| 3           | DHB        | Dam Van Dat                      |                            |   | Husband                           |   |  |  |      |

| No.       | Stock code | Name of organization/<br>individual | Securities trading account | Position at the Company | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ending to be insider/person related to insider | Note |
|-----------|------------|-------------------------------------|----------------------------|-------------------------|-----------------------------------|---|--|---|------|
| 4         | DHB        | Dam Kieu Anh                        |                            |                         | Child                             |   |  |   |      |
| 5         | DHB        | Dang Thi Minh Tam                   |                            |                         | Older sister                      |   |  |   |      |
| 6         | DHB        | Dang Thanh An                       |                            |                         | Younger brother                   |   |  |   |      |
| 7         | DHB        | Dam Van Dong                        |                            |                         | Father-in-law                     |   |  |   |      |
| 8         | DHB        | Nguyen Thi Du                       |                            |                         | Mother-in-law                     |   |  |   |      |
| 9         | DHB        | Ngo Van Hoa                         |                            |                         | Brother-in-law                    |   |  |   |      |
| <b>IX</b> | DHB        | <b>Le Anh Tuan</b>                  | <b>026C510341</b>          | <b>Chief Accountant</b> |                                   |   |  | <b>September 24, 2020</b>                                       |      |
| 1         | DHB        | Le Tri Dung                         |                            |                         | Father                            |   |  |   |      |
| 2         | DHB        | Dang Thi Nu                         |                            |                         | Mother                            |   |  |   |      |
| 3         | DHB        | Dao Quang Thanh                     |                            |                         | Father-in-law                     |   |  |   |      |

| No. | Stock code | Name of organization/<br>individual | Securities trading account | Position at the Company | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ ending to be insider/person related to insider | Note |
|-----|------------|-------------------------------------|----------------------------|-------------------------|-----------------------------------|---|--|--|------|
| 4   | DHB        | Pham Thi Lan                        |                            |                         | Mother-in-law                     |   |  |  |      |
| 5   | DHB        | Dao Mai Phuong                      | 026C855875                 |                         | Wife                              |   |  |  |      |
| 6   | DHB        | Le Hien Trang                       |                            |                         | Child                             |   |  |  |      |
| 7   | DHB        | Le Thanh Ngan                       |                            |                         | Child                             |   |  |  |      |
| 8   | DHB        | Le Gia Khiem                        |                            |                         | Child                             |   |  |  |      |
| 9   | DHB        | Le Anh Tu                           | 026C122570                 |                         | Younger brother                   |   |  |  |      |

| No.      | Stock code | Name of organization/ individual | Securities trading account | Position at the Company             | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ ending to be insider/person related to insider | Note |
|----------|------------|----------------------------------|----------------------------|-------------------------------------|-----------------------------------|---|--|--|------|
| 10       | DHB        | Nguyen Hong Anh                  | 026C225317                 |                                     | Sister-in-law                     |   |  |  |      |
| 11       | DHB        | Le Trung Hieu                    | 058C100839                 |                                     | Younger brother                   |   |  |  |      |
| 12       | DHB        | Nguyen Thi Anh                   | 021C452556                 |                                     | Sister-in-law                     |   |  |  |      |
| <b>X</b> | DHB        | <b>Dang Xuan Thuy</b>            | <b>0300931</b>             | <b>Corporate Governance Officer</b> |                                   | <b>2,000</b>                                    | <b>0.0023%</b>   | <b>June 30, 2021</b>   |      |
| 1        | DHB        | Dang Ngoc Thang                  |                            |                                     | Father                            |   |  |  |      |
| 2        | DHB        | Pham Kim Cuc                     |                            |                                     | Mother                            |   |  |  |      |
| 3        | DHB        | Dao Thi Oanh                     |                            |                                     | Wife                              |   |  |  |      |
| 4        | DHB        | Dang Khanh Ngoc                  |                            |                                     | Daughter                          |   |  |  |      |
| 5        | DHB        | Dang Ngoc Ha                     |                            |                                     | Daughter                          |   |  |  |      |

| No. | Stock code | Name of organization/<br>individual                | Securities trading account | Position at the Company | Relationship with internal person | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Time of starting/ ending to be insider/person related to insider | Note |
|-----|------------|--|----------------------------|-------------------------|-----------------------------------|---|--|--|------|
| 6   | DHB        | Dang Anh Dung                                      |                            |                         | Son                               |   |  |  |      |
| 7   | DHB        | Dang Hong Thao                                     |                            |                         | Older brother                     |   |  |  |      |
| 8   | DHB        | Nguyen Thi Thu Huong                               |                            |                         | Sister-in-law                     |   |  |  |      |
| 9   | DHB        | Dang Thi Hong Tham                                 |                            |                         | Younger sister                    |   |  |  |      |
| 10  | DHB        | Do Quang Trung                                     |                            |                         | Brother-in-law                    |   |  |  |      |
| 11  | DHB        | Dang Thi Xuan Thoan                                |                            |                         | Younger sister                    |   |  |  |      |
| 12  | DHB        | Pham Thanh Hung                                    |                            |                         | Brother-in-law                    |   |  |  |      |
| 13  | DHB        | Dao Ngoc Hoa                                       |                            |                         | Father-in-law                     |   |  |  |      |
| 14  | DHB        | Dao Thi Chien                                      |                            |                         | Mother-in-law                     |   |  |  |      |
| 15  | DHB        | Ha Bac Liquefied Petroleum Gas Joint Stock Company |                            |                         | Member of the Board of Directors  |   |  |  |      |