

No.: 07/BC-HĐQT

Phu Tho, January 30, 2026

REPORT ON CORPORATE GOVERNANCE
(Year 2025)

To: Ha Noi Stock Exchange

- Name of listed company: **VIET TRI CHEMICAL JOINT STOCK COMPANY**
- Addresss of head office: Song Thao Street, Thanh Mieu Ward, Phu Tho Province
- Telephone: 0210 3911 696
- Fax: 0210 3911 512
- Charter capital: 274,700,460,000,VND
- Stock symbol: HVT
- Governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director
- The implement of internal audit: Implemented

I. Activities of the General Meeting of Shareholders

No.	Resolution/Decision No.	Date	Content
	21/NQ-ĐHĐCĐ	April 18, 2025	Resolution of the Annual General Meeting of Shareholders in 2025

II. Board of Directors

1. Information on members of the Board of Directors

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment /reappointment	Date of dismissal
1	Mr. Dao Trong Cuong	Chairman	August 21, 2024	April 18, 2025
2	Mr. Le Hoang	Chairman	April 18, 2025	
3	Mr. Van Dinh Hoan	Member	April 23, 2024	
4	Mr. Nguyen Huy Quang	Member	April 23, 2024	
5	Mr. Nguyen Van Bach	Member	April 23, 2024	
6	Mr. Pham Ngoc Phu	Member	April 23, 2024	

2. Meetings of the Board of Directors:

No.	Board of Directors' member	Position	Number of meetings attended by Board of Directors	Attendance rate %	Reasons for absence
1	Mr. Dao Trong Cuong	Chairman	03	37,5%	
2	Mr. Le Hoang	Chairman	05	62,5%	
3	Mr. Van Dinh Hoan	Member	08	100%	
4	Mr. Nguyen Huy Quang	Member	08	100%	
5	Mr. Nguyen Van Bach	Member	08	100%	
6	Mr. Pham Ngoc Phu	Member	08	100%	

3. Supervising the Board of General Directors by the Board of Directors.

In 2025, the Board of Directors convened 08 meetings and issued 30 written resolutions to seek opinions from its members. Numerous policies and solutions were introduced to provide guidance and oversight to the Executive Board in production and business operations, with various measures implemented to enhance the company's operational efficiency.

The Chairman of the Board of Directors consistently managed the Board's activities within the scope of their authority, implementing objectives set forth by the General Meeting of Shareholders.

4. Activities of the Sub-Committees under the Board of Directors: *None.*

5. Resolutions/Decisions of the Board of Directors

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	01/NQ-HĐQT	January 14, 2025	Resolution of the 1st Board of Directors meeting dated January 14, 2025	100%
2	02/NQ-HĐQT	January 14, 2025	Resolution on the approval of the 2025 Plan for norms of raw and fuel material consumption	100%
3	03/NQ-HĐQT	January 14, 2025	Resolution on the approval of the final investment Report for the completed "HCl Acid Synthesis System – capacity of 450 tons/day" project	100%
4	04/NQ-HĐQT	January 14, 2025	Resolution on the approval of the final investment Report for the completed project "Replacement of electrolysis	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			equipment and rectifier transformer assembly"	
5	04a/NQ-HĐQT	February 17, 2025	Resolution on the approval of charter capital increase after the share issuance	100%
6	05/NQ-HĐQT	February 17, 2025	Resolution on the amendment of the Company's Charter of organization and operation	100%
7	06/NQ-HĐQT	February 19, 2025	Resolution on establishing a project completion audit Team	100%
8	07/NQ-HĐQT	March 3, 2025	Resolution on organizing the 2025 Annual General Meeting of Shareholders	100%
9	08/NQ-HĐQT	March 3, 2025	Resolution of the 2nd Board of Directors meeting dated March 3, 2025	100%
10	09/NQ-HĐQT	March 3, 2025	Resolution on the approval of the 2025 major maintenance Plan	100%
11	10/NQ-HĐQT	March 3, 2025	Resolution on the approval of the 2025 Investment Plan	100%
12	11/NQ-HĐQT	March 3, 2025	Resolution on the approval of the 2025 environmental protection cost Plan	100%
13	12/NQ-HĐQT	March 3, 2025	Resolution on the appointment of the Corporate Governance Officer	100%
14	13/NQ-HĐQT	March 25, 2025	Resolution on the issuance of the Personnel Management Regulations of Viet Tri Chemical Joint Stock Company	100%
15	14/NQ-HĐQT	March 25, 2025	Resolution on the plan for overseas business trips	100%
16	15/NQ-HĐQT	April 4, 2025	Resolution of the 3rd Board of Directors meeting dated April 4, 2025	100%
17	16/NQ-HĐQT	April 4, 2025	Resolution on the establishment of the Internal Audit Department and appointment of its Officer	100%
18	17/NQ-HĐQT	April 4, 2025	Resolution on the approval of the policy to enter into contracts and transactions with internal persons and their affiliated persons	100%
19	18/NQ-HĐQT	April 4, 2025	Resolution on the approval of remuneration payment for the Company Secretary	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
20	19/NQ-HĐQT	April 4, 2025	Resolution on the approval of the Plan for Reviewing and Supplementing the Leadership and Management Staff Planning of Viet Tri Chemical JSC for the periods 2021–2026 and 2026–2031	100%
21	20/NQ-HĐQT	April 15, 2025	Resolution on the acceptance of resignation letters from BOD members and addition to the 2025 AGM agenda	100%
22	22/NQ-HĐQT	April 18, 2025	Resolution on the election of the Chairman of the Board of Directors for the 2024–2029 term	100%
23	23/NQ-HĐQT	May 20, 2025	Resolution on the approval of 2024 dividend payment	100%
24	24/NQ-HĐQT	June 01, 2025	Resolution to consult the Party Committee regarding the redeployment and appointment of managerial staff	100%
25	25/NQ-HĐQT	July 01, 2025	Resolution on approval of the payroll fund for the implementation year 2024	100%
26	26/NQ-HĐQT	July 02, 2025	Resolution on approval of the results of the review and supplementation of the Company's managerial personnel planning for the periods 2021–2026 and 2026–2031	100%
27	27/NQ-HĐQT	July 16, 2025	Resolution on restructuring and streamlining the Company's organizational structure	100%
28	28/NQ-HĐQT	July 16, 2025	Resolution on the policy for the appointment of the Head of the Planning and Materials Department	100%
29	29/NQ-HĐQT	July 25, 2025	Resolution on approval of the Report on the Company's corporate governance for the first six months of 2025	100%
30	30/NQ-HĐQT	July 31, 2025	Resolution of the 5th meeting of the Board of Directors dated 31 July 2025	100%
31	31/NQ-HĐQT	July 31, 2025	Resolution of the Board of Directors' meeting dated 31 July 2025 on remedial measures for shortcomings in chemical-related operations.	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
32	32/NQ-HĐQT	August 08, 2025	Resolution on the establishment of the Electromechanical Department following the merger	100%
33	33/NQ-HĐQT	August 08, 2025	Resolution on approval of the results of the review and supplementation of the Company's leadership and management personnel planning for the periods 2021–2026 and 2026–2031	100%
34	34/NQ-HĐQT	August 08, 2025	Resolution on approval of the change of the Company's seal	100%
35	35/NQ-HĐQT	August 21, 2025	Resolution on approval of the policy for the appointment of the Head of the Planning and Materials Department	100%
36	36/NQ-HĐQT	August 21, 2025	Resolution on approval of the organizational structure, functions and duties of the Electromechanical Department	100%
37	37/NQ-HĐQT	Sep 12, 2025	Resolution on requesting opinions from the Company's Party Committee regarding the policy for the appointment of the Head of the Administration and General Affairs Department	100%
38	38/NQ-HĐQT	Sep 12, 2025	Resolution on approval of the policy for the appointment of the Head of the Administration and General Affairs Department	100%
39	39/NQ-HĐQT	Sep 16, 2025	Resolution on approval of the proposed personnel for appointment to the position of Head of the Materials Department	100%
40	40/NQ-HĐQT	Sep 18, 2025	Resolution on short-term borrowing to serve production and business activities	100%
41	41/NQ-HĐQT	Sep 19, 2025	Resolution on approval of the proposed personnel for appointment to the position of Head of the Administration and General Affairs Department	100%
42	42/NQ-HĐQT	Sep 22, 2025	Resolution of the Board of Directors' meeting dated 22 September 2025	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
43	43/NQ-HĐQT	October 09, 2025	Resolution of the Board of Directors' meeting dated 09 October 2025	100%
44	44/NQ-HĐQT	October 09, 2025	Resolution on requesting opinions from the Company's Party Committee regarding the dismissal of Mr. Nguyen Van Bach from the position of Deputy General Director	100%
45	45a/NQ-HĐQT	October 31, 2025	Resolution on requesting opinions from the Company's Party Committee regarding the policy for reappointment of the Company's Chief Accountant	100%
46	45/NQ-HĐQT	Nov 07, 2025	Resolution on remedial measures for shortcomings in chemical-related operations	100%
47	46/NQ-HĐQT	Nov 27, 2025	Resolution on handling doubtful accounts receivable	100%
48	47/NQ-HĐQT	Dec 02, 2025	Resolution on approval of the draft report reviewing the performance of duties, responsibilities and authorities of the Board of Directors in 2025	100%
49	48/NQ-HĐQT	Dec 10, 2025	Resolution of the Board of Directors' meeting dated 10 December 2025	100%
50	49/NQ-HĐQT	Dec 10, 2025	Resolution on approval of the policy to prepare the pre-feasibility study report for the Investment Project of Facility No. 2	100%
51	50/NQ-HĐQT	Dec 10, 2025	Resolution of the Board of Directors' meeting dated 10 December 2025 on the review of collective and individual responsibilities related to violations under Decision No. 47	100%
52	51/NQ-HĐQT	Dec 31, 2025	Resolution on approval of the termination of the position of Deputy General Director held by Mr. Nguyen Van Bach	100%
II	Decision			
1	01/QĐ-HĐQT	February 19, 2025	Decision on the establishment of project completion audit Team	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
2	02/QĐ-HĐQT	March 12, 2025	Decision on the appointment of the Corporate Governance Officer	100%
3	03/QĐ-HĐQT	March 25, 2025	Decision on the promulgation of the Personnel Management Regulations	100%
4	04/QĐ-HĐQT	March 25, 2025	Decision on dispatching a delegation for a short-term overseas business trip	100%
5	05/QĐ-HĐQT	April 04, 2025	Decision on the establishment of the Shareholder Eligibility Verification Committee	100%
6	06/QĐ-HĐQT	April 04, 2025	Decision on the promulgation of the Internal Audit Regulations	100%
7	07/QĐ-HĐQT	April 04, 2025	Decision on the establishment of the Internal Audit Department	100%
8	07a/QĐ-HĐQT	April 04, 2025	Decision on the promulgation of the Sales Regulations	100%
9	08/QĐ-HĐQT	April 08, 2025	Decision on the appointment of the Head of the Internal Audit Department	100%
10	09/QĐ-HĐQT	May 06, 2025	Decision on dispatching staff for an overseas business trip (to Mongolia)	100%
11	10/QĐ-HĐQT	May 23, 2025	Decision on dispatching staff for an overseas business trip (to Laos)	100%
12	11/QĐ-HĐQT	June 18, 2025	Decision on bonus payment for the Management and Executive Board in 2023 and 2024	100%
13	12/QĐ-HĐQT	July 31, 2025	Decision on the assignment of duties to members of the Board of Directors for the 2024–2029 term	100%
14	13/QĐ-HĐQT	July 31, 2025	Decision on promulgation of the Financial Management Regulations of Viet Tri Chemical Joint Stock Company	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
15	14/QĐ-HĐQT	July 31, 2025	Decision on dispatching staff for an overseas business trips (to Belarus and the Russian Federation)	100%
16	15/QĐ-HĐQT	July 31, 2025	Decision on promulgation of the Regulations on Management of Investment and Construction Activities at Viet Tri Chemical Joint Stock Company	100%
17	16/QĐ-HĐQT	July 31, 2025	Decision on promulgation of the Regulations on Management of Fixed Asset Repairs of Viet Tri Chemical Joint Stock Company	100%
18	17/QĐ-HĐQT	July 31, 2025	Decision on promulgation of the Regulations on Initiatives of Viet Tri Chemical Joint Stock Company	100%
19	18/QĐ-HĐQT	August 09, 2025	Decision on the establishment of the Electromechanical Department following the merger	100%
20	19/QĐ-HĐQT	August 21, 2025	Decision on the organizational structure, functions and duties of the Electromechanical Department	100%
21	20/QĐ-HĐQT	Dec 10, 2025	Decision on approval of the policy to prepare the Pre- feasibility Study report for the Investment Project of Facility No. 2	100%
22	21/QĐ-HĐQT	Dec 10, 2025	Decision on the establishment of the Disciplinary Council	100%

III. Board of Supervisors

1. Information about members of Board of Supervisors

No.	Members of Board of Supervisors	Position	Date of appointment /reappointment	Date of dismissal	Professional qualification
1	Mr. Le Viet Dung	Chairman	April 23, 2024		Bachelor in Accounting
2	Ms. Vu Thi Bich Ngoc	Member	April 23, 2024		Bachelor in Accounting
3	Mr. Bui Huy Toan	Member	April 23, 2024		Bachelor in Business Administration

2. Meetings of Board of Supervisors

TT	Supervisory Board Member	Position	Number of meetings attended	Attendance rate %	Reason for absence
1	Mr. Le Viet Dung	Chairman	08	100%	
2	Ms. Vu Thi Bich Ngoc	Member	08	100%	
3	Mr. Bui Huy Toan	Member	08	100%	

3. Supervising and coordinating among the Board of Directors and Board of Management: Comply with current regulations and the Company's Charter.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal
1	Mr. Van Dinh Hoan	April 20, 1966	-Chemical Engineer; -Master of Business Administration	Reappointment on December 29, 2023
2	Mr. Dao Hai Linh	August 25, 1979	-Chemical Engineer; -Master of Economic Management	Appointment on October 10, 2021
3	Mr. Chu Van Luu	August 20, 1977	-Chemical Engineer; -Master of Economic Management	Appointment on November 02, 2024
4	Mr. Nguyen Van Bach	June 14, 1965	Bachelor of Economics	Ceased to hold the position: January 01, 2026

V. Chief Accountant

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal
1	Ms. Le Thi Minh Hoa	September 03, 1972	Bachelor of Economics	Reappointment on March 24, 2021

VI. Training courses on corporate governance:

In August 2025, the Company Secretary attended a training program on Enhancing Professional Skills for Company Secretaries of Public Companies in the Context of Upgrading Vietnam's Stock Market organized by the State Securities Commission of Vietnam.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company: *Appendix I attached.*
2. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: *Appendix II attached.*
3. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: *None.*
4. Transactions between the Company and other objects:
 - 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): *None.*
 - 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): *None.*
 - 4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: *None.*

VIII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons:
Appendix III attached.
2. Transactions of internal persons and affiliated persons with shares of the company: *Appendix IV attached*

IX. Other significant issues: *None.*

Recipients:

- As above;
- Archived: Archives,
Company's Secretary.

**LEGAL REPRESENTATIVE
MEMBER OF THE BOD/GENERAL DIRECTOR**

Van Dinh Hoan

(Attached to Report No. 07/BC-HDOT dated 30 January 2026)

Position at the				
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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Le Hoang		Chairman of BOD			18/4/2025			Internal person
1.1	The affiliated persons of Mr. Le Hoang (Appendix III attached to this Report).								
2	Van Dinh Hoan		Member of BOD; General Director			01/01/2024		Reap- point- ment	Internal person
2.1	The affiliated persons of Mr. Van Dinh Hoan (Appendix III attached to this Report).								
3	Nguyen Huy Quang		Member of BOD			23/4/2024			Internal person
3.1	The affiliated persons of Mr. Nguyen Huy Quang (Appendix III attached to this Report).								
4	Nguyen Van Bach		Member of BOD			23/4/2024			Internal person
4.1	The affiliated persons of Mr. Nguyen Van Bach (Appendix III attached to this Report).								
5	Pham Ngoc Phu		Member of BOD			23/4/2024			Internal person
5.1	The affiliated persons of Mr. Pham Ngoc Phu (Appendix III attached to this Report).								
6	Le Viet Dung		Chairman of Supervisory Board			23/4/2024			Internal person
6.1	The affiliated persons of Mr. Le Viet Dung (Appendix III attached to this Report).								
7	Vu Thi Bich Ngoc		Member of SB			23/4/2024			Internal person
7.1	The affiliated persons of Ms. Vu Thi Bich Ngoc (Appendix III attached to this Report).								
8	Bui Huy Toan		Member of SB			23/4/2024			Internal person
8.1	The affiliated persons of Mr. Bui Huy Toan (Appendix III attached to this Report).								
9	Dao Hai Linh		Deputy of General Director			10/10/2021			Internal person
9.1	The affiliated persons of Mr. Dao Hai Linh (Appendix III attached to this Report).								

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
10	Chu Van Luu		Deputy of General Director			02/11/2024			Internal person
10.1	The affiliated persons of Mr. Chu Van Luu (Appendix III attached to this Report).								
11	Le Thi Minh Hoa		Chief Accountant			24/3/2021			Internal person
11.1	The affiliated persons of Ms. Le Thi Minh Hoa (Appendix III attached to this Report).								
12	Nguyen Thu Huong		Corporate Governance Officer, Company Secretary, Individual authorized to report and disclose information			01/11/2019			Internal person
12.1	The affiliated persons of Ms. Nguyen Thu Huong (Appendix III attached to this Report).								
13	Trieu Thi Ngoc Giang		Person in Charge of Internal Audit Department, Head of Administration and General Affairs Department			08/4/2025			Internal person
13.1	The affiliated persons of Ms. Trieu Thi Ngoc Giang (Appendix III attached to this Report).								
14	Vietnam National Chemical Group								Parent company
14.1	Phung Quang Hiep								Chairman of the Members' Council
14.2	Hoang Manh Thang								Member of the Members' Council

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
14.3	Nguyen Thi Thu Binh								Member of the Members' Council
14.4	Nguyễn Tuấn Minh								Member of the Members' Council
14.5	Chu Van Giap								Member of the Members' Council
14.6	Nguyen Huu Tu								Member of the Members' Council, Legal Representative, General Director
14.7	Le Ngoc Quang								Deputy General Director
14.8	Le Hoang								Deputy General Director of the Group, Chairman of BOD of the Company
14.9	Nguyen Tuan Dung								Deputy General Director
14.10	Dao Trong Cuong								Deputy General Director
14.11	Nguyen Van Luyen								Deputy General Director
14.12	Nguyen Nhu Diem								Supervisor
14.13	Tang Van Quan								Supervisor
14.14	Tran Quoc Cuong								Chief Accountant
15	Viet Nam Apatit Limited Company								100% owned by Vietnam National Chemical Group
16	Ninh Binh Nitrogenous Fertilizer Limited Company								100% owned by Vietnam National Chemical Group
17	Vietnam Lao Chemical and Rock Salt Limited Company								100% owned by Vietnam National Chemical Group

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
18	Ha Bac Nitrogenous Fertilizer and Chemical Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
19	Industrial Gases and Welding Electrode JSC								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
20	DAP – Vinachem JSC								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
21	DAP No.2 – Vinachem Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
22	The Southern Fertilizers Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
23	Van Dien Fused Magnesium Phosphate Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
24	Lam Thao Fertilizers & Chemicals Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
25	LIX Detergent Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
26	Dry Cell and Storage Battery Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
27	Ninh Binh Phosphate Fertilizer Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
28	South Basic Chemicals Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
29	The Southern Rubber Industry Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
30	Da Nang Rubber Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
31	Binh Dien Fertilizers Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
32	Hanoi Soap Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
33	Can Tho Fertilizers and Chemicals Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
34	Vietnam Pesticide Joint Stock Company								Subsidiary in which Vietnam National Chemical Group holds more than 50% of the charter capital
35	South Chemicals Import – Export Joint Stock Company								Affiliate in which Vietnam National Chemical Group holds less than 50% of the charter capital
36	Ninh Binh Fertilizer Port Joint-Stock Company								Affiliate in which Vietnam National Chemical Group holds less than 50% of the charter capital
37	NET Detergent Joint Stock Company								Affiliate in which Vietnam National Chemical Group holds less than 50% of the charter capital
38	TPC VINA Plastic and Chemical Co., Ltd.								Affiliate in which Vietnam National Chemical Group holds less than 50% of the charter capital

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
39	Chemical Engineering Joint Stock Corporation								Affiliate in which Vietnam National Chemical Group holds less than 50% of the charter capital
40	Vietnam Chemicals Import and Export Joint Stock Company								Affiliate in which Vietnam National Chemical Group holds less than 50% of the charter capital
41	Sao Vang Rubber Joint Stock Company								Affiliate in which Vietnam National Chemical Group holds less than 50% of the charter capital
42	Inoue Rubber Vietnam Co., Ltd.								Affiliate in which Vietnam National Chemical Group holds less than 50% of the charter capital

APPENDIX II:
TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY
AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

(Attached to Report No. 07/BC-HĐQT dated 30 January 2026)

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction (Unit: VND)	Notes
1	Sao Vang Rubber Joint Stock Company	Subsidiary of Vinachem			2025	Resolution No. 17/NQ-HĐQT dated 04 April, 2025	364.500.000	Purchases
2	Can Tho Fertilizers and Chemicals Joint Stock Company	Subsidiary of Vinachem			2025	Resolution No. 17/NQ-HĐQT dated 04 April, 2025	3.542.190	Purchases
3	Industrial Gases and Welding Electrode JSC	Subsidiary of Vinachem			2025	Resolution No. 17/NQ-HĐQT dated 04 April, 2025	27.859.577	Purchases
4	LIX Detergent Joint Stock Company – Bac Ninh Branch	Subsidiary of Vinachem			2025	Resolution No. 17/NQ-HĐQT dated 04 April, 2025	2.674.794.600	Sales
5	Ninh Binh Nitrogenous Fertilizer Limited Company	Subsidiary of Vinachem			2025	Resolution No. 17/NQ-HĐQT dated 04 April, 2025	10.037.281.250	Sales
6	South Basic Chemicals Joint Stock Company	Subsidiary of Vinachem			2025	Resolution No. 17/NQ-HĐQT dated 04 April, 2025	138.600.000	Sales

APPENDIX III:**THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS***(Attached to Report No. 07/BC-HĐQT dated 30 January 2026)*

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
A	INTERNAL PERSONS AND THEIR AFFILIATED PERSONS									
1	Le Hoang		Chairman of BOD							
1.1	Bui Song Nga		Mother							
1.2	Nguyen Thi Quang Minh		Spouse							
1.3	Le Quynh Anh		Daughter							
1.4	Le Quynh Ngan		Daughter							
1.5	Le Hung		Brother							
1.6	Le Hong		Brother							
1.7	Le Ha		Brother							
1.8	Le Thu Hang		Younger sister							
1.9	Pham Huong Giang		Sister-in-law							
1.10	Tran Ngoc Anh		Sister-in-law							
1.11	Nguyen Thi Thu Ngan		Sister-in-law							
1.12	Nguyen Huu Vinh		Brother-in-law							
1.13	Le Thi Anh Dao		Mother-in-law							

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
1.14	Nguyen Quang Vinh		Father-in-law							
1.15	Vietnam National Chemical Group		Deputy General Director							
1.16	Dry Cell and Storage Battery JSC		Chairman of BOD							
2	Van Dinh Hoan		Member of BOD; General Director					288.900	1,05%	
2.1	Dang Thi Thu Hien		Spouse					250,007	0.91%	
2.2	Van Trung Hieu		Son							
2.3	Vu Thi Van Anh		Daughter-in-law							
2.4	Van Thi Minh Thao		Daughter							
2.5	Van Dinh Huan		Older Brother							
2.6	Nguyen Thi Thanh Mai		Older Sister-in-law							
2.7	Van Dinh Duong		Younger brother							
2.8	Le Thi Van		Younger sister-in-law							
2.9	Dang Van Phiem		Father-in-law							
2.10	Le Thi Diu		Mother-in-law							

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3	Nguyen Huy Quang		Member of BOD							
3.1	Nguyen Thi Chen		Mother							
3.2	Ngo Thi Chu		Mother-in-law							
3.4	Tran Thi Minh Thu		Spouse							
3.5	Nguyen Quang Minh		Son							
3.6	Nguyen Quang Tung		Son							
3.7	Nguyen Minh Thu		Younger brother							
3.8	Nguyen Thi Hao		Younger sister-in-law							
4	Nguyen Van Bach		Member of BOD					39,255	0.14%	
4.1	Nguyen Huu Bai		Father							
4.2	Dang Thi Cu		Mother							
4.3	Nguyen Thanh Hoa		Spouse							
4.4	Nguyen Thi Thanh Hien		Daughter							
4.5	Nguyen Huy Chau		Son-in-law							
4.6	Nguyen Thi Thanh Hang		Daughter							

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
4.7	Nguyen Dinh Giang		Son-in-law							
4.8	Nguyen Thi Bich		Younger sister							
4.9	Do Xuan Hoa		Younger brother-in-law							
4.10	Nguyen Thi Hoa		Younger sister							
4.11	Nguyen Van Bay		Younger brother-in-law							
4.12	Nguyen Van Dieu		Younger brother							
4.13	Nguyen Thi Nga		Younger sister-in-law							
4.14	Nguyen Thi Hong Vang		Younger sister							
4.15	Nguyen Tho Nhat		Younger brother-in-law							
4.16	Nguyen Thi Thuy		Younger sister							
4.17	Nguyen Ky Anh		Younger brother-in-law							
4.18	Nguyen Hong Quan		Younger brother							
4.19	Nguyen Thi Thu Ha		Younger sister-in-law							
5	Pham Ngoc Phu		Member of the Board of Directors					645,820	2.35%	

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
5.1	Nguyen Thi Sinh		Spouse							
5.2	Pham Ngoc Hoang Viet		Son							
5.3	Nguyen Ngoc Anh		Daughter-in-law							
5.4	Pham Minh Duc		Son							
5.5	Pham Tran Khanh Linh		Daughter-in-law							
5.6	Pham Ngoc Cuong		Younger Brother							
5.7	Pham Ngoc Thinh		Younger Brother							
5.8	Pham Thi Ngoc Tho		Younger Sister							
5.9	Pham Thi Ngoc Thuy		Younger Sister							
5.10	Do Thi Nhung		Younger sister-in-law							
5.11	Dao Xuan Lam		Younger brother-in-law							
5.12	Bui Thi Anh Tuyet		Younger sister-in-law							
5.13	Da Nang Rubber Joint Stock Company		Member of the Board of Directors							

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6	Le Viet Dung		Chairman of Supervisory Board					0		
6.1	Nguyen Thi Hoa		Spouse							
6.2	Le Kim Hanh		Daughter							
6.3	Le Dung Tri		Son							
6.4	Le Ngoc Vu		Father							
6.5	Nguyen Thi Du		Mother							
6.6	Le Thi Thu		Older Sister							
6.7	Ngo Cong Truong		Older brother-in-law							
6.8	Le Viet Hung		Younger brother							
6.9	Cu Thu Phuong		Younger sister-in-law							
6.10	Dao Thi Xuan		Mother-in-law							
7	Vu Thi Bich Ngoc		Member of Supervisory Board					0		
7.1	Vu Tien Dung		Father							
7.2	Nguyen Thi Nho		Mother							
7.3	Vu Thi Minh Thu		Older sister							
7.4	Bui Huy Hieu		Older brother-in-law							
7.5	Nguyen Duc Tien		Husband							

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
7.6	Nguyen Vu Long		Son							
7.7	Nguyen Tien Hung		Son							
7.8	Nguyen Tien Lam		Son							
7.9	Nguyen Van Thiep		Father-in-law							
7.10	Pham Thi Luu		Mother-in-law							
8	Bui Huy Toan		Member of Supervisory Board					0		
8.1	Bui Huu Khanh		Father							
8.2	Dao Thi Tinh		Mother							
8.3	Bui Quoc Toan		Older brother							
8.4	Nguyen Thi Thanh Huyen		Older-sister-in-law							
9	Dao Hai Linh		Deputy General Director							
9.1	Tran Thi Lan		Mother							
9.2	Hoang Thi Thanh Huong		Spouse							
9.3	Dao Hoang Long		Son							
9.4	Dao Hoang Khanh Ngoc		Daughter							
9.5	Dao Xuan Tien		Younger brother							

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
9.6	Nguyen Thi Thu Hien		Younger sister-in-law							
9.7	Hoang Van Manh		Father-in-law							
9.8	Do Thi Hieu		Mother-in-law							
10	Chu Van Luu		Deputy General Director							
10.1	Tran Thi Ty		Mother							
10.2	Chu Thi Lai		Older sister							
10.3	Nguyen Trong Nhan		Older brother-in-law							
10.4	Chu Van Lich		Older brother							
10.5	Luyen Thi Long		Older sister-in-law							
10.6	Chu Thi Lan		Older sister							
10.7	Nguyen Ba Ngoc		Older brother-in-law							
10.8	Chu Thi Ly		Older sister							
10.9	Cao Hoa		Older brother-in-law							
10.10	Chu Thi Tam		Younger sister							
10.11	Mai Van Nam		Younger brother-in-law							
10.12	Vu Thi Tuyet		Spouse							
10.13	Chu Hai An		Daughter							
10.14	Chu Hai Duong		Daughter							
10.15	Chu Tuyet Nhi		Daughter							

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
10.16	Vu Duc Thang		Father-in-law							
11	Le Thi Minh Hoa		Chief Accountant					15,950	0.05	
11.1	Le Ngoc Diep		Father							
11.2	Le Thi Lien		Mother							
11.3	Nguyen Van Hieu		Husband							
11.4	Nguyen Viet Hoang		Son							
11.5	Nguyen Dieu Linh		Daughter							
11.6	Le Thi Thanh Phu		Older sister							
11.7	Le Thi Ngoc Lan		Younger sister							
11.8	Bui Manh Hai		Older brother-in-law							
11.9	Tran Quoc Hung		Younger brother-in-law							
12	Nguyen Thu Huong		Corporate Governance Officer, Company Secretary, Individual authorized to report and disclose information					17,100	0.06%	
12.1	Nguyen Duc Quy		Father							

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
12.2	Nguyen Thi Hong Oanh		Mother							
12.3	Nguyen Thu Hien		Older Sister							
12.4	Nguyen Thanh Hai		Older brother-in-law							
13	Trieu Thi Ngoc Giang		Person in Charge of Internal Audit Department, Head of Administration and General Affairs Department					0	0	
13.1	Trieu Quang Cong		Father							
13.2	Nguyen Thi Kim Ngoc		Mother							
13.3	Trieu Thanh Nam		Younger brother							
13.4	Me Phuong Ngan		Sister-in-law							
13.5	Tran Van Khanh		Husband							
13.6	Tran Khanh Chi		Daughter							
13.7	Tran Khanh Dang		Son							
13.8	Tran Thi Phan		Mother-in-law							

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)/Relationship with internal persons	ID card/Business registration Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
B	AFFILIATED ORGANIZATION OWNING MORE THAN 10% OF VOTING SHARES									
1	Vietnam National Chemical Group		Owned 68,49%					18,815,547	68,49%	

APPENDIX IV:
TRANSACTIONS OF INTERNAL PERSONS AND AFFILIATED PERSONS WITH SHARES OF THE COMPANY

(Attached to Report No. 07/BC-HĐQT dated 30 January 2026)

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, re-warding..etc..)
			Number of shares	Percentage	Number of shares	Percentage	
1	Van Dinh Hoan	Member of BOD; General Director	115,560	1.05%	288,900	1.05%	Increase due to receipt of bonus shares
1.1	Dang Thi Thu Hien	Spouse	100,003	0.91%	250,007	0.91%	Increase due to receipt of bonus shares
2	Nguyen Van Bach	Member of BOD	15,702	0.14%	39,255	0.14%	Increase due to receipt of bonus shares
3	Pham Ngoc Phu	Member of BOD	258,328	2.35%	645,820	2.35%	Increase due to receipt of bonus shares
4	Le Thi Minh Hoa	Chief Accountant	6,380	0.05%	15,950	0.05%	Increase due to receipt of bonus shares
5	Nguyen Thu Huong	Corporate Governance Officer, Company Secretary, Individual authorized to report and disclose information	2,200	0.02%	17,100	0.06%	Increase due to receipt of bonus shares, buying
6	Vietnam National Chemical Group	Major Shareholder	7,526,219	68.49%	18,815,547	68.49%	Increase due to receipt of bonus shares