

No: 01/2026/TT6/BCQT-HĐQT

Can Tho City, Januray 30, 2026

REPORT ON CORPORATE GOVERNANCE

(Year 2025)

(Issued in conjunction with Circular 96/2020/TT-BTC dated November 16, 2020, of the Ministry of Finance guiding information disclosure on the stock market)

To: - The State Securities Commision of VietNam;
 - Viet Nam Stock Exchange;
 - Ha Noi Stock Exchange.

- Name of company: TIEN THINH GROUP JOINT STOCK COMPANY
- Address of headoffice: My Phu Hamlet, Tan Phuoc Hung Commune, Can Tho City
- Telephone: 0901 225 777 - Fax: (0292) 373 0998
- Email: bantaichinh@tienthinh.vn
- Website: tienthinh.vn
- Charter Capital: **228,057,890,000VND** *(Two hundred and twenty-eight billion, fifty-seven million, eight hundred and ninety thousand Vietnamese dong)*
- Stock symbol: TT6
- Governance model: General Meeting of Shareholders, Board of Directors, General Director and Audit Committee under the Board of Directors.
- Regarding the implementation of the internal audit function: The enterprise is not subject to the application of internal audit requirements as stipulated in Decree 05/2019/ND-CP on internal audit.

I. Activities of the General Meeting of Shareholders:

On May 23, 2025, Tien Thinh Group Joint Stock Company held the 2025 Annual General Meeting of Shareholders. On May 23, 2025, the Company publicly disclosed the full information regarding the resolution, meeting minutes, and all documents approved at the General Meeting of Shareholders.

On 18 September 2025, Tien Thinh Group Joint Stock Company conducted a written ballot of shareholders and fully disclosed information on the resolution, vote-counting minutes, and all documents approved through the written shareholders' voting process.

Information on the meeting and the Resolution of the Annual General Meeting of Shareholders for 2025 held on 23 May 2025, and the Resolution of the General Meeting of Shareholders adopted through the written shareholders' voting process on 18 September 2025, is as follows:

No.	Resolution/Decision No.	Date	Content
01	01/2025/TT6 /NQ-DHĐCĐ	23 May 2025	+ Report of the General Directorate on the Company's business activities in 2024 and the

			<p>production and business plan for 2025;</p> <ul style="list-style-type: none"> + Report of the Board of Directors for 2024 and the action plan for 2025; + Proposal for approval of the audited financial statements for 2023; + Proposal for approval of the profit distribution plan, dividend distribution for 2024, and the profit distribution and dividend distribution plan for 2025; + Proposal on the remuneration, salaries, bonuses, and other benefits for the Board of Directors and Supervisory Board for 2024 and the plan for 2025; + Proposal on selecting the auditing company to review and/or audit the financial statements for 2025; + Proposal for approval of related-party transactions between the Company and insiders or related parties; + Proposal for the approval of transferring the Company's shares from trading on UPCoM to listing on HOSE; + Proposal for the approval of the plan to issue shares for 2024 dividend payment; + Approval of the dismissal and additional election of members of the Board of Directors for the 2021–2026 term; + Proposal for the approval of eliminating certain business lines and re-registering the maximum foreign ownership ratio; + Approval of the results of the additional election of members to the Board of Directors for the 2021–2026 term as follows: <ul style="list-style-type: none"> • Mr. Phan Duy Binh • Mr. Vo Phan Hai Au
	02/2025/TT6 /NQ-ĐHĐCĐ	18 September 2025	<ul style="list-style-type: none"> + Proposal on approving the exemption from the obligation to make a public tender offer for shares by Mr. Pham Tien Hoai, Chairman of the Board of Directors of the Company, in respect of shareholder Phan Duy Binh. + Proposal on approving the exemption from the obligation to make a public tender offer for

			<p>shares by Mr. Pham Tien Hoai, Chairman of the Board of Directors of the Company, in respect of shareholder Le Van Tuyen.</p> <p>+ Proposal on approving the exemption from the obligation to make a public tender offer for shares by Mr. Pham Tien Hoai, Chairman of the Board of Directors of the Company, in respect of shareholder Tran Tuan Anh.</p> <p>+ Proposal on approving the amendment and re-issuance of the Charter of Tien Thinh Group Joint Stock Company following the adjustment of the Company's head office address and the address of the legal representative in accordance with the State regulations on the update of administrative boundaries.</p> <p>+ Proposal on approving the offering and issuance of shares of the Company.</p>
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II. Board of Directors (Year 2025):

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

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Pham Tien Hoai	Chairman of the Board of Directors	06/09/2021	
2	Mr. To Thai Thanh	Executive Member of the Board of Directors and General Director, Board Secretary	05/09/2021	
3	Mr. Nguyen Ba Doan	Executive Member of the Board of Directors	05/09/2021	23/05/2025
4	Mr. Vien Tan Phat	Non-executive Member of the Board of Directors and Board Secretary	05/09/2021	23/05/2025
5	Mr. Huynh Trung Nghia	Independent Member of the Board of Directors	05/01/2022	
6	Mr Phan Duy Binh	Non-executive Member of the Board of Directors	23/05/2025	
7	Mr Vo Phan Hai Au	Non-executive Member of the Board of Directors	23/05/2025	

2. Meetings of the Board of Directors

No.	Board of Director' member	Position	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Pham Tien Hoai	Chairman of the Board of Directors	20/20	100	
2	Mr. To Thai Thanh	Executive Member of the Board of Directors	20/20	100	
3	Mr. Nguyen Ba Doan	Executive Member of the Board of Directors	08/20	40	Dismissed on May 23, 2025
4	Mr. Vien Tan Phat	Non-Executive Member of the Board of Directors	08/20	40	Dismissed on May 23, 2025
5	Mr. Huynh Trung Nghia	Independent Member of the Board of Directors	20/20	100	
6	Mr Phan Duy Binh	Non-executive Member of the Board of Directors	12/20	60	Appointed on May 23, 2025
7	Mr Vo Phan Hai Au	Non-executive Member of the Board of Directors	12/20	60	Appointed on May 23, 2025

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

The Board of Directors (BOD) plays a comprehensive strategic orientation role and develops long-term development plans to ensure the sustainable growth of the Company. During its governance, the BOD issues timely directives, provides strategic solutions, and consistently adheres to legal regulations. At the same time, the BOD closely supervises the implementation of plans and objectives approved by the 2025 Annual General Meeting of Shareholders, ensuring compliance and operational efficiency.

The BOD is committed to maintaining transparency in corporate governance and facilitating effective oversight by shareholders and regulatory authorities. All resolutions and decisions of the BOD are fully and promptly communicated to BOD members, the Supervisory Board, the Executive Board, and relevant stakeholders, and are closely monitored for execution by the General Director in accordance with approved content.

Under the BOD's direction, the Executive Board has implemented management measures aligned with practical conditions and legal compliance. Key focuses include cost control and optimization based on specific quotas for each unit, enhanced goods inspection, and effective capital

turnover management. The ordering process has been standardized, and inventory checks are conducted periodically to ensure operational compliance with internal regulations and legal requirements.

The BOD has reviewed and unanimously agreed with the General Director's proposal to select A&C Auditing and Consulting Co., Ltd. – Can Tho Branch as the independent auditor of the Company's financial statements, and has submitted the proposal to the General Meeting of Shareholders for consideration and approval.

During BOD meetings, the General Director regularly reports on the Company's business performance. BOD members collaborate with the General Director to implement resolutions and closely monitor the execution in line with the strategic directions set forth.

4. Activities of the Board of Directors' subcommittees

The Audit Committee, under the Board of Directors, was established in accordance with the resolution of the General Meeting of Shareholders through a written vote on December 13, 2024. The Board of Directors had appointed the members of the Audit Committee, who are independent Board members not involved in the management, with the function of independently auditing and evaluating the Company's operations. Details of the Audit Committee's activities are presented in section III.

5. Resolutions/Decisions of the Board of Directors (Year 2025):

No.	Resolution/Decision No.	Date	Content
01	01/2025/TT6/NQ-HĐQT	09/01/2025	Approval of the cancellation of the land use rights transfer agreement.
02	02/2025/TT6/NQ-HĐQT	27/02/2025	Approval of the 2025 business plan.
03	03/2025/TT6/NQ-HĐQT	27/02/2025	Approval of transactions with partners.
04	04/2025/TT6/NQ-HĐQT	28/02/2025	Approval of the implementation plan for the share offering to existing shareholders; plan to ensure the offering complies with the foreign ownership ratio
5	05/2025/TT6/NQ-HĐQT	10/03/2025	Approval of the organization of the 2025 Annual General Meeting of Shareholders
6	06/2025/TT6/NQ-HĐQT	21/03/2025	Approval of the detailed capital use plan for the additional share issuance to existing shareholders.
7	07/2025/TT6/NQ-HĐQT	26/03/2025	Approval of the registration dossier for the additional share offering to existing shareholders
8	08/2025/TT6/NQ-HĐQT	09/04/2025	Approval of the time, venue, and agenda of the 2025 Annual General Meeting of Shareholders.
9	09/2025/TTG/NQ-HĐQT	06/05/2025	Approval of the dismissal and appointment of the Secretary to the Board of Directors.

No.	Resolution/Decision No.	Date	Content
10	09/2025/TT6/NQ-HĐQT	26/05/2025	Approval of the promulgation of the amended Charter of the Company.
11	10/2025/TT6/NQ-HĐQT	26/05/2025	Approval of the dismissal and appointment of members of the Audit Committee.
12	11/2025/TT6/NQ-HĐQT	05/06/2025	Approval of the determination of the maximum foreign ownership ratio at the Company
13	12/2025/TT6/NQ-HĐQT	09/06/2025	Approval of the detailed capital use plan for the additional share issuance to existing shareholders
14	13/2025/TT6/NQ-HĐQT	09/06/2025	Approval of the registration dossier for the additional share offering to existing shareholders.
15	14/2025/TT6/NQ-HĐQT	09/06/2025	Approval of the order of implementation of share issuance plans to increase the Company's charter capital.
16	15/2025/TT6/NQ-HĐQT	09/07/2025	Approval of the selection of an auditing firm to conduct the review and/or audit of the financial statements for the year 2025
17	16/2025/TT6/NQ-HĐQT	05/08/2025	Approval of the organization of a written shareholders' voting process in the year 2025
18	17/2025/TT6/NQ-HĐQT	03/09/2025	Approval of the capital contribution for the establishment of a subsidiary
19	18/2025/TT6/NQ-HĐQT	05/09/2025	Approval of the contents of the documents for the written shareholders' voting process
20	19/2025/TT6/NQ-HĐQT	18/09/2025	Approval of the implementation of the plan for the issuance of shares to pay dividends for the year 2024
21	20/2025/TT6/NQ-HĐQT	08/10/2025	Approval of the record date for determining the list of shareholders entitled to receive shares issued for the payment of dividends for the year 2024
22	21/2025/TT6/NQ-HĐQT	06/11/2025	Approval of the increase in charter capital and the promulgation of the amended Charter of the Company

III. Audit Committee (Year 2025)

1. Information about members of Audit Committee:

No.	Members of Audit Committee	Position	The date becoming/ceasing to be the member of Audit Committee	Qualification
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1	Mr. Hoang Trung Nghia	Independent members of the BOD as Chairman of the Audit Committee	- Start date as independent members of the BOD: 05/01/2022. - Start date as Audit Committee member of the BOD: 16/12/2024	Bachelor of Accounting
2	Mr. Vien Tan Phat	Non-executive members of the BOD as Audit Committee member	- Start date as Non-executive members of the BOD: 05/09/2021 - Start date as a Member of the Audit Committee: 16/12/2024 - Date of cessation as a member of the Audit Committee: May 26, 2025	Bachelor of Computer Science
3.	Mr. Phan Duy Binh	Non-executive members of the BOD as Audit Committee member	- Start date as Non-executive members of the BOD: 23/05/2025 - Start date as a Member of the Audit Committee: 26/05/2025	Bachelor of Business Administration

2. Meetings of Audit Committee:

No.	Members of Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Hoang Trung Nghia	2/2	100%	100%	
2	Mr. Vien Tan Phat	0/2	0%	100%	Date of cessation: May 26, 2025
3	Mr. Phan Duy Binh	2/2	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Audit Committee:

In 2025, the Audit Committee performed the following duties in carrying out its supervisory functions over the Company, as follows:

- Supervision of the activities of the Board of Directors (BOD) and the General Director: Ensured that all decisions and actions of the BOD and General Director complied with the law, the Company's Charter, and the strategy approved by the General Meeting of Shareholders.
- Monitoring the business plan: Oversaw the implementation of the 2025 business plan and the execution of resolutions passed by the General Meeting of Shareholders.
- Internal document control: Ensured that the formulation and issuance of internal

regulations, processes, and procedures were legal, appropriate, and procedurally compliant.

- Assessment of transparency and legality: Reviewed management activities, accounting, statistical work, and financial reporting to ensure accuracy, legality, and prudence.
- Advisory on independent audit: Provided input on the selection of the auditing firm; reviewed accounting data and business results to ensure the financial statements were accurate, lawful, and complied with accounting standards and applicable regulations.
- Appraisal of reports and materials: Reviewed semi-annual and annual financial statements, business performance reports, and documents submitted to the General Meeting of Shareholders to ensure their completeness and legal compliance.

4. The coordination among the Audit Committee, the Board of Management, Board of Directors and other managers.

In 2025, the Audit Committee plans to coordinate with the Board of Directors, the General Director, and other management personnel to oversee matters related to corporate governance, business operations, and the Company's financial performance.

- In 2025, the Audit Committee held meetings to assign specific tasks to each member, and agreed on the 2025 activity and audit plan. Compliance checks, appropriateness assessments, and procedural reviews were carried out more consistently and effectively through the review of departmental functions and responsibilities, as well as updates and revisions to existing procedures. This formed the basis for evaluating the performance of each department.
- In 2025, the Board of Directors fully implemented the resolutions of the General Meeting of Shareholders; all meetings were held in accordance with legal regulations and the Company's Charter.
- The Board of Directors closely supervised and promptly directed the Executive Board in its management efforts, ensuring that the resolutions of the General Meeting of Shareholders were strictly followed.
- The Audit Committee acknowledged the efforts of the Executive Board in carrying out business activities and flexibly responding to market fluctuations amid challenging economic conditions.
- The resolutions of the General Meeting of Shareholders and the Board of Directors were clearly communicated by the Executive Board to all departments, accompanied by thorough monitoring and supervision. As a result, any issues arising during the period were promptly and effectively addressed.

5. Other activities of the Audit Committee: None.

IV. Board of Management (Year 2025)

No.	Members of Board of Management	Position	Date of Birth	Qualification	Date of appointment / dismissal of members of the Board of Management
1	Mr. To Thai Thanh	General Director	26/09/1978	Bachelor of Economics	01/08/2023

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mr. Tran Ha Giang	30/05/1980	Bachelor of Accounting	Appointed on 06/09/2021

VI. Training courses on corporate governance:

Corporate governance training courses that BOD members, SB members, the General Director, other management personnel, and the Company Secretary attended as regulated by corporate governance: not yet participated

VII. The list of affiliated persons of the public company (Year 2025) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company: Appendix 1 attached.

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

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: 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, 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): Appendix 2 attached.

4.2 Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, General Director or CEO: Appendix 2 attached.

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, General Director and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons (Year 2025):

1. The list of internal persons and their affiliated persons: Appendix 3 attached.

2. Transactions of internal persons and affiliated persons with shares of the company: Appendix 4 attached

IX. Other significant issues:

1. On June 2, 2025, the Business Registration Office – Department of Finance of Hau Giang Province issued a Certificate of Enterprise Registration Change for Tien Thinh Group Joint Stock Company, reflecting changes in several of the Company's business lines.
2. On 22 July 2025, the State Securities Commission of Vietnam (SSC) issued Official Letter No. 3655/UBCK-PTTT regarding the dossier for notification of the change in the maximum foreign ownership ratio of Tien Thinh Group Joint Stock Company, setting such ratio at 100%.
3. On 18 August 2025, the Business Registration Division – Can Tho City Department of Finance issued the Enterprise Registration Certificate to Tien Thinh Group Joint Stock Company,

reflecting the change of the Company's address in accordance with the adjustment of administrative boundaries.

4. On 6 October 2025, the State Securities Commission of Vietnam issued Official Letter No. 6000/UBCK-QLCB confirming receipt of the report documents on the issuance of shares to pay dividends of Tien Thinh Group Joint Stock Company (stock code: TT6).
5. On 3 November 2025, the State Securities Commission of Vietnam issued Official Letter No. 7064/UBCK-QLCB confirming receipt of the report on the results of the issuance of shares to pay dividends of Tien Thinh Group Joint Stock Company. Accordingly, the Company completed the distribution of 2,259,989 shares.
6. On 17 November 2025, the Business Registration Division – Can Tho City Department of Finance issued the Enterprise Registration Certificate to Tien Thinh Group Joint Stock Company, reflecting the change in the Company's charter capital.
7. On 14 November 2025, the Hanoi Stock Exchange (HNX) issued Decision No. 1365/QĐ-SGDHN approving the change in the registration for trading of shares of Tien Thinh Group Joint Stock Company.
8. On 25 November 2025, the Hanoi Stock Exchange issued Notice No. 5059/TB-SGDHN announcing that the trading date for shares subject to the change in trading registration of Tien Thinh Group Joint Stock Company would be 1 December 2025. Accordingly, on 1 December 2025, the Company registered for additional trading of 2,259,989 shares (issued in the form of shares for dividend payment).

CHAIRMAN OF THE BOARD OF DIRECTORS


CÔNG TY
CƠ PHẦN
TẬP ĐOÀN
TIẾN THỊNH
Phạm Tien Hoai

Appendix 01: The list of affiliated persons of the Company

No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
I	Pham Tien Hoai		Chairman of the Board of Directors			06/09/2021			Chairman of the Board of Directors
1	Pham Xuan Hoa		None			06/09/2021			Biological Father of the Chairman of the Board of Directors
2	Tran Thi Yen Tuyet		None			06/09/2021			Biological Mother of the Chairman of the Board of Directors
3	Pham Xuan Dung		None			06/09/2021			Elder Brother of the Chairman of the Board of Directors
4	Pham Tien Duc		None			06/09/2021			Elder Brother of the Chairman of the Board of Directors
5	Le Thi Thu Thao		None			06/09/2021			Wife of the Chairman of the Board of Directors

No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
6	Pham Tien Thinh		None			06/09/2021			Biological Child of the Chairman of the Board of Directors
7	Pham Thao Hanh Nguyen		None			06/09/2021			Biological Child of the Chairman of the Board of Directors
8	Le Cong Lap		None			06/09/2021			Father-in-law of the Chairman of the Board of Directors
9	Nguyen Thi Thu Huong		None			06/09/2021			Mother-in-law of the Chairman of the Board of Directors
10	Pham Thanh Thuy		None			06/09/2021			Sister-in-law of the Chairman of the Board of Directors
11	Vien Thuy Minh Tam		None			06/09/2021			Sister-in-law of the Chairman of the Board of Directors



No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
12	Hanh Nguyen Logistics Joint Stock Company		None	6300314022; Date of issue: 30/01/2019; Place of issue: Department of Planning and Investment of Hau Giang Province	Phu Huu A Concentrated Industrial Cluster – Phase 1, Chau Thanh Commune, Can Tho City	06/09/2021			The Chairman of the Board of Directors is the Legal Representative of Hanh Nguyen Logistics Joint Stock Company
II	Nguyen Ba Doan	033C306240 at Rong Viet Securities Joint Stock Company	Member of the Board of Directors			05/09/2021	23/05/2025	Dismissed pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders	Member of the Board of Directors
1	Nguyen Ba Dac		None			05/09/2021			Father of the Member of the Board of Directors
2	Tran Thi Dau		None			05/09/2021			Mother of the Member of the Board of Directors



No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
3	Nguyen Thi Thuy Dan		None			05/09/2021			Sister of the Member of the Board of Directors
4	Vo Thi Thuy Trang		None			05/09/2021			Wife of the Member of the Board of Directors
5	Vo Van Hien		None			05/09/2021			Father-in-law of Member of the Board of Directors
6	Nguyen Thi Ut		None			05/09/2021			Mother-in-law of Member of the Board of Directors
III	To Thai Thanh	033C306210 at Rong Viet Securities Joint Stock Company	Member of the Board of Directors cum General Director, Authorized Representative, Information Disclosure Officer			05/09/2021			Member of the Board of Directors



No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
1	Ngo Thi Tuyet		None			05/09/2021			Mother of Member of the Board of Directors
2	To Thi Thanh Thuy		None			05/09/2021			Sibling of Member of the Board of Directors
3	To Tan Tai		None			05/09/2021			Sibling of Member of the Board of Directors
4	Son Se Vene		None			05/09/2021			Sister-in-law of Member of the Board of Directors
IV	Vien Tan Phat	033C306236 at Rong Viet Securities Joint Stock Company	Member of the Board of Directors and Member of the Audit Committee			05/09/2021	23/05/2025	Dismissed pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders	Member of the Board of Directors and Member of the Audit Committee
1	Vien Qui		None			05/09/2021	23/05/2025		Biological father of Member of the

No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
									Board of Directors
2	Nguyen Thi Thu Ha		None			05/09/2021	23/05/2025		Biological mother of Member of the Board of Directors
3	Vien Tuan Anh		None			05/09/2021	23/05/2025		Brother of a Member of the Board of Directors
4	Vien Thuy Minh Tam		None			05/09/2021	23/05/2025		Sister of a Member of the Board of Directors
5	Vien Ngoc Anh		None			05/09/2021	23/05/2025		Younger sibling of a Member of the Board of Directors
6	Pham Tien Duc		None			05/09/2021	23/05/2025		Brother-in-law of a Member of the Board of Directors
7	Dang Thi Hue Tho		None			16/12/2024	23/05/2025		Mother-in-law of a Member of the Board of Directors



No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
8	Dang Van Quan		None			16/12/2024	23/05/2025		Father-in-law of a Member of the Board of Directors
9	Le Phuong Thuy		None			16/12/2024	23/05/2025		Mother-in-law of a Member of the Board of Directors
10	Tan Phat Mechanical One Member Limited Liability Company		None	6300319260; Date of issue: 26/07/2019; Place of issue: Department of Planning and Investment of Hau Giang Province	Phu Huu A Concentrated Industrial Cluster – Phase 1, Chau Thanh Commune, Can Tho City	06/09/2021	23/05/2025		Member of the Board of Directors is the legal representative of Tan Phat Mechanical One Member Limited Liability Company
V	Huynh Trung Nghia		Member of the Board of Directors and Chairman of the Audit Committee			05/01/2022			Member of the Board of Directors and Chairman of the Audit Committee
1	Nguyen Thi Duong		None			05/01/2022			Biological mother of a Member of the

No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
									Board of Directors
2	Huynh Trung Hau		None			05/01/2022			Brother of a Member of the Board of Directors
3	Huynh Trung An		None			05/01/2022			Younger sibling of a Member of the Board of Directors
4	Duong Bich Tuyen		None			05/01/2022			Wife of a Member of the Board of Directors
5	Huynh Duong Thien Nhan		None			05/01/2022			Biological child of a Member of the Board of Directors
6	Huynh Duong Thien Kim		None			05/01/2022			Biological child of a Member of the Board of Directors



No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
7	Lam Thi Kim Phuong		None			05/01/2022			Sister-in-law of a Member of the Board of Directors
8	Cao Thi Anh Xuan		None			05/01/2022			Younger sister-in-law of a Member of the Board of Directors
9	Duong Van Phuol		None			05/01/2022			Father-in-law of a Member of the Board of Directors
10	Nguyen Thi Cam		None			05/01/2022			Mother-in-law of a Member of the Board of Directors
VI	Phan Duy Binh		Member of the Board of Directors and Member of the Audit Committee			23/05/2025		Appointed as a BOD Member pursuant to the Resolution of the 2025 AGM	



No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
1	Phan Tam		None			23/05/2025			Biological father of Member of the Board of Directors
2	Nguyen Thi Thanh Giang		None			23/05/2025			Biological mother of Member of the Board of Directors
3	Phan Huynh Kiem Bach		None			23/05/2025			Biological child of a Member of the Board of Directors
4	Huynh Tran Linh Dan		None			23/05/2025			Wife of a Member of the Board of Directors
5	Tran Thi Diem Chau		None			23/05/2025			Mother-in-law of a Member of the Board of Directors
VII	Vo Phan Hai Au		Member of the Board of Directors and			23/05/2025			



No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
			Member of the Audit Committee						
1	Vo Minh Thi		None			23/05/2025			Biological father of Member of the Board of Directors
2	Phan Thi Thy		None			23/05/2025			Biological mother of Member of the Board of Directors
3	Pham Kim Uyen		None			23/05/2025			Wife of a Member of the Board of Directors
4	Vo Phan Hai Quang		None			23/05/2025			Younger sibling of a Member of the Board of Directors
5	Le Thi May		None			23/05/2025			Younger sister-in-law of a Member of the Board of Directors



No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
6	Pham Van Ly		None			23/05/2025			Father-in-law of a Member of the Board of Directors
7	Nguyen Thi Lan		None			23/05/2025			Mother-in-law of a Member of the Board of Directors
VIII	Tran Ha Giang		Chief Accountant			06/09/2021			Chief Accountant
1	Tran Tuan Si		None			06/09/2021			Biological father of Chief Accountant
2	Tran Thi Doi		None			06/09/2021			Biological mother of Chief Accountant



No.	Name of organization/ individual	Securities Trading Account	Position in the Company	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
3	Nguyen Thi Ngoc Duyen		None			06/09/2021			Spouse of Chief Accountant
4	Tran Nguyen Gia Bao		None	-		06/09/2021			Biological Child of Chief Accountant
5	Tran Nguyen Dinh Nguyen		None	-		06/09/2021			Biological Child of Chief Accountant
6	Nguyen Van Chan		None			06/09/2021			Father-in-law of Chief Accountant
7	Tran Thi Ngoc Bich		None			06/09/2021			Sibling of Chief Accountant
8	Tran Thi Huynh Nga		None			06/09/2021			Sibling of Chief Accountant
9	Tran Anh Quoc		None			06/09/2021			Brother-in-law of Chief Accountant

Appendix 02:

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity	Total value of transaction (VND)
1	Hanh Nguyen Logistics Joint Stock Company (formerly Hanh Nguyen Food One Member Limited Liability Company)	Related Party of Mr. Pham Tien Hoai - Chairman of the Board of Directors	6300314022; Date of issue: January 30, 2019; Place of issue: Hau Giang Department of Planning and Investment	Phu Huu A Concentrated Industrial Cluster – Phase 1, Chau Thanh Commune, Can Tho City	Year 2025	- Resolution of the General Meeting of Shareholders No. 01/2024/TT6/NQ- ĐHĐCĐ dated June 28, 2024 - Resolution of the General Meeting of Shareholders No. 01/2025/TT6/NQ- ĐHĐCĐ dated May 23, 2025	Warehouse leasing, container hauling, and related services	10,819,143,212
2	Phu Thinh Export Food Processing Joint Stock Company	Relationship: The legal representative is a related person of Mr. Pham Tien Hoai – Chairman of the Board of Directors	Enterprise Registration No.: 6300055339; Date of issuance: 20 August 2008; Issuing authority: Department of Planning and Investment of Hau Giang Province	Tan Phu Thanh Industrial Park, Thanh Xuan Commune, Can Tho City			Sale of goods	231,000,000
3	Pham Tien Hoai	Mr. Pham Tien Hoai - Chairman of the Board of Directors					* Company Loan: Beginning balance: 1.578.329.300 VND During the period: - Company Loan: 68,971,167,009 VND - Company Loan Repayment: 55,426,453,100 VND Ending Balance: 15,123,043,209 VND.	



Appendix 3:

The list of internal persons and their affiliated persons.

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Pham Tien Hoai	077C235678 at Mirae Asset Securities JSC	Chairman of the Board of Directors		ID					14,995,906	65,76%	06/09/2021		
1	Pham Xuan Hoa		None	Father	ID					0	0%	06/09/2021		
2	Tran Thi Yen Tuyet		None	Mother	ID					0	0%	06/09/2021		
3	Pham Xuan Dung		None	Brother	ID					0	0%	06/09/2021		
4	Pham Tien Duc		None	Brother	ID					0	0%	06/09/2021		



No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
5	Le Thi Thu Thao		None	Wife	ID					0	0%	06/09/2021		
6	Pham Tien Thinh		None	Son	-	-	-	-		0	0%	06/09/2021		
7	Pham Thao Hanh Nguyen		None	Daughter	-	-	-	-		0	0%	06/09/2021		
8	Le Cong Lap		None	Father-in-law	ID					0	0%	06/09/2021		
9	Nguyen Thi Thu Huong		None	Mother-in-law	ID					0	0%	06/09/2021		
10	Pham Thanh Thuy		None	Sister-in-law	ID					0	0%	06/09/2021		
11	Vien Thuy Minh Tam		None	Sister-in-law	ID					0	0%	06/09/2021		

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
12	Hanh Nguyen Logistics Joint Stock Company (formerly Hanh Nguyen Food One Member Limited Liability Company)		None	Legal Representative	Business Registration Certificate	6300314022	30/01/2019	Department of Planning and Investment of Hau Giang Province	Phu Huu A Concentrated Industrial Cluster – Phase 1, Chau Thanh Commune, Can Tho City	0	0%	06/09/2021		
II	Nguyen Ba Doan		Member of the Board of Directors (dismissed on May 23, 2025)		ID					44	0,00%	05/09/2021		
1	Nguyen Ba Dac		None	Father	ID					0	0%	05/09/2021		
2	Tran Thi Dau		None	Mother	ID					0	0%	05/09/2021		

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
3	Nguyen Thi Thuy Dan		None	Sister	ID					0	0%	05/09/2021		
4	Vo Thi Thuy Trang		None	Wife	ID					0	0%	05/09/2021		
5	Vo Van Hien		None	Father-in-law	ID					0	0%	05/09/2021		
6	Nguyen Thi Ut		None	Mother-in-law	ID					0	0%	05/09/2021		
III	To Thai Thanh				ID					0	0,00%	05/09/2021		



No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
1	Ngo Thi Tuyet		None	Mother	ID					0	0%	05/09/2021		
2	To Thi Thanh Thuy		None	Younger Sister	ID					0	0%	05/09/2021		
3	To Tan Tai		None	Younger Brother	ID					0	0%	05/09/2021		
4	Son Se Vene		None	Sister-in-Law	ID					0	0%	05/09/2021		
IV	Vien Tan Phat				ID					7,326	0.03%	05/09/2021		
1	Vien Qui		None	Father	ID					0	0%	05/09/2021		

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
2	Nguyen Thi Thu Ha		None	Mother	ID					0	0%	05/09/2021		
3	Vien Tuan Anh		None	Elder Brother	ID					0	0%	05/09/2021		
4	Vien Thuy Minh Tam		None	Elder Sister	ID					0	0%	05/09/2021		
5	Vien Ngoc Anh		None	Younger Sister	ID					0	0%	05/09/2021		
6	Pham Tien Duc		None	Brother-in-Law	ID					0	0%	05/09/2021		
7	Dang Thi Hue Tho		None	Wife	ID							16/12/2024		

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
8	Dang Van Quan		None	Father-in-law	ID					0	0%	16/12/2024		
9	Le Phuong Thuy		None	Mother-in-law	ID					0	0%	16/12/2024		
10	Tan Phat Mechanical One Member Limited Liability Company		None	Legal Representative	Business Registration Certificate	6300319260	26/07/2019	Hau Giang Provincial Department of Planning and Investment	Phu Huu A Concentrated Industrial Cluster – Phase 1, Chau Thanh Commune, Can Tho City	0	0%	05/09/2021		
V	Huynh Trung Nghia		Member of the Board of Directors and Chairman of the Audit Committee		ID					0	0.00%	05/01/2022		
1	Nguyen Thi Duong		None	Mother	ID					0	0%	05/01/2022		



No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
2	Huynh Trung Hau		None	Brother	ID					0	0%	05/01/2022		
3	Huynh Trung An		None	Younger Brother	ID					0	0%	05/01/2022		
4	Duong Bich Tuyen		None	Wife	ID					0	0%	05/01/2022		
5	Huynh Duong Thien Nhan		None	Child	-	-	-	-		0	0%	05/01/2022		
6	Huynh Duong Thien Kim		None	Child	-	-	-	-		0	0%	05/01/2022		
7	Lam Thi Kim Phuong		None	Sister-in-law	ID					0	0%	05/01/2022		

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
8	Cao Thi Anh Xuan		None	Sister-in-law	ID					0	0%	05/01/2022		
9	Duong Van Phuol		None	Father-in-law	ID					0	0%	05/01/2022		
10	Nguyen Thi Cam		None	Mother-in-law	ID					0	0%	05/01/2022		
VI	Phan Duy Binh		Member of the Board of Directors and member of the Audit Committee		ID					0	0.00%	23/05/2025		
1	Phan Tam		None	Farther	ID					0	0%	23/05/2025		
2	Nguyen Thi Thanh Giang		None	Mother	ID					0	0%	23/05/2025		

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
3	Phan Huynh Kiem Bach		None	Child	-	-	-	-		0	0%	23/05/2025		
4	Huynh Tran Linh Dan		None	Wife	ID					0	0%	23/05/2025		
5	Tran Thi Diem Chau		None	Mother-in-law	ID					0	0%	23/05/2025		
VII	Vo Phan Hai Au	-	Member of the Board of Directors		ID					571,354	2,51%	23/05/2025		
1	Vo Minh Thi		None	Farther	ID					0	0%	23/05/2025		
2	Phan Thi Thy		None	Mother	ID					0	0%	23/05/2025		

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
3	Pham Kim Uyen		None	Wife	ID					0	0%	23/05/2025		
4	Vo Phan Hai Quang		None	Younger Brother	ID					0	0%	23/05/2025		
5	Le Thi May		None	Sister-in-law	ID					0	0%	23/05/2025		
6	Pham Van Ly		None	Father-in-law	ID					0	0%	23/05/2025		
7	Nguyen Thi Lan		None	Mother-in-law	ID					0	0%	23/05/2025		



No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
IX	Tran Ha Giang		Chief Accountant		ID					57.720	0.25%	06/09/2021		
1	Tran Tuan Si		None	Father	Identity Card					0	0%	06/09/2021		
2	Tran Thi Doi		None	Mother	ID					0	0%	06/09/2021		
3	Nguyen Thi Ngoc Duyen		None	Wife	ID					0	0%	06/09/2021		
4	Tran Nguyen Gia Bao		None	Biological child	-	-	-	-		0	0%	06/09/2021		
5	Tran Nguyen Dinh Nguyen		None	Biological child	-	-	-	-		0	0%	06/09/2021		
6	Nguyen Van Chan		None	Father-in-law	ID	087051003759	13/08/2021			0	0%	06/09/2021		



No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of Personal Identification Document (*)	ID card No./ Passport No. (*)	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	Time of starting to be affiliated person	Reason (for changes related to items 12 and 13)	Note
7	Tran Thi Ngoc Bich		None	Sibling	ID	094183014898	09/08/2021			0	0%	06/09/2021		
8	Tran Thi Huynh Nga		None	Sibling	ID	094185019039	08/05/2022			0	0%	06/09/2021		
9	Tran Anh Quoc		None	Brother-in-law	ID	094083003813	09/08/2021			0	0%	06/09/2021		
10	HG Service Joint Stock Company		None	Legal Representative	Business Registration Certificate	6300331236	11/01/2021	Hau Giang Department of Planning and Investment	Phu Huu A Concentrated Industrial Cluster – Phase 1, Chau Thanh Commune, Can Tho City	0	0%	06/09/2021		



Appendix 4:

Transactions of internal persons and affiliated persons with shares of the company

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, rewarding, etc.)
			Number of Shares	Percentage	Number of Shares	Percentage	
1	Pham Tien Hoai	Chairman of the Board of Directors	10.936.090	53,23%	14.995.906	65,76%	- September–October 2025: Registered and completed the purchase of 2,574,210 shares. - October 2025: Received share dividends of 1,485,606 shares.
2	To Thai Thanh	Member of the Board of Directors	50.000	0,24%	0	0%	- January 2025: Registered and completed the sale of 50,000 shares.
3	Nguyen Ba Doan	Member of the Board of Directors	40	0,00%	44	0,00	- October 2025: Received share dividends of 4 shares.
4	Huynh Trung Nghia	Independent Member of the Board of Directors	5.300	0,03%	0	0,00%	- January 2025: Sold 5,300 shares.
5	Vien Tan Phat	Non-executive Member of the Board of Directors	9.900	0,05%	7.326	0,03%	- August 2025: Sold 3,300 shares. - October 2025: Received share dividends of 726 shares.
6	Phan Duy Binh	Non-executive Member of the Board of Directors	1.000.000	4,87%	0	0,00%	- September–October 2025: Registered and completed the sale of 1,000,000 shares.
7	Tran Ha Giang	Chief Accountant	51.000	0,25%	57.720	0,25%	- January 2025: Purchased an additional 1,000 shares. - October 2025: Received share dividends of 5,720 shares.

