

**CORPORATE GOVERNANCE REPORT
YEAR 2025**

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

- Name of company : HANOI SOAP JOINT STOCK COMPANY
- Địa chỉ trụ sở chính : 233B Nguyen Trai Str., Khuong Dinh Ward, Hanoi City, Vietnam.
- Telephone :
- Fax :
- Email : info@haso.vn; haso1960@info.vn;
- Charter capital : VND 129.724.750.000.
- Stock symbol : XPH.
- Corporate governance model : General Meeting of Shareholders, Board of Directors, Supervisory Board and Executive Board.
- Regarding the implementation of the internal audit function: Implemented.

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

On April 23, 2025, the Company successfully held the 2025 Annual General Meeting of Shareholders with an attendance rate of 80.05% of the total number of voting shares. At the Meeting, the key matters approved included:

- Report on production and business results for 2024 and the plan for 2025;
- Audited financial statements for 2024;
- Plan for profit distribution and dividend payment for 2024;
- Dividend advance for 2025;
- Report on the activities of the Board of Directors (BOD) in 2024 and operational orientation for 2025;
- Report on the activities of the Supervisory Board (SB) in 2024;
- Selection of the audit firm for the 2025 Financial Statements;
- Remuneration for the BOD, SB, and Company Secretary;
- Amending and supplementing the Company's Charter on Organization and Operation;
- Dismissal and additional election of BOD members for the 2023 – 2028 term;

- Dismissal and additional election of SB members for the 2023 – 2028 term.

II. BOARD OF DIRECTORS

1. Information about the members of the Board of Directors (BOD)

No.	BOD Member	Position	Date of starting/ceasing to be a BOD member/independent BOD member		Number of BOD meetings attended	Meeting attendance rate	Reasons for not attending meetings
			Date of appointment	Date of dismissal			
1	Mr. Nguyen Xuan Bac	Chairman	1/6/2023		16/16	100%	
2	Mr. Do Huy Lap	Member	30/5/2023		15/16	94%	with reason
3	Mr. Le Viet Phuong	Member	30/5/2023		16/16	100%	
4	Mr. Le Quang Hoa	Member	30/5/2023	23/4/2025	7/16	44%	
5	Ms. Doan Thi Thanh Huong	Member	30/5/2023	23/4/2025	7/16	44%	
6	Mr. Nghiem Minh Long	Member	23/4/2025		9/16	56%	newly appointed

Including:

- Number of in-person meetings: 07.
- Number of resolutions passed via written consultation: 09.

2. Supervisory activities of the BOD towards the Executive Board

In 2025, the BOD fully performed its governance, supervision and strategic orientation roles over the executive management activities of the Executive Board, in compliance with applicable laws, the Company's Charter and internal corporate governance regulations.

The BOD exercised its supervisory function through regular and ad hoc meetings with the Executive Board to review and assess the production and business performance, as well as the progress of implementation of plans and work programs approved by the General Meeting of Shareholders and the BOD. During the year, the BOD successfully convened the 2025 Annual General Meeting of Shareholders on 23 April 2025, at which key resolutions were adopted, serving as the basis for the Executive Board to organize and implement the Company's production and business plans and key tasks.

The BOD supervised the Executive Board's full and timely implementation of the resolutions of the GMS and the BOD, including the execution of the overall production and business plan and the operation of the Company in accordance with the approved objectives and strategic orientations.

At the same time, the BOD coordinated with the Supervisory Board in

performing inspection and supervision of the Company's production and business activities and the governance and management activities of the Executive Board, with a view to ensuring transparency, operational efficiency and compliance with applicable laws and regulations.

The BOD also supervised the human resource management of the Executive Board, including the implementation of regimes and policies for employees, ensuring the lawful and legitimate rights and interests of employees in full compliance with prevailing regulations.

In 2025, the BOD did not issue or amend any internal rules or regulations. The governance and management of the Company continued to be conducted in accordance with existing internal regulations, and the BOD supervised the compliance with and application of such regulations in the executive management activities of the Executive Board.

In addition, the BOD supervised the preparation and disclosure of quarterly financial statements, annual financial statements and the annual report in accordance with applicable regulations. Based on the Company's Charter and corporate governance regulations, the BOD closely monitored the executive management activities of the Executive Board in implementing the resolutions of the GMS and the BOD.

During 2025, the supervisory activities of the BOD were carried out through 16 meetings with the Executive Board, focusing on reviewing, discussing and providing orientation on key matters related to the implementation of the production and business plan, market development strategies, and compliance with periodic financial reporting obligations in accordance with regulations.

3. Resolutions of the BOD

No.	Resolution Number	Date	Content	Approval rate
1	No. 01/2025/NQ-HĐQT	17/01/2025	Approval of Q.4 2024 business and production results and Q.1 2025 business and production plan;	100%
2	No. 02/2025/NQ-HĐQT	17/01/2025	- Approval of the 2025 capital construction investment plan; - Approval of the 2025 fixed asset repair plan;	100%
3	No. 03/2025/NQ-HĐQT	18/02/2025	Approval of the date for the 2025 Annual GMS	100%
4	No. 05/2025/NQ-HĐQT	05/3/2025	Approval of the implementation of the 2024 final settlement and salary payment	100%
5	No. 06/2025/NQ-	06/3/2025	Approval of the matters discussed at the 2025 Annual GMS	100%

No.	Resolution Number	Date	Content	Approval rate
	HĐQT			
6	No. 07/2025/NQ-HĐQT	06/3/2025	<ul style="list-style-type: none"> - Approval of the dismissal of Ms. Mai Huong Noi from the position of BOD member of Xavinco Real Estate Joint Stock Company for the 2020 - 2025 term; - Approval of the additional election of Ms. Dao Thi Thu Huong as a BOD member of Xavinco Real Estate Joint Stock Company for the 2020 - 2025 term; 	100%
7	No. 08/2025/NQ-HĐQT	27/3/2025	Approval of the documents for the 2025 Annual GMS	100%
8	No. 09/2025/NQ-HĐQT	18/4/2025	<ul style="list-style-type: none"> - Approval of Q.1 2025 business and production results and Q.2 2025 business and production plan; - Approval of the Q.1 2025 Financial Statements (unaudited); - Recognition of Q.1 2025 capital construction investment results; - Approval of the list of suppliers for 2025; 	100%
9	No. 10/2025/NQ-HĐQT	22/4/2025	<ul style="list-style-type: none"> - Nomination of personnel for additional election to the BOD for the 2023-2028 term at the 2025 Annual GMS; - Nomination of personnel for additional election to the SB for the 2023-2028 term at the 2025 Annual GMS; 	100%
10	No. 12/2025/NQ-HĐQT	12/5/2025	<ul style="list-style-type: none"> - Approval of the content to be submitted to the 2025 Annual GMS of Xavinco Real Estate Joint Stock Company; - Approval of the nomination of personnel to join the BOD and SB of Xavinco Real Estate Joint Stock Company for the 2025 – 2030 term; 	100%
11	No. 13/2025/NQ-HĐQT	13/6/2025	Salary grade increase for the Company Director	100%
12	No. 14/2025/NQ-HĐQT	13/6/2025	Approval of credit transactions and authorization for signing	100%
13	No. 15/2025/NQ-HĐQT	17/7/2025	Selection of the audit firm for the 2025 Financial Statements	100%
14	No. 16/2025/NQ-HĐQT	28/7/2025	<ul style="list-style-type: none"> - Approval of Q.2 2025 business and production results and Q.3 2025 business and production plan; - Approval of the Q.2 2025 Financial Statements (unaudited); 	100%

No.	Resolution Number	Date	Content	Approval rate
			<ul style="list-style-type: none"> - Approved the list of expired inventory items as per the Director's report; - Approved the 2025 semi-annual management report; 	
15	No. 17/2025/NQ-HĐQT	28/7/2025	Approval of the restructuring and streamlining of the organizational structures of the Scented Soap Workshop and the Plastic Bottle Workshop	100%
16	No. 18/2025/NQ-HĐQT	23/10/2025	<ul style="list-style-type: none"> - Approval of Q.3 2025 business and production results and Q.4 2025 business and production plan; - Approval of the Q.3 2025 Financial Statements (unaudited); - Acknowledged the results of the implementation of the regular maintenance and major repair plan for the first nine months of 2025; 	100%
17	No. 19/2025/NQ-HĐQT	28/10/2025	<ul style="list-style-type: none"> - Approval of the plan for reviewing and supplementing the leadership and management personnel planning for the 2021–2026 period at the 2025 review; - Approval of the results of the leadership and management personnel planning for the 2026–2031 period; 	100%

III. SUPERVISORY BOARD

1. Information about members of the Supervisory Board (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. Mai Thi Khanh Tan	Non-Executive Head of the SB	30/5/2023	23/4/2025	Bachelor	1/3	33%	dismissal
2	Mr. Duong Huy Manh	Members	30/5/2023		Master	3/3	100%	
3	Ms. Kieu Thi Nang	Members	30/5/2023	23/4/2025	Bachelor	1/3	33%	dismissal
4	Ms. Doan Thi Thanh Huong	Non-Executive Head of the SB	23/4/2025		Bachelor	2/3	67%	Newly appointed
5	Ms. Dang Ha Thu	Members	23/4/2025		Bachelor	2/3	67%	Newly appointed

2. Supervisory activities of the SB towards the BOD, the Executive Board, and shareholders

In 2025, the Supervisory Board (“SB”) performed its supervisory function over the activities of the BOD, the Executive Board and the protection of the lawful and legitimate rights and interests of shareholders, in accordance with applicable laws, the Company’s Charter and internal regulations.

The SB supervised compliance with applicable laws, the Company’s Charter and resolutions of the GMS in the governance activities of the BOD and the executive management activities of the Executive Board; and monitored the full and timely implementation of the resolutions of the GMS and the BOD.

The SB carried out its supervisory activities by attending meetings of the BOD and, where necessary, meetings of the Executive Board; reviewing periodic reports, financial statements and relevant documents and records, with a view to ensuring transparency, compliance and operational effectiveness of the Company.

The SB also supervised information provision and disclosure, as well as the protection of the lawful and legitimate rights and interests of shareholders in accordance with regulations. In 2025, the SB did not record any complaints or petitions from shareholders in relation to the Company’s governance and executive management activities.

3. Coordination between the SB and the activities of the BOD, the Executive Board, and functional departments

In 2025, the SB received close coordination and cooperation from the BOD, the Executive Board, other management personnel and functional departments in the performance of its duties. The BOD, the Executive Board and relevant units provided adequate working conditions and timely, sufficient information, records and documents necessary to support the SB’s inspection and supervisory activities in accordance with regulations.

The activities of the SB were carried out in strict compliance with the Company’s Charter, the resolutions of the GMS and relevant legal regulations, ensuring the independence, objectivity and proper fulfillment of the functions and duties of the Supervisory Board.

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

IV. EXECUTIVE BOARD

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

V. CHIEF ACCOUNTANT

Full name	Date of Birth	Professional qualifications	Date of Appointment
Mr. Le Manh Cuong	27/02/1977	Bachelor	Assumed the duties of Chief Accountant from 09/02/2023

VI. CORPORATE GOVERNANCE TRAINING

In 2025, the Company participated in seminars and training programs on corporate governance and compliance with securities laws organized and hosted by the State Securities Commission of Vietnam (SSC) and the Hanoi Stock Exchange.

During the reporting period, representatives of the Executive Board, the Chief Accountant, the Finance and Accounting Department, and the Person in charge of corporate governance attended the online conference entitled “*Compliance with securities laws and common errors in the preparation of financial statements*”, which was jointly organized by the SSC and the Vietnam Association of Certified Public Accountants (“VACPA”) on 20 June 2025.

Participation in the above programs contributed to enhancing awareness and capacity in complying with securities laws, improving the quality of information disclosure, and supporting the Company in strengthening and further improving its internal corporate governance system in line with good governance practices.

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;
- Archived: Clerical Dept., BOD.

CHAIRMAN
OF THE BOARD OF DIRECTORS



Nguyễn Xuân Bạc

APPENDIX 1

LIST OF THE COMPANY'S RELATED PARTIES

(Attached to the Report No. 38 /XPHN-HĐQT dated 29 /01/2026 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
1.	Mr. Nguyen Xuan Bac		Chairman of the BOD		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
2	Mr. Do Huy Lap		BOD Member		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		Company 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. Le Quang Hoa		BOD Member		Hanoi	15/6/2018	23/4/2025	Dismissal	
4.1	Tran Thanh My		None						Wife (divorced)
4.2	Le Tram Anh		None						Daughter
4.3	Le Tuan Hung		None						Son
4.4	Le Huu Phuc		None						Father
4.5	Bui Thi Thanh		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	Le Thi Kim Thu		None						Sibling
4.7	Le Quang Tuan		None						Sibling
4.8	Le Manh Trung		None						Sibling
4.9	Le Thi Bich Hop		None						Sibling
5	Ms. Doan Thi Thanh Huong		BOD Member		Hanoi	15/6/2018	23/4/2025	Dismissal	
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
6	Mr. Nghiem Minh Long		BOD Member		Hanoi	23/4/2025		Appointed	
6.1	Pham Thi Mai Hien		None						Wife
6.2	Nghiem Quang Minh		None						Son
6.3	Nghiem Quang Huy		None						Son
6.4	Nghiem Quang Vinh		None						Father

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
6.5	Trinh Thi Mo		None						Mother
6.6	Nghiem Thi Anh Thu		None						Sibling
7	Ms. Mai Thi Khanh Tan		Non-executive Head of the SB		Hanoi	30/5/2023	23/4/2025	Dismissal	
7.1	Vo Van Hao		None						Husband
7.2	Vo Minh Quang		None						Son
7.3	Vo Khanh Linh		None						Daughter
7.4	Mai Huu Chu		None						Father
7.5	Le Thi Thanh Tam		None						Mother
7.6	Mai Thi Le Anh		None						Sibling
7.7	Mai Duy Hung		None						Sibling
8	Mr. Duong Huy Manh		SB Member		Hanoi	30/6/2022			
8.1	Ha Thi Thanh Huyen		None						Wife
8.2	Duong Huy Long		None						Son
8.3	Duong Huy Minh		None						Son
8.4	Duong Huy Duc		None						Father
8.5	Pham Thi Kinh		None						Mother
9	Ms. Kieu Thi Nang		SB Member		Hanoi	30/5/2023	23/4/2025	Dismissal	

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
9.1	Dang Thanh Tung		None						Husband
9.2	Dang Tuan Hung		None						Son
9.3	Dang Hoang Tuan		None						Son
9.4	Kieu Xuan Dieu		None						Father
9.5	Nguyen Thi Phuong		None						Mother
9.6	Kieu Quoc Hoan		None						Sibling
9.7	Kieu Thanh Canh		None						Sibling
9.8	Kieu Khanh Tai		None						Sibling
10	Ms. Doan Thi Thanh Huong		Non-executive Head of the SB		Hanoi	23/4/2025		Appointed	
10.1	Nguyen Xuan Manh		None						Husband (passed)
10.2	Nguyen Huong Giang		None						Daughter
10.3	Nguyen Phuong Anh		None						Daughter
10.4	Doan Ngoc Hien		None						Father
10.5	Nguyen Thi Tam		None						Mother
10.6	Doan Ngoc Thao		None						Sibling
10.7	Doan Thi Thanh Ha		None						Sibling

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
11	Ms. Dang Ha Thu		SB Member		Hanoi	23/4/2025		Appointed	
11.1	Dang Van Xuan		None						Father (passed)
11.2	Nguyen Thi Hao		None						Mother
11.3	Dang Viet Vinh		None						Sibling
11.4	Do Hoang Long		None						Husband (passed)
11.5	Do Tien Dat		None						Son
11.6	Nguyen Huong Ly		None						Daughter-in-law
12	Mr. Le Manh Cuong		Chief Accountant		Hanoi	09/2/2023			
12.1	Cao Thi Thu Ha		None						Wife
12.2	Le Anh Duc		None						Son
12.3	Le Ha My		None						Daughter
12.4	Le Van Thinh		None						Father
12.5	Bui Thi Nghia		None						Mother
12.6	Le Trung Dung		None						Sibling
13	Ms. Nguyen Lan Phuong		In charge of corporate governance						

			cum Company Secretary						
No.	Individual's name	Securi- ties trading account (if any)	Position at the Company	ID card number	Cont- act add- ress	Date of becoming a related party	Date of ceasing to be a related party	Reason	Relation- ship with the company
13.1	Do Hong Khue		None						Daughter
13.2	Do Linh Dan		None						Daughter
13.3	Nguyen Van Le		None						Father
13.4	Pham Thi Hoa Binh		None						Mother
13.5	Nguyen Phuong Lan		None						Sibling
14	Da Nang Rubber Joint Stock Company			0400101531		Da Nang			Mr. Nguyen Xuan Bac - Chairman of the BOD
15	Xavinco Real Estate Joint Stock Company			0104644263		Hanoi			Mr. Le Viet Phuong – Member of the 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. 38 /XPHN-HĐQT dated 29 /01/2026 of the Company's Board of Directors)

No.	Name of organization/ individual	Relationship with the Company	Head office address/ Contact address	Time of transaction with the Company	Resolution /Decision No. of the GMS approving (if any)	Content, quantity, total transaction value (receivables/ payables)	Notes
1	Vietnam Institute of Industrial Chemistry	Related party of an insider	No, 2 Pham Ngu Lao Str., Cua Nam Ward, Hanoi City	From 01/01 ~31/12/2025		Sales value: 1,140,000 VND	
2	Ninh Binh Fertilizer Company Limited	Related party of an insider	Lot A1,1, Khanh Phu Industrial Zone, Dong Hoa Lu Ward, Ninh Binh Province	From 01/01 ~31/12/2025		Sales value: 672,065,000 VND	
3	Lix Detergent JSC. - Bac Ninh Branch	Related party of an insider	Lot II-1,1, Que Vo 2 Industrial Zone, Dao Vien Ward, Bac Ninh Province	From 01/01 ~31/12/2025		Sales value: 216,956,751 VND	
4	Lix Detergent JSC – Binh Duong Branch	Related party of an insider	A-6, A-12 Dai Dang Industrial Zone, Binh Duong Province	From 01/01 ~31/12/2025		Sales value: 813,465,245 VND	
5	Vietnam Chemical Corporation	Related party of an insider	No, 1A Trang Tien Street, Cua Nam Ward, Hanoi City	From 01/01 ~31/12/2025		Sales value: 167,707,752 VND	
6	DAP No. 2 – JSC - Vinachem	Related party of an insider	Tang Loong Industrial Zone, Tang Loong Commune, Lao Cai Province	From 01/01 ~31/12/2025		Sales value: 15,378,220 VND	



No.	Name of organization/ individual	Relationship with the Company	Head office address/ Contact address	Time of transaction with the Company	Resolution /Decision No. of the GMS approving (if any)	Content, quantity, total transaction value (receivables/ payables)	Notes
7	The Southern Fertilizer JSC	Related party of an insider	125B Cach Mang Thang Tam, Ban Co Ward, Ho Chi Minh City	From 01/01 ~31/12/2025		Sales value: 186,630,400 VND	
8	Chemical Trade and Service Center	Related party of an insider	No, 3B Dang Thai Than Street, Cua Nam Ward, Hanoi City	From 01/01 ~31/12/2025		Sales value: 165,660,000 VND	
9	Apatit Vietnam One- Member Limited Company	Related party of an insider	Tran Hung Dao Avenue, Group 19 Bac Cuong, Cam Duong Ward, Lao Cai Province	From 01/01 ~31/12/2025		Sales value: 1,633,554,800 VND	
10	DAP - VINACHEM JSC	Related party of an insider	Lot N5.8 Dinh Vu Industrial Park, Dinh Vu Economic Zone, Cat Hai, Dong Hai Ward, Hai Phong City	From 01/01 ~31/12/2025		Sales value: 986,834,000 VND	
11	Binh Dien Fertilizer JSC	Related party of an insider	C12/21 Le Kha Phieu Road, Tan Nhut Commune, Ho Chi Minh City	From 01/01 ~31/12/2025		Sales value: 22,964,561,000 VND	
12	Ha Bac Fertilizer and Chemicals JSC	Related party of an insider	Tran Nguyen Han Street, Bac Giang Ward, Bac Ninh Province	From 01/01 ~31/12/2025		Sales value: 269,463,420 VND	
13	Lam Thao Superphosphate and Chemical JSC	Related party of an insider	Lam Thao Commune, Phu Tho Province	From 01/01 ~31/12/2025		Sales value: 6,160,171,000 VND	
14	Ninh Binh Phosphate Fertilizer JSC	Related party of an insider	Bo Dau Village, Hoa Lu Ward, Ninh Binh Province	From 01/01 ~31/12/2025		Sales value: 102,235,000 VND	

No.	Name of organization/ individual	Relationship with the Company	Head office address/ Contact address	Time of transaction with the Company	Resolution /Decision No. of the GMS approving (if any)	Content, quantity, total transaction value (receivables/ payables)	Notes
15	The Southern Rubber Industry JSC – Binh Loi Factory	Related party of an insider	No 2/3 Kha Van Can, Hiep Binh Chanh, Thu Duc Province	From 01/01 ~31/12/2025		Sales value: 40,282,000 VND	
16	The Southern Rubber Industry JSC – Radial Factory	Related party of an insider	Tan Uyen, Binh Duong Province	From 01/01 ~31/12/2025		Sales value: 194,578,000 VND	
17	Rubber JSC Da Nang	Related party of an insider	Lot G, Ta Quang Buu Street, Hai Van Ward, Da Nang City	From 01/01 ~31/12/2025		Sales value: 570,000,000 VND	
18	The Southern Rubber Industry JSC	Related party of an insider	180 Nguyen Thi Minh Khai, Xuân Hoa, Ho Chi Minh City	From 01/01 ~31/12/2025		Sales value: 346,865,000 VND	
19	DAP - VINACHEM JSC	Related party of an insider	Lot N5.8 Dinh Vu Industrial Park, Dinh Vu Economic Zone, Cat Hai, Dong Hai Ward, Hai Phong City	From 01/01 ~31/12/2025		Purchase value: 16,641,484,300 VND	
20	Ninh Binh Fertilizer Company Limited	Related party of an insider	Lot A1,1, Khanh Phu Industrial Zone, Dong Hoa Lu Ward, Ninh Binh Province	From 01/01 ~31/12/2025		Purchase value: 34,275,000,000 VND	
21	Lix Detergent JSC - Bac Ninh Branch	Related party of an insider	Lot II-1,1, Que Vo 2 Industrial Zone, Dao Vien Ward, Bac Ninh Province	From 01/01 ~31/12/2025		Purchase value: 14,929,920 VND	
22	Can Tho Fertilizer & Chemicals JSC	Related party of an insider	Tra Noc 1 Industrial Zone, Thoi An Dong Ward, Can Tho City	From 01/01 ~31/12/2025		Purchase value: 607,685,270 VND	

No.	Name of organization/ individual	Relationship with the Company	Head office address/ Contact address	Time of transaction with the Company	Resolution /Decision No. of the GMS approving (if any)	Content, quantity, total transaction value (receivables/ payables)	Notes
23	DAP No. 2 – JSC - Vinachem	Related party of an insider	Tang Loong Industrial Zone, Tang Loong Commune, Lao Cai Province	From 01/01 ~31/12/2025		Purchase value: 6,308,800,000 VND	
24	LIX Detergent JSC	Related party of an insider	No. 3, Street No. 2, Quarter 28, Linh Xuan Ward, Ho Chi Minh City	From 01/01 ~31/12/2025		Purchase value: 581,655,436 VND	

APPENDIX 3
LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS
(Attached to Report No. 38 /XPHN-HĐQT dated 29/01/2026 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
1	Mr. Nguyen Xuan Bac		Chairman of the BOD		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
2	Mr, Do Huy Lap		BOD Member		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
2.5	Nguyen Thi Hoa		None			0	0	Mother



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
2.6	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	Mr. Le Viet Phuong		Company Director, BOD Member		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	Mr. Nghiem Minh Long		BOD Member		Hanoi	6,433	0,05%	Appointed on 23/4/2025
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
5	Ms. Doan Thi Thanh Huong		Non-executive Head of the SB		Hanoi	0	0	Appointed on 23/4/2025
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
6	Mr. Duong Huy Manh		SB Member		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

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
6.4	Duong Huy Duc		None			0	0	Father
6.5	Pham Thi Kinh		None			0	0	Mother
7	Ms. Dang Ha Thu		SB Member		Hanoi	7	0%	Appointed on 23/4/2025
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	Mr. Le Manh Cuong		Chief Accountant		Hanoi	0	0	
8.1	Cao Thi Thu Ha		None			0	0	Wife
8.2	Le Anh Duc		None			0	0	Son
8.3	Le Ha My		None			0	0	Daughter
8.4	Le Van Thinh		None			0	0	Father
8.5	Bui Thi Nghia		None			0	0	Mother

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
8.6	Le Trung Dung		None			0	0	Sibling
9	Ms. 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			0400101531	Da Nang	0	0	Mr. Nguyen Xuan Bac - Chairman of the BOD
11	Xavinco Real Estate Joint Stock Company			0104644263	Hanoi	0	0	Mr. Le Viet Phuong – Member of the BOD

