

**CORPORATE GOVERNANCE REPORT  
(First 6 months of 2026)**

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

- Company name : Hanoi Soap Joint Stock Company.
  - Head office address : 233B Nguyen Trai Street, Khuong Dinh Ward, Hanoi City.
  - Email : info@haso.vn; haso1960@info.vn;
  - Charter capital : 129,724,750,000 VND.
  - Stock code : XPH.
  - Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director.
- Regarding the implementation of the internal audit function: Implemented.

**I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS**

On April 28, 2026, the Company successfully held the 2026 Annual General Meeting of Shareholders with an attendance rate of 80.4% of the total number of voting shares. At the Meeting, the key matters approved included:

- Report on production and business results for 2025 and the plan for 2026;
- Audited financial statements for 2025;
- Plan for profit distribution and dividend payment for 2025;
- Dividend advance for 2026;
- Report on the activities of the Board of Directors (BOD) in 2025 and operational orientation for 2026;
- Report on the activities of the Supervisory Board (SB) in 2025;
- Selection of the audit firm for the 2026 Financial Statements;
- Remuneration for the BOD, SB, and Company Secretary;
- Amending and supplementing the Company's Charter on Organization and Operation;

**II. BOARD OF DIRECTORS (BOD)**

**1. Information on members of the BOD**

| No. | BOD Member | Position | Date of starting/ceasing<br>to be a BOD | Number<br>of BOD | Meetin<br>g | Reasons<br>for not |
|-----|------------|----------|-----------------------------------------|------------------|-------------|--------------------|
|-----|------------|----------|-----------------------------------------|------------------|-------------|--------------------|

|   |                      |          | member/independent<br>BOD member |                      | meetings<br>attended | attendance rate | attending<br>meetings |
|---|----------------------|----------|----------------------------------|----------------------|----------------------|-----------------|-----------------------|
|   |                      |          | Date of<br>appointment           | Date of<br>dismissal |                      |                 |                       |
| 1 | Mr. Nguyen Xuan Bac  | Chairman | 1/6/2023                         |                      | 16/16                | 100%            |                       |
| 2 | Mr. Do Huy Lap       | Member   | 30/5/2023                        |                      | 14/16                | 87.5%           | with<br>reason        |
| 3 | Mr. Le Viet Phuong   | Member   | 30/5/2023                        |                      | 16/16                | 100%            |                       |
| 4 | Mr. Nghiem Minh Long | Member   | 23/4/2025                        |                      | 16/16                | 100%            |                       |

Including:

- Number of in-person meetings: 08.
- Number of resolutions passed via written consultation: 08.

**2. Supervisory activities of the BOD over the General Director**

- Pursuant to the Company's Charter, the Internal Regulations on Corporate Governance and the Regulations on the Organization and Operation of the BOD, the BOD exercised its supervisory function over the General Director in the management of production and business operations, financial management, investment activities, and the implementation of the resolutions of the General Meeting of Shareholders (GMS) and the BOD, ensuring compliance with applicable laws and the Company's Charter.

- During the first six months of 2026, the BOD maintained regular supervision through meetings of the BOD, working sessions with the General Director, periodic and ad hoc reports submitted by the Executive Management, while reviewing and providing guidance on the following key matters:

- ✓ Results of the implementation of the production and business plan, the Company's financial position and cash flow;
- ✓ Product sales, market development, expansion and improvement of the efficiency of distribution channels, particularly e-commerce channels;
- ✓ Investment activities, repair of assets, implementation of the investment plan and handling of issues arising in the course of production and business operations;
- ✓ Corporate governance, consolidation of the management structure, and personnel matters falling within the authority of the BOD;
- ✓ Fulfilment of information disclosure obligations; preparation and disclosure of quarterly financial statements, annual reports, corporate governance reports, and other reporting obligations in accordance with the laws on securities and the securities market;



✓ Implementation of the resolutions and decisions of the GMS and the BOD.

### 3. Resolutions of the BOD

| No. | Resolution Number       | Date       | Content                                                                                                                                                                                                                                                                                      | Approval rate |
|-----|-------------------------|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| 1   | No. 01/2026/<br>NQ-HĐQT | 15/01/2026 | Approved the proposal permitting Xavinco Real Estate Joint Stock Company ("Xavinco") to arrange funding sources for the fulfillment of its financial obligations in relation to the Urban Functional Area Project at Nos. 233, 233B and 235 Nguyen Trai Street, Khuong Dinh Ward, Hanoi City | 100%          |
| 2   | No. 02/2026/<br>NQ-HĐQT | 23/01/2026 | Approved the production and business performance for the fourth quarter of 2025 and the production and business plan for the first quarter of 2026                                                                                                                                           | 100%          |
| 3   | No. 03/2026/<br>NQ-HĐQT | 23/01/2026 | - Approved the 2026 capital construction investment plan.<br>- Approved the 2026 fixed asset repair plan.                                                                                                                                                                                    | 100%          |
| 4   | No. 04/2026/<br>NQ-HĐQT | 23/01/2026 | Approved the submission of a written request to the Company's Party Committee for its opinion on the appointment of a new Chief Accountant and the appointment and re-appointment of managerial personnel for definite terms.                                                                | 100%          |
| 5   | No. 05/2026/<br>NQ-HĐQT | 02/02/2026 | Approved the contents of the Company's official letter to Xavinco in response to Xavinco's Written Ballot for Shareholders dated January 26, 2026.                                                                                                                                           | 100%          |
| 6   | No. 06/2026/<br>NQ-HĐQT | 06/02/2026 | Approved the contents of the Company's official letter to Xavinco in response to Xavinco's Official Letter No. 0302/2026/CV-XAVINCO dated February 3, 2026.                                                                                                                                  | 100%          |
| 7   | No. 07/2026/<br>NQ-HĐQT | 02/3/2026  | Approved the time and venue for convening the 2026 Annual General Meeting of Shareholders                                                                                                                                                                                                    | 100%          |
| 8   | No. 08/2026/<br>NQ-HĐQT | 04/3/2026  | Approved the final settlement and salary payment for 2025.                                                                                                                                                                                                                                   | 100%          |
| 9   | No. 09/2026/<br>NQ-HĐQT | 19/3/2026  | Approved the contents of the Company's official letter to Xavinco in response to Xavinco's Official Letter No. 1603/2026/CV-XAVINCO dated March 19, 2026.                                                                                                                                    | 100%          |
| 10  | No. 10/2026/<br>NQ-HĐQT | 24/3/2026  | - Approved the contents of the Company's official letter to Xavinco.<br>- Approved the Company's voting policy at Xavinco.                                                                                                                                                                   | 100%          |
| 11  | No. 11/2026/<br>NQ-HĐQT | 26/3/2026  | Approved the meeting documents for the 2026 Annual General Meeting of Shareholders.                                                                                                                                                                                                          | 100%          |
| 12  | No. 12/2026/<br>NQ-HĐQT | 07/4/2026  | Approved the policy and plan for appointing one Chief Accountant from the Company's internal succession planning candidates.                                                                                                                                                                 | 100%          |
| 13  | No. 13/2026/<br>NQ-HĐQT | 07/4/2026  | Approved the Company's voting policy on the matters submitted for approval in the Written                                                                                                                                                                                                    | 100%          |



| No. | Resolution Number    | Date      | Content                                                                                                                                                                                                                  | Approval rate |
|-----|----------------------|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
|     |                      |           | Ballot of the Members of the Board of Directors of Xavinco dated March 27, 2026.                                                                                                                                         |               |
| 14  | No. 14/2026/NQ-HĐQT  | 21/4/2026 | Approved the production and business performance for the first quarter of 2026 and the production and business plan for the second quarter of 2026.                                                                      | 100%          |
| 15  | No. 16A/2026/NQ-HĐQT | 19/5/2026 | Approved the Company's vote in favor of the implementation of the Draft Resolution of Xavinco.                                                                                                                           | 100%          |
| 16  | No. 16/2026/NQ-HĐQT  | 21/5/2026 | Appointed Vietnam Auditing and Valuation Company Limited (AVA) as the independent auditor to conduct the review of the Company's semi-annual financial statements and the audit of the 2026 annual financial statements. | 100%          |
| 17  | No. 17/2026/NQ-HĐQT  | 03/6/2026 | - Approved the Company's vote in favor of the advance dividend payment to Xavinco's existing shareholders.<br>- Approved the Company's vote in favor of the implementation of the Draft Resolution of Xavinco.           | 100%          |
| 18  | No. 18/2026/NQ-HĐQT  | 15/6/2026 | Appointed the Company's Chief Accountant.                                                                                                                                                                                | 100%          |

### III. SUPERVISORY BOARD (SB)

#### 1. Information on members of the SB:

| No. | SB Member                | Position                     | Date of starting/ceasing to be an SB member |                   | Professional qualifications | Number of meetings attended | Meeting attendance rate | Reasons for not attending meetings |
|-----|--------------------------|------------------------------|---------------------------------------------|-------------------|-----------------------------|-----------------------------|-------------------------|------------------------------------|
|     |                          |                              | Date of appointment                         | Date of dismissal |                             |                             |                         |                                    |
| 1   | Ms. Doan Thi Thanh Huong | Non-Executive Head of the SB | 23/4/2025                                   |                   | Bachelor                    | 2/2                         | 100%                    |                                    |
| 2   | Mr. Duong Huy Manh       | Members                      | 30/5/2023                                   |                   | Master                      | 2/2                         | 100%                    |                                    |
| 3   | Ms. Dang Ha Thu          | Members                      | 23/4/2025                                   |                   | Bachelor                    | 2/2                         | 100%                    |                                    |

#### 2. Supervisory activities of the SB over the BOD, the General Director, and Shareholders

During the first six months of 2026, the SB fully performed its supervisory functions in accordance with the Law on Enterprises, the Law on Securities, the Company's Charter and the Regulations on the Organization and Operation of the SB. The scope of supervision focused on the following matters:

- Supervising compliance with applicable laws, the Company's Charter



and internal regulations in the governance activities of the BOD and the management and administration of the General Director;

- Supervising the implementation of the resolutions of the GMS and the BOD; monitoring the implementation of the Company's production and business plan, investment plan, financial management and other key operational tasks;

- Supervising the organization of the 2026 Annual GMS, including the preparation of meeting documents, information disclosure, organization of the meeting and issuance of resolutions in compliance with applicable laws, the Company's Charter, while ensuring the lawful rights and interests of shareholders;

- Reviewing the quarterly financial statements and other financial reports as required; assessing the preparation and presentation of the financial statements and compliance with accounting standards, the accounting regime and relevant legal regulations;

- Supervising the management and utilization of capital and assets, as well as the implementation of regulations on financial management, investment and procurement, thereby contributing to the efficient use of the Company's resources;

- Supervising compliance with information disclosure obligations and other reporting obligations in accordance with the laws on enterprises and securities.

Based on its supervisory activities, the SB concluded that the BOD and the General Director had substantially fulfilled their functions and duties in accordance with applicable laws, the Company's Charter and the resolutions of the GMS. Corporate governance and management activities were conducted in a transparent manner and within the scope of their respective authorities.

### **3. Coordination between the SB, the BOD, the General Director, and Functional Departments**

During the first six months of 2026, the SB maintained close coordination with the BOD, the General Director and the Company's functional departments in performing its inspection and supervisory duties in accordance with applicable regulations. Specifically:

- The BOD and the General Director facilitated the SB's access to all documents and records relating to corporate governance and management activities, financial statements, corporate governance reports and other documents necessary for supervisory purposes;

- Members of the SB were invited to attend meetings of the BOD in accordance with applicable regulations and provided opinions on matters falling within the scope of the SB's functions and duties;



- The SB regularly coordinated with the Finance and Accounting Department and other relevant units in obtaining information, reviewing explanations of financial data, and examining compliance with regulations on financial management, accounting and internal control;

- The Company's functional departments cooperated with and provided the SB with complete and timely information and documents as requested, thereby facilitating the SB's performance of its assigned duties;

The coordination between the SB, the BOD, the General Director and the Company's functional departments was conducted in an objective, transparent and law-compliant manner, contributing to the enhancement of corporate governance, internal control and the Company's production and business performance.

**4. Other activities of the SB (if any):** *None.*

#### **IV. EXECUTIVE BOARD**

| <b>No.</b> | <b>Member</b>      | <b>Date of Birth</b> | <b>Professional qualifications</b> | <b>Date of appointment</b> |
|------------|--------------------|----------------------|------------------------------------|----------------------------|
| 1          | Mr. Le Viet Phuong | 16/4/1982            | Master                             | 02/6/2022                  |

#### **V. CHIEF ACCOUNTANT**

| <b>Full name</b>         | <b>Date of Birth</b> | <b>Professional qualifications</b> | <b>Date of Appointment</b> |
|--------------------------|----------------------|------------------------------------|----------------------------|
| Ms. Nguyen Thi Hong Thuy | 02/12/1977           | Bachelor                           | 16/6/2026                  |

#### **VI. CORPORATE GOVERNANCE TRAINING**

During the reporting period, the Company's corporate governance officers, the Chief Accountant and personnel of the Finance and Accounting Department participated in training programs, conferences and professional seminars to update their knowledge of legal regulations and enhance their corporate governance capabilities, including:

- 2026 Annual General Meeting Season Forum;
- 2026 Training Conference for Securities Registration Organizations organized by the Vietnam Securities Depository and Clearing Corporation (VSDC);

- Seminar on Enhancing Financial Transparency through the Adoption of International Financial Reporting Standards (IFRS);

- Conference on "Compliance with Securities Laws and Common Issues in the Preparation of Financial Statements", jointly organized by the State Securities Commission of Viet Nam, the Department of Accounting and Auditing Supervision under the Ministry of Finance, and the Vietnam

Association of Certified Public Accountants (VACPA).

Participation in these training programs, conferences and seminars contributed to enhancing professional knowledge, ensuring timely updates on legal regulations relating to enterprises, securities, corporate governance, accounting, auditing and information disclosure, thereby supporting the Company in strengthening its corporate governance practices and ensuring compliance with applicable laws and regulations.

## **VII. LIST OF RELATED PARTIES OF THE PUBLIC COMPANY AND TRANSACTIONS BETWEEN THE COMPANY'S RELATED PARTIES AND THE COMPANY ITSELF**

**1. List of the Company's related parties:** Appendix 1.

**2. Transactions between the Company and the company's related parties or between the Company and major shareholders, insiders, and related persons of insiders:** Appendix 2.

**3. Transactions between Company insiders, related persons of insiders and subsidiaries, companies controlled by the Company:** None.

**4. Transactions between the Company and other parties**

*4.1. Transactions between the Company and a company where a member of the BOD, a member of the SB, the Director, or other managers has been a founding member or a member of the BOD, or an executive director within the last three (03) years (as of the reporting date):* None.

*4.2. Transactions between the company and a company where a related person of a member of the BOD, a member of the SB, the Director, or other managers is a member of the BOD or an executive director:* None.

*4.3. Other transactions of the Company (if any) that could bring material or non-material benefits to members of the BOD, members of the SB, the Director, and other managers:* None.

## **VIII. STOCK TRANSACTIONS BY INSIDERS AND RELATED PERSONS OF INSIDERS**

**1. List of insiders and related persons of insiders:** Appendix 3.

**2. Transactions by insiders and related persons involving the Company's shares:** None.

### **Recipients:**

- As above;
- Archive: Admin, BOD.

**CHAIRMAN  
OF THE BOARD OF DIRECTORS**



**Nguyen Xuan Bac**



**APPENDIX 1**  
**LIST OF THE COMPANY'S RELATED PARTIES**

*(Attached to the Report No. 185 /XPHN-HĐQT dated 29/7/2026 of the Company's Board of Directors)*

| No.       | Individual's name          | Securities trading account (if any) | Position at the Company    | ID card number | Contact address | Date of becoming a related party | Date of ceasing to be a related party | Reason | Relationship with the company |
|-----------|----------------------------|-------------------------------------|----------------------------|----------------|-----------------|----------------------------------|---------------------------------------|--------|-------------------------------|
| <b>1.</b> | <b>Mr. Nguyen Xuan Bac</b> |                                     | <b>Chairman of the BOD</b> |                | Hanoi           | 01/6/2023                        |                                       |        |                               |
| 1.1       | Nguyen Thi Minh            |                                     | None                       |                |                 |                                  |                                       |        | Wife                          |
| 1.2       | Nguyen Xuan Khanh          |                                     | None                       |                |                 |                                  |                                       |        | Son                           |
| 1.3       | Nguyen Khanh Linh          |                                     | None                       |                |                 |                                  |                                       |        | Daughter                      |
| 1.4       | Nguyen Xuan Tao            |                                     | None                       |                |                 |                                  |                                       |        | Father                        |
| 1.5       | Nguyen Thi Doan            |                                     | None                       |                |                 |                                  |                                       |        | Mother                        |
| 1.6       | Nguyen Xuan Hung           |                                     | None                       |                |                 |                                  |                                       |        | Brother                       |
| 1.7       | Nguyen Thi Minh Phuong     |                                     | None                       |                |                 |                                  |                                       |        | Sister                        |
| <b>2</b>  | <b>Mr. Do Huy Lap</b>      |                                     | <b>BOD Member</b>          |                | Hanoi           | 15/6/2018                        |                                       |        |                               |
| 2.1       | Nguyen Trung Thanh         |                                     | None                       |                |                 |                                  |                                       |        | Wife                          |
| 2.2       | Do Huy Anh                 |                                     | None                       |                |                 |                                  |                                       |        | Son                           |
| 2.3       | Do Bao Ngan                |                                     | None                       |                |                 |                                  |                                       |        | Daughter                      |
| 2.4       | Do Huy Nam                 |                                     | None                       |                |                 |                                  |                                       |        | Father                        |
| 2.5       | Nguyen Thi Hoa             |                                     | None                       |                |                 |                                  |                                       |        | Mother                        |
| 2.6       | Do Thi Hue                 |                                     | None                       |                |                 |                                  |                                       |        | Sister                        |



| No. | Individual's name    | Securities trading account (if any) | Position at the Company      | ID card number | Contact address | Date of becoming a related party | Date of ceasing to be a related party | Reason | Relationship with the company |
|-----|----------------------|-------------------------------------|------------------------------|----------------|-----------------|----------------------------------|---------------------------------------|--------|-------------------------------|
| 2.7 | Do Thi Hanh          |                                     | None                         |                |                 |                                  |                                       |        | Sibling                       |
| 2.8 | Do Thi Hoan          |                                     | None                         |                |                 |                                  |                                       |        | Sibling                       |
| 3   | Mr. Le Viet Phuong   |                                     | General Director, BOD Member |                | Hanoi           | 02/6/2022                        |                                       |        |                               |
| 3.1 | Than Thi Kieu My     |                                     | None                         |                |                 |                                  |                                       |        | Wife                          |
| 3.2 | Le Phuong Han        |                                     | None                         |                |                 |                                  |                                       |        | Daughter                      |
| 3.3 | Le Tran Lam Phu      |                                     | None                         |                |                 |                                  |                                       |        | Son                           |
| 3.4 | Le Tran Anh          |                                     | None                         |                |                 |                                  |                                       |        | Son                           |
| 3.5 | Le Tran Cam          |                                     | None                         |                |                 |                                  |                                       |        | Father                        |
| 3.6 | Nguyen Thi Dung      |                                     | None                         |                |                 |                                  |                                       |        | Mother                        |
| 3.7 | Le Khanh Duy         |                                     | None                         |                |                 |                                  |                                       |        | Sibling                       |
| 4   | Mr. Nghiem Minh Long |                                     | BOD Member                   |                | Hanoi           | 23/4/2025                        |                                       |        |                               |
| 4.1 | Pham Thi Mai Hien    |                                     | None                         |                |                 |                                  |                                       |        | Wife                          |
| 4.2 | Nghiem Quang Minh    |                                     | None                         |                |                 |                                  |                                       |        | Son                           |
| 4.3 | Nghiem Quang Huy     |                                     | None                         |                |                 |                                  |                                       |        | Son                           |
| 4.4 | Nghiem Quang Vinh    |                                     | None                         |                |                 |                                  |                                       |        | Father                        |
| 4.5 | Trinh Thi Mo         |                                     | None                         |                |                 |                                  |                                       |        | Mother                        |

| No.      | Individual's name               | Securities trading account (if any) | Position at the Company             | ID card number | Contact address | Date of becoming a related party | Date of ceasing to be a related party | Reason | Relationship with the company |
|----------|---------------------------------|-------------------------------------|-------------------------------------|----------------|-----------------|----------------------------------|---------------------------------------|--------|-------------------------------|
| 4.6      | Nghiem Thi Anh Thu              |                                     | None                                |                |                 |                                  |                                       |        | Sibling                       |
| <b>5</b> | <b>Ms. Doan Thi Thanh Huong</b> |                                     | <b>Non-Executive Head of the SB</b> |                | Hanoi           | 23/4/2025                        |                                       |        |                               |
| 5.1      | Nguyen Xuan Manh                |                                     | None                                |                |                 |                                  |                                       |        | Husband (passed)              |
| 5.2      | Nguyen Huong Giang              |                                     | None                                |                |                 |                                  |                                       |        | Daughter                      |
| 5.3      | Nguyen Phuong Anh               |                                     | None                                |                |                 |                                  |                                       |        | Daughter                      |
| 5.4      | Doan Ngoc Hien                  |                                     | None                                |                |                 |                                  |                                       |        | Father                        |
| 5.5      | Nguyen Thi Tam                  |                                     | None                                |                |                 |                                  |                                       |        | Mother                        |
| 5.6      | Doan Ngoc Thao                  |                                     | None                                |                |                 |                                  |                                       |        | Sibling                       |
| 5.7      | Doan Thi Thanh Ha               |                                     | None                                |                |                 |                                  |                                       |        | Sibling                       |
| <b>6</b> | <b>Mr. Duong Huy Manh</b>       |                                     | <b>SB Member</b>                    |                | Hanoi           | 30/6/2022                        |                                       |        |                               |
| 6.1      | Ha Thi Thanh Huyen              |                                     | None                                |                |                 |                                  |                                       |        | Wife                          |
| 6.2      | Duong Huy Long                  |                                     | None                                |                |                 |                                  |                                       |        | Son                           |
| 6.3      | Duong Huy Minh                  |                                     | None                                |                |                 |                                  |                                       |        | Son                           |
| 6.4      | Duong Huy Duc                   |                                     | None                                |                |                 |                                  |                                       |        | Father                        |
| 6.5      | Pham Thi Kinh                   |                                     | None                                |                |                 |                                  |                                       |        | Mother                        |
| <b>7</b> | <b>Ms. Dang Ha Thu</b>          |                                     | <b>SB Member</b>                    |                | Hanoi           | 23/4/2025                        |                                       |        |                               |



| No.      | Individual's name               | Securities trading account (if any) | Position at the Company | ID card number | Contact address | Date of becoming a related party | Date of ceasing to be a related party | Reason    | Relationship with the company |
|----------|---------------------------------|-------------------------------------|-------------------------|----------------|-----------------|----------------------------------|---------------------------------------|-----------|-------------------------------|
| 7.1      | Dang Van Xuan                   |                                     | None                    |                |                 |                                  |                                       |           | Father (passed)               |
| 7.2      | Nguyen Thi Hao                  |                                     | None                    |                |                 |                                  |                                       |           | Mother                        |
| 7.3      | Dang Viet Vinh                  |                                     | None                    |                |                 |                                  |                                       |           | Sibling                       |
| 7.4      | Do Hoang Long                   |                                     | None                    |                |                 |                                  |                                       |           | Husband (passed)              |
| 7.5      | Do Tien Dat                     |                                     | None                    |                |                 |                                  |                                       |           | Son                           |
| 7.6      | Nguyen Huong Ly                 |                                     | None                    |                |                 |                                  |                                       |           | Daughter-in-law               |
| <b>8</b> | <b>Mr. Le Manh Cuong</b>        |                                     | <b>Chief Accountant</b> |                | Hanoi           | 09/2/2023                        | 16/6/2026                             | Dismissal |                               |
| 8.1      | Cao Thi Thu Ha                  |                                     | None                    |                |                 |                                  |                                       |           | Wife                          |
| 8.2      | Le Anh Duc                      |                                     | None                    |                |                 |                                  |                                       |           | Son                           |
| 8.3      | Le Ha My                        |                                     | None                    |                |                 |                                  |                                       |           | Daughter                      |
| 8.4      | Le Van Thinh                    |                                     | None                    |                |                 |                                  |                                       |           | Father                        |
| 8.5      | Bui Thi Nghia                   |                                     | None                    |                |                 |                                  |                                       |           | Mother                        |
| 8.6      | Le Trung Dung                   |                                     | None                    |                |                 |                                  |                                       |           | Sibling                       |
| <b>9</b> | <b>Ms. Nguyen Thi Hong Thuy</b> |                                     | <b>Chief Accountant</b> |                | Hanoi           | 16/6/2026                        |                                       | Appointed |                               |
| 9.1      | Nguyen Van Duc                  |                                     | None                    |                |                 |                                  |                                       |           | Husband                       |
| 9.2      | Nguyen Duc Anh                  |                                     | None                    |                |                 |                                  |                                       |           | Son                           |

| No.  | Individual's name                  | Securities trading account (if any) | Position at the Company                                 | ID card number | Contact address | Date of becoming a related party | Date of ceasing to be a related party | Reason | Relationship with the company |
|------|------------------------------------|-------------------------------------|---------------------------------------------------------|----------------|-----------------|----------------------------------|---------------------------------------|--------|-------------------------------|
| 9.3  | Nguyen Thanh Van                   |                                     | None                                                    |                |                 |                                  |                                       |        | Daughter                      |
| 9.4  | Nguyen Van Lien                    |                                     | None                                                    |                |                 |                                  |                                       |        | Father                        |
| 9.5  | Pham Thi Phu                       |                                     | None                                                    |                |                 |                                  |                                       |        | Mother                        |
| 9.6  | Nguyen Thi Hong Thu                |                                     | None                                                    |                |                 |                                  |                                       |        | Sibling                       |
| 9.7  | Nguyen Thi Phuong Thanh            |                                     | None                                                    |                |                 |                                  |                                       |        | Sibling                       |
| 10   | Ms. Nguyen Lan Phuong              |                                     | In charge of corporate governance cum Company Secretary |                |                 |                                  |                                       |        |                               |
| 10.1 | Do Hong Khue                       |                                     | None                                                    |                |                 |                                  |                                       |        | Daughter                      |
| 10.2 | Do Linh Dan                        |                                     | None                                                    |                |                 |                                  |                                       |        | Daughter                      |
| 10.3 | Nguyen Van Le                      |                                     | None                                                    |                |                 |                                  |                                       |        | Father                        |
| 10.4 | Pham Thi Hoa Binh                  |                                     | None                                                    |                |                 |                                  |                                       |        | Mother                        |
| 10.5 | Nguyen Phuong Lan                  |                                     | None                                                    |                |                 |                                  |                                       |        | Sibling                       |
| 11   | Da Nang Rubber Joint Stock Company |                                     |                                                         | 0400101531     |                 | Da Nang                          |                                       |        | Mr. Nguyen Xuan Bac - Chairma |



|    |                                                    |  |  |            |  |       |  |  |                                                       |
|----|----------------------------------------------------|--|--|------------|--|-------|--|--|-------------------------------------------------------|
|    |                                                    |  |  |            |  |       |  |  | n of the<br>BOD                                       |
| 12 | <b>Xavinco Real Estate<br/>Joint Stock Company</b> |  |  | 0104644263 |  | Hanoi |  |  | Mr. Le<br>Viet<br>Phuong –<br>Member<br>of the<br>BOD |

## APPENDIX 2

### TRANSACTIONS BETWEEN THE COMPANY AND THE COMPANY'S RELATED PARTIES OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND RELATED PERSONS OF INSIDERS

*(Attached to the Report No. 185 /XPHN-HĐQT dated 29 /7/2026 of the Company's Board of Directors)*

| No. | Name of organization/<br>individual                       | Relationship<br>with the<br>Company | Head office address/ Contact<br>address                                                   | Time of<br>transaction<br>with the<br>Company | Resolution<br>/ Decision<br>No. of the<br>GMS/<br>BOD<br>approving<br>(if any) | Content,<br>quantity, total<br>transaction<br>value<br>(receivables/pay<br>ables) | Notes |
|-----|-----------------------------------------------------------|-------------------------------------|-------------------------------------------------------------------------------------------|-----------------------------------------------|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------|
| 1   | Vietnam Institute of<br>Industrial Chemistry              | Related party<br>of an insider      | No. 1A Trang Tien Street, Cua<br>Nam Ward, Hanoi City, Viet Nam                           | 13/3/2026                                     |                                                                                | Sales value: VND<br>380,000,000                                                   |       |
| 2   | Ninh Binh Fertilizer<br>One Member Co.,<br>Ltd.           | Related party<br>of an insider      | Lot A1.1, Khanh Phu Industrial<br>Park, Dong Hoa Lu Ward, Ninh<br>Binh Province, Viet Nam | 11/5/2026                                     |                                                                                | Sales value: VND<br>50,037,480                                                    |       |
| 3   | Lix Detergent Joint<br>Stock Company – Bac<br>Ninh Branch | Related party<br>of an insider      | Lot II-1.1, Que Vo II Industrial<br>Park, Dao Vien Ward, Bac Ninh<br>Province, Viet Nam   | 21/1/2026                                     |                                                                                | Sales value: VND<br>204,703,200                                                   |       |
| 4   | Binh Dien – Ninh<br>Binh J.S.C                            | Related party<br>of an insider      | Khanh Phu Industrial Park, Dong<br>Hoa Lu Ward, Ninh Binh<br>Province, Viet Nam.          | 15/01/2026                                    |                                                                                | Sales value: VND<br>17,270,000                                                    |       |





| No. | Name of organization/<br>individual                       | Relationship<br>with the<br>Company | Head office address/ Contact<br>address                                      | Time of<br>transaction<br>with the<br>Company | Resolution<br>/ Decision<br>No. of the<br>GMS/<br>BOD<br>approving<br>(if any) | Content,<br>quantity, total<br>transaction<br>value<br>(receivables/pay<br>ables) | Notes |
|-----|-----------------------------------------------------------|-------------------------------------|------------------------------------------------------------------------------|-----------------------------------------------|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------|
| 5   | Ha Bac Fertilizer and<br>Chemicals JSC                    | Related party<br>of an insider      | Tran Nguyen Han Street, Bac<br>Giang Ward, Bac Ninh Province,<br>Viet Nam    | 11/03/2026-<br>06/05/2026                     |                                                                                | Sales value:<br>VND 19,316,940                                                    |       |
| 6   | Vietnam National<br>Chemical Group<br>(VINACHEM)          | Related party<br>of an insider      | No. 1A Trang Tien Street, Cua<br>Nam Ward, Hanoi City, Viet Nam              | 27/03/2026-<br>07/04/2026                     |                                                                                | Sales value:<br>VND 10,158,000                                                    |       |
| 7   | Chemical Trading and<br>Service Center                    | Related party<br>of an insider      | No. 3B Dang Thai Than Street,<br>Cua Nam Ward, Hanoi City, Viet<br>Nam       | 16/03/2026 -<br>18/06/2026                    |                                                                                | Sales value:<br>VND 42,460,600                                                    |       |
| 8   | DAP No.2 –<br>VINACHEM JSC                                | Related party<br>of an insider      | Hamlet 6, Tang Loong Commune,<br>Lao Cai Province, Viet Nam                  | 29/01/2026 -<br>12/06/2026                    |                                                                                | Sales value:<br>VND 45,854,208                                                    |       |
| 9   | Chemical Industry<br>Engineering JSC                      | Related party<br>of an insider      | No. 21A Cat Linh Street, O Cho<br>Dua Ward, Hanoi City, Viet Nam             | 12/02/2026                                    |                                                                                | Sales value:<br>VND 41,730,000                                                    |       |
| 10  | The Southern Rubber<br>Industry JSC – Binh<br>Loi Factory | Related party<br>of an insider      | No. 2/3 Kha Van Can Street, Hiep<br>Binh Ward, Ho Chi Minh City,<br>Viet Nam | 10/02/2026 -<br>24/06/2026                    |                                                                                | Sales value:<br>VND 31,712,500                                                    |       |



| No. | Name of organization/<br>individual                       | Relationship<br>with the<br>Company | Head office address/ Contact<br>address                                                                      | Time of<br>transaction<br>with the<br>Company | Resolution<br>/ Decision<br>No. of the<br>GMS/<br>BOD<br>approving<br>(if any) | Content,<br>quantity, total<br>transaction<br>value<br>(receivables/pay<br>ables) | Notes |
|-----|-----------------------------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------------------------------|-----------------------------------------------|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------|
| 11  | Ninh Binh Phosphate<br>Fertilizer JSC                     | Related party<br>of an insider      | Bo Dau Residential Area, Nam<br>Hoa Lu Ward, Ninh Binh<br>Province, Viet Nam                                 | 29/06/2026                                    |                                                                                | Sales value:<br>VND 25,568,000                                                    |       |
| 12  | College of Chemical<br>Industry                           | Related party<br>of an insider      | Area 5, Lam Thao Commune, Phu<br>Tho Province, Viet Nam                                                      | 12/02/2026                                    |                                                                                | Sales value:<br>VND 31,320,000                                                    |       |
| 13  | The Southern Rubber<br>Industry JSC – Radial<br>Factory   | Related party<br>of an insider      | Land Plot No. 154, Map Sheet<br>No. 59, Uyen Hung 7 Quarter,<br>Tan Uyen Ward, Ho Chi Minh<br>City, Viet Nam | 02/03/2026-<br>15/06/2026                     |                                                                                | Sales value:<br>VND 18,382,500                                                    |       |
| 14  | Lix Detergent Joint<br>Stock Company – Bac<br>Ninh Branch | Related party<br>of an insider      | Lot II-1.1, Que Vo II Industrial<br>Park, Dao Vien Ward, Bac Ninh<br>Province, Viet Nam                      | 04/04/2026 -<br>03/06/2026                    |                                                                                | Purchase value:<br>VND<br>2,012,409,900,                                          |       |
| 15  | Lix Detergent JSC.                                        | Related party<br>of an insider      | No. 3, Street No. 2, Quarter 28,<br>Linh Xuan Ward, Ho Chi Minh<br>City, Viet Nam                            | 19/01/2026                                    |                                                                                | Purchase value:<br>VND 25,880,148                                                 |       |
| 16  | Can Tho Fertilizer &<br>Chemicals JSC                     | Related party<br>of an insider      | Tra Noc I Industrial Park, Binh<br>Thuy District, Can Tho City, Viet<br>Nam                                  | 19/03/2026 -<br>27/05/2026                    |                                                                                | Purchase value:<br>VND 71,026,308                                                 |       |





**APPENDIX 3**  
**LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS**  
*(Attached to Report No. 185/XP HN-HĐQT dated 29/7/2026 of the Board of Directors)*

| No.      | Full name              | Securities trading account (if any) | Position at the Company    | ID card No. | Contact address | Number of shares owned at the end of the period | Share ownership percentage at the end of the period | Notes    |
|----------|------------------------|-------------------------------------|----------------------------|-------------|-----------------|-------------------------------------------------|-----------------------------------------------------|----------|
| <b>1</b> | <b>Nguyen Xuan Bac</b> |                                     | <b>Chairman of the BOD</b> |             | Hanoi           | 0                                               | 0                                                   |          |
| 1.1      | Nguyen Thi Minh        |                                     | None                       |             |                 | 0                                               | 0                                                   | Wife     |
| 1.2      | Nguyen Xuan Khanh      |                                     | None                       |             |                 | 0                                               | 0                                                   | Son      |
| 1.3      | Nguyen Khanh Linh      |                                     | None                       |             |                 | 0                                               | 0                                                   | Daughter |
| 1.4      | Nguyen Xuan Tao        |                                     | None                       |             |                 | 0                                               | 0                                                   | Father   |
| 1.5      | Nguyen Thi Doan        |                                     | None                       |             |                 | 0                                               | 0                                                   | Mother   |
| 1.6      | Nguyen Xuan Hung       |                                     | None                       |             |                 | 0                                               | 0                                                   | Brother  |
| 1.7      | Nguyen Thi Minh Phuong |                                     | None                       |             |                 | 0                                               | 0                                                   | Sister   |
| <b>2</b> | <b>Do Huy Lap</b>      |                                     | <b>BOD Member</b>          |             | Hanoi           | 0                                               | 0                                                   |          |
| 2.1      | Nguyen Trung Thanh     |                                     | None                       |             |                 | 0                                               | 0                                                   | Wife     |
| 2.2      | Do Huy Anh             |                                     | None                       |             |                 | 0                                               | 0                                                   | Son      |
| 2.3      | Do Bao Ngan            |                                     | None                       |             |                 | 0                                               | 0                                                   | Daughter |
| 2.4      | Do Huy Nam             |                                     | None                       |             |                 | 0                                               | 0                                                   | Father   |



| No. | Full name         | Securities trading account (if any) | Position at the Company             | ID card No. | Contact address | Number of shares owned at the end of the period | Share ownership percentage at the end of the period | Notes    |
|-----|-------------------|-------------------------------------|-------------------------------------|-------------|-----------------|-------------------------------------------------|-----------------------------------------------------|----------|
| 2.5 | Nguyen Thi Hoa    |                                     | None                                |             |                 | 0                                               | 0                                                   | Mother   |
| 2.6 | Do Thi Hue        |                                     | None                                |             |                 | 0                                               | 0                                                   | Sister   |
| 2.7 | Do Thi Hanh       |                                     | None                                |             |                 | 0                                               | 0                                                   | Sibling  |
| 2.8 | Do Thi Hoan       |                                     | None                                |             |                 | 0                                               | 0                                                   | Sibling  |
| 3   | Le Viet Phuong    |                                     | <b>General Director, BOD Member</b> |             | Hanoi           | 0                                               | 0                                                   |          |
| 3.1 | Than Thi Kieu My  |                                     | None                                |             |                 | 0                                               | 0                                                   | Wife     |
| 3.2 | Le Phuong Han     |                                     | None                                |             |                 | 0                                               | 0                                                   | Daughter |
| 3.3 | Le Tran Lam Phu   |                                     | None                                |             |                 | 0                                               | 0                                                   | Son      |
| 3.4 | Le Tran Anh       |                                     | None                                |             |                 | 0                                               | 0                                                   | Son      |
| 3.5 | Le Tran Cam       |                                     | None                                |             |                 | 0                                               | 0                                                   | Father   |
| 3.6 | Nguyen Thi Dung   |                                     | None                                |             |                 | 0                                               | 0                                                   | Mother   |
| 3.7 | Le Khanh Duy      |                                     | None                                |             |                 | 0                                               | 0                                                   | Sibling  |
| 4   | Nghiem Minh Long  |                                     | <b>BOD Member</b>                   |             | Hanoi           | 0                                               | 0                                                   |          |
| 4.1 | Pham Thi Mai Hien |                                     | None                                |             |                 | 0                                               | 0                                                   | Wife     |
| 4.2 | Nghiem Quang Minh |                                     | None                                |             |                 | 0                                               | 0                                                   | Son      |
| 4.3 | Nghiem Quang Huy  |                                     | None                                |             |                 | 0                                               | 0                                                   | Son      |



| No.      | Full name                   | Securities trading account (if any) | Position at the Company             | ID card No. | Contact address | Number of shares owned at the end of the period | Share ownership percentage at the end of the period | Notes            |
|----------|-----------------------------|-------------------------------------|-------------------------------------|-------------|-----------------|-------------------------------------------------|-----------------------------------------------------|------------------|
| 4.4      | Nghiem Quang Vinh           |                                     | None                                |             |                 | 0                                               | 0                                                   | Father           |
| 4.5      | Trinh Thi Mo                |                                     | None                                |             |                 | 0                                               | 0                                                   | Mother           |
| 4.6      | Nghiem Thi Anh Thu          |                                     | None                                |             |                 | 0                                               | 0                                                   | Sibling          |
| <b>5</b> | <b>Doan Thi Thanh Huong</b> |                                     | <b>Non-executive Head of the SB</b> |             | Hanoi           | 0                                               | 0                                                   |                  |
| 5.1      | Nguyen Xuan Manh            |                                     | None                                |             |                 | 0                                               | 0                                                   | Husband (passed) |
| 5.2      | Nguyen Huong Giang          |                                     | None                                |             |                 | 0                                               | 0                                                   | Daughter         |
| 5.3      | Nguyen Phuong Anh           |                                     | None                                |             |                 | 0                                               | 0                                                   | Daughter         |
| 5.4      | Doan Ngoc Hien              |                                     | None                                |             |                 | 0                                               | 0                                                   | Father           |
| 5.5      | Nguyen Thi Tam              |                                     | None                                |             |                 | 0                                               | 0                                                   | Mother           |
| 5.6      | Doan Ngoc Thao              |                                     | None                                |             |                 | 0                                               | 0                                                   | Sibling          |
| 5.7      | Doan Thi Thanh Ha           |                                     | None                                |             |                 | 0                                               | 0                                                   | Sibling          |
| <b>6</b> | <b>Duong Huy Manh</b>       |                                     | <b>SB Member</b>                    |             | Hanoi           | 0                                               | 0                                                   |                  |
| 6.1      | Ha Thi Thanh Huyen          |                                     | None                                |             |                 | 0                                               | 0                                                   | Wife             |
| 6.2      | Duong Huy Long              |                                     | None                                |             |                 | 0                                               | 0                                                   | Son              |
| 6.3      | Duong Huy Minh              |                                     | None                                |             |                 | 0                                               | 0                                                   | Son              |
| 6.4      | Duong Huy Duc               |                                     | None                                |             |                 | 0                                               | 0                                                   | Father           |

| No. | Full name                   | Securities trading account (if any) | Position at the Company | ID card No. | Contact address | Number of shares owned at the end of the period | Share ownership percentage at the end of the period | Notes            |
|-----|-----------------------------|-------------------------------------|-------------------------|-------------|-----------------|-------------------------------------------------|-----------------------------------------------------|------------------|
| 6.5 | Pham Thi Kinh               |                                     | None                    |             |                 | 0                                               | 0                                                   | Mother           |
| 7   | <b>Dang Ha Thu</b>          |                                     | <b>SB Member</b>        |             | Hanoi           | 0                                               | 0                                                   |                  |
| 7.1 | Dang Van Xuan               |                                     | None                    |             |                 | 0                                               | 0                                                   | Father (passed)  |
| 7.2 | Nguyen Thi Hao              |                                     | None                    |             |                 | 0                                               | 0                                                   | Mother           |
| 7.3 | Dang Viet Vinh              |                                     | None                    |             |                 | 0                                               | 0                                                   | Sibling          |
| 7.4 | Do Hoang Long               |                                     | None                    |             |                 | 0                                               | 0                                                   | Husband (passed) |
| 7.5 | Do Tien Dat                 |                                     | None                    |             |                 | 0                                               | 0                                                   | Son              |
| 7.6 | Nguyen Huong Ly             |                                     | None                    |             |                 | 0                                               | 0                                                   | Daughter-in-law  |
| 8   | <b>Nguyen Thi Hong Thuy</b> |                                     | <b>Chief Accountant</b> |             | Hanoi           | 0                                               | 0                                                   |                  |
| 8.1 | Nguyen Van Duc              |                                     | None                    |             |                 | 0                                               | 0                                                   | Husband          |
| 8.2 | Nguyen Duc Anh              |                                     | None                    |             |                 | 0                                               | 0                                                   | Son              |
| 8.3 | Nguyen Thanh Van            |                                     | None                    |             |                 | 0                                               | 0                                                   | Daughter         |
| 8.4 | Nguyen Van Lien             |                                     | None                    |             |                 | 0                                               | 0                                                   | Father           |
| 8.5 | Pham Thi Phu                |                                     | None                    |             |                 | 0                                               | 0                                                   | Mother           |
| 8.6 | Nguyen Thi Hong Thu         |                                     | None                    |             |                 | 0                                               | 0                                                   | Sibling          |





| No. | Full name                               | Securities trading account (if any) | Position at the Company                                 | ID card No. | Contact address | Number of shares owned at the end of the period | Share ownership percentage at the end of the period | Notes                                     |
|-----|-----------------------------------------|-------------------------------------|---------------------------------------------------------|-------------|-----------------|-------------------------------------------------|-----------------------------------------------------|-------------------------------------------|
| 8.7 | Nguyen Thi Phuong Thanh                 |                                     | None                                                    |             |                 | 0                                               | 0                                                   | Sibling                                   |
| 9   | Nguyen Lan Phuong                       |                                     | In charge of corporate governance cum Company Secretary |             |                 |                                                 |                                                     |                                           |
| 9.1 | Do Hong Khue                            |                                     | None                                                    |             |                 | 0                                               | 0                                                   | Daughter                                  |
| 9.2 | Do Linh Dan                             |                                     | None                                                    |             |                 | 0                                               | 0                                                   | Daughter                                  |
| 9.3 | Nguyen Van Le                           |                                     | None                                                    |             |                 | 0                                               | 0                                                   | Father                                    |
| 9.4 | Pham Thi Hoa Binh                       |                                     | None                                                    |             |                 | 0                                               | 0                                                   | Mother                                    |
| 9.5 | Nguyen Phuong Lan                       |                                     | None                                                    |             |                 | 0                                               | 0                                                   | Sibling                                   |
| 10  | Da Nang Rubber Joint Stock Company      |                                     |                                                         |             | Da Nang         | 0                                               | 0                                                   | Mr. Nguyen Xuan Bac - Chairman of the BOD |
| 11  | Xavinco Real Estate Joint Stock Company |                                     |                                                         |             | Hanoi           | 0                                               | 0                                                   | Mr. Le Viet Phuong – Member of the BOD    |