

Ninh Binh, July 25, 2025

## CORPORATE GOVERNANCE REPORT (First half of 2025)

To: - State Securities Commission;

- Stock Exchange.

Company name: Ninh Binh Phosphate Fertilizer Joint Stock Company

Head office address: Bo Dau Village – Nam Hoa Lu Ward – Ninh Binh Province

Phone: 0229.3610024; 0229.3610863

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Email: [Phan\\_lan\\_ninh\\_binh@yahoo.com](mailto:Phan_lan_ninh_binh@yahoo.com)

Charter capital: VND 157,312,600,000

Stock code: NFC

Corporate governance model:

+ General meeting of shareholders, Board of directors, Supervisory board, Director.

Internal Audit function: Implemented

### I. Activities of the general meeting of shareholders.

| No | Resolution No | Date      | Content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|----|---------------|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1  | 582/NQ-DHDCD  | 24/4/2025 | <p>1. Approval of the reports of the Board of Directors and General Director on 2024 activities and 2025 orientations.</p> <p>2. Approval of the 2024 audited financial statements and income reports of the Board of Directors and General Director audited by Vietnam Valuation and Auditing Co., Ltd.</p> <p>3. Approval of the Supervisory Board's report on oversight activities in 2024.</p> <p>4. Approval of the 2024 profit distribution plan, fund appropriations, and dividend payments.</p> <p>5. Authorization for the Board of Directors to decide and implement interim dividends in 2025.</p> <p>6. Approval of the remuneration plan for the Board of Directors and Supervisory Board in 2025.</p> <p>7. Approval and authorization for the Board to select an independent auditor for 2025 from the list</p> |

|  |  |  |                                                                                                                                                                                                                                                                                               |
|--|--|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  |  | <p>proposed by the Supervisory Board.</p> <p>8. Approval of contract signing for Apatite ore purchase with Apatit Vietnam Co., Ltd.</p> <p>9. Approval of the dismissal of Mr. Pham Hong Son as Board member (2023–2028 term) and election of Mr. Nguyen Minh Viet Hung as replacement.  </p> |
|--|--|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## II. Board of Directors (First half of 2025)

### 1. Information on Board Members:

| No | Board Member              | Position | Start/end date   |                |
|----|---------------------------|----------|------------------|----------------|
|    |                           |          | Appointment date | Dismissal date |
| 1  | Mr. Pham Manh Ninh        | Chairman | 21/4/2023        |                |
| 2  | Mr. Duong Nhu Duc         | Member   | 21/4/2023        |                |
| 3  | Mr. Pham Hong Son         | Member   | 21/4/2023        | 24/4/2025      |
| 4  | Mr. Nguyen Ngoc Thach     | Member   | 21/4/2023        |                |
| 5  | Mr. Ha Huy San            | Member   | 21/4/2023        |                |
| 6  | Mr. Nguyen Minh Viet Hung | Member   | 24/4/2025        |                |

### 2. Meetings of the Board of Directors:

| No | Member                    | Meetings Attended | Attendance Rate | Reason for Absence           |
|----|---------------------------|-------------------|-----------------|------------------------------|
| 1  | Mr. Pham Manh Ninh        | 4/4               | 100%            |                              |
| 2  | Mr. Duong Nhu Duc         | 4/4               | 100%            |                              |
| 3  | Mr. Pham Hong Son         | 2/4               | 50%             | Dismissed from<br>24/04/2025 |
| 4  | Mr. Nguyen Ngoc Thach     | 4/4               | 100%            |                              |
| 5  | Mr. Ha Huy San            | 4/4               | 100%            |                              |
| 6  | Mr. Nguyen Minh Viet Hung | 2/4               | 100%            | Appointed from<br>24/04/2025 |

### **III. Supervisory Activities of the Board of Directors**

#### **3.1. Supervisory Activities**

Based on the functions and powers of the Board of Directors and the General Director as stipulated in the Law on Enterprises and the Company's Charter, the Board of Directors has regularly conducted supervisory and directive activities over the Executive Board and other managerial staff. The supervisory activities of the Board of Directors during the first six months of 2025 were carried out as follows:

- On a quarterly basis, the Board of Directors has conducted inspections and supervision over the Executive Board in terms of:

- + Implementation of the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors.

- + Monthly and quarterly business operations and strategies for maintaining and expanding the market.

- + Implementation of economic and technical material norms, labor and salary policies.

- + Progress of investment plans in capital construction, fixed asset procurement, and major repairs.

- + Recruitment, employment, and labor management, etc.

Through inspections and supervision, the Board identified areas needing improvement and provided directives, guidance, and urged the Executive Board and relevant units to promptly address the issues, thereby enhancing their responsibility in task performance.

#### **3.2. Results of Supervision**

The Board of Directors promptly detected shortcomings and limitations, provided direction and supervision to the Executive Board and related units to rectify them, and enhanced accountability in the execution of assigned tasks. Specific results include:

- The Executive Board effectively implemented the Resolutions of the General Meeting of Shareholders and the quarterly Resolutions of the Board of Directors, promptly addressing and resolving arising issues during operations.

- The Executive Board identified opportunities and challenges, proactively managed operations, and issued internal documents within its authority to ensure effective control over the Company's production and business activities.

- The Company's production and business activities remained within the scope permitted by its business registration certificate and in compliance with current Vietnamese laws and regulations.

#### **4. Activities of Subcommittees under the Board of Directors**

(There are no subcommittees under the Company's Board of Directors.)

#### **5. Resolutions of the Board of Directors**

In accordance with the Resolution of the Annual General Meeting of Shareholders in 2025, the Board of Directors of the Company has convened regular meetings and issued

Resolutions to approve the discussed matters in order to organize and lead their implementation.

| No. | Resolution No. | Date       | Content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Approval Rate                                                    |
|-----|----------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| 1   | 88/NQ-HDQT     | 17/01/2025 | <ul style="list-style-type: none"> <li>- Approval of Apatite ore purchase contract with Apatit Vietnam Co., Ltd.</li> <li>- Approval of sales contract with Southern Chemicals Import-Export JSC.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 100%<br><br>100%                                                 |
| 2   | 92/NQ-HDQT     | 17/01/2025 | <p>Regular meeting of the Board of Directors</p> <ul style="list-style-type: none"> <li>- First quarter of 2025.</li> <li>- Approval of 2024 business results, first quarter of 2025 plan, and proposed 2025 business plan.</li> <li>- Approval of 2025 market expense plan.</li> <li>- Approval of working capital borrowing plan for 2025 operations.</li> <li>- Approval of material consumption norms for producing 1 ton of fused magnesium phosphate fertilizer.</li> <li>- Approval of capital construction and major repair plan for 2025.</li> <li>- Approval of the 2025 labor utilization plan.</li> <li>- Approval of proposed date for the 2025 Annual General Meeting of Shareholders on 24/4/2025.</li> <li>- Approval of the restructuring plan for an efficient and streamlined organizational system.</li> </ul> | 100%<br><br>100%<br>100%<br>100%<br>100%<br>100%<br>100%<br>100% |
| 3   | 480/NQ-HDQT    | 02/04/2025 | Approval of draft goods sales contract between Ninh Binh Phosphate JSC and Hoang Ngan Co., Ltd.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 100%                                                             |
| 4   | 481/NQ-HDQT    | 02/04/2025 | <p>Regular meeting of the Board of Directors second quarter of 2025:</p> <ul style="list-style-type: none"> <li>- Approval of first quarter/2025 business results and second quarter of 2025 plan.</li> <li>- Approval of meeting agenda and</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 100%<br><br>100%                                                 |

|   |             |            |                                                                                                                                                                                                              |                  |
|---|-------------|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
|   |             |            | materials for the 2025 Annual General Meeting of Shareholders.<br>- Internal audit report 2024 and approval of 2025 audit plan.<br>- Approval of 2024 actual salary fund of the Company.                     | 100%<br><br>100% |
| 5 | 663/NQ-HDQT | 07/05/2025 | - Approval of draft regulations on salary, bonus distribution, and emulation classification for 2025 (written opinion).<br>- Approval of 2024 managerial bonus fund distribution (written opinion).          | 100%<br><br>100% |
| 6 | 742/NQ-HDQT | 23/05/2025 | - Approval of draft annex to contract between Ninh Binh Phosphate JSC and Hoang Ngan Co., Ltd. (written opinion).<br>- Approval of the selection of Vietnam Audit and Valuation Co., Ltd. (written opinion). | 100%<br><br>100% |

### III. Supervisory Board (First half of 2025).

#### 1. Information on Members of the Supervisory Board.

| No. | Member              | Position                  | Start Date | Professional Qualification |
|-----|---------------------|---------------------------|------------|----------------------------|
| 1   | Ms. Hoang Thi Tiep  | Head of Supervisory Board | 21/04/2023 | Bachelor of Accounting     |
| 2   | Ms. Ta Thi Kim Chuc | Member                    | 21/04/2023 | Bachelor of Accounting     |
| 3   | Mr. Vu Tuan Anh     | Member                    | 21/04/2023 | Bachelor of Economics      |

#### 2. Meetings of the Supervisory Board

| No. | Member              | Meetings Attended | Attendance Rate | Voting Rate | Reason for Absence |
|-----|---------------------|-------------------|-----------------|-------------|--------------------|
| 1   | Ms. Hoang Thi Tiep  | 2/2               | 100%            |             |                    |
| 2   | Ms. Ta Thi Kim Chuc | 2/2               | 100%            |             |                    |
| 3   | Mr. Vu Tuan Anh     | 2/2               | 100%            |             |                    |

#### 3. Supervisory Activities of the Supervisory Board over the Board of Directors, Executive Board, and Shareholders

##### 3.1. Oversight of Resolutions and Decisions of the Board of Directors:

- The procedures, sequence of meetings, notices of meetings, meeting minutes, resolutions, and decisions of the Board of Directors are compliant with the Law on Enterprises and the Company's Charter.

- The Board of Directors regularly conducted supervision, urging, and directing the Executive Board and other managers in implementing the resolutions of the General Meeting of Shareholders and the Board of Directors, as well as other management decisions: supervising the execution of investment plans, economic-technical norms, monthly and quarterly business operations, and debt recovery.

### **3.2. Monitoring the Activities of the Executive Board**

- Implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors, the Executive Board focused on leading the Company to overcome challenges such as severe weather, reduced purchasing power due to declining agricultural prices, and competition among fertilizer producers, while utilizing internal strengths and opportunities to fulfill the goals set by the General Meeting of Shareholders.

- The Executive Board properly followed the directions of the Board of Directors on key targets approved by the General meeting, ensuring sufficient capital for operations and marketing efforts.

### **4. Coordination between the Supervisory Board and the Board of Directors, Executive Board, and Other Managers**

- The Supervisory Board was frequently invited to attend Board of Directors meetings and participated in most of them, directly providing feedback during the meetings.

- Resolutions of the Board of Directors, the General Meeting of Shareholders, and financial reports were sent to the Supervisory Board in a timely and complete manner.

- The Supervisory Board regularly coordinated and exchanged opinions with the Board of Directors and the Executive Board on business activities in alignment with the objectives, plans approved by the General Meeting of Shareholders, legal regulations, and the Company's Charter.

- Shareholder Opinions: In the first six months of 2025, the Supervisory Board did not receive any written complaints or accusations from shareholders regarding misconduct by the Board of Directors, Executive Board, or the Supervisory Board.

#### **IV. Executive board**

| No. | Member            | Date of Birth | Qualification       | Appointment Date |
|-----|-------------------|---------------|---------------------|------------------|
| 1   | Mr. Duong Nhu Duc | 03/12/1980    | Master of Economics | 15/12/2020       |
| 2   | Mr. Pham Hong Son | 20/05/1972    | Engineer            | 20/02/2023       |

#### **V. Chief Accountant**

| No. | Full Name             | Date of Birth | Qualification          | Appointment Date |
|-----|-----------------------|---------------|------------------------|------------------|
| 1   | Mr. Nguyen Ngoc Thuan | 20/10/1981    | Bachelor of Accounting | 05/04/2021       |

**VI. Corporate Governance Training:** None.

**VII. List of Related Persons and Related Transactions**

1. Changes in the list of related persons of the public company as prescribed in Clause 34, Article 6 of the Securities Law: See appendix No 02 attached.
2. Transactions between the company and its related persons: See Appendix No 03 attached.

**VIII. Transactions in Company Shares by Insiders and Their Related Persons (First Half of 2025)**

1. List of insiders and related persons: See Appendix No 01 attached.
2. Transactions in company shares by insiders and their related persons: See Appendix No 04 attached.

**IX. Other Notable Issues:** None. *in*

**Recipients:**

- As addressed;
- Company website;
- Filed at Finance – Accounting Department

**On behalf of the Board of Directors**

**CHAIRMAN**



**Phạm Mạnh Ninh**

**LIST OF INTERNAL SHAREHOLDERS AND RELATED PERSONS**  
(Enclosed with the Report on the Company's corporate governance in the first half of 2025)

Company name: Ninh Binh Phosphate Fertilizer Joint Stock Company  
Stock code: NFC

| No   | Stock code | Full name      | Securities trading account (if any) | Position in the Company (if any)   | Relationship with Internal person                                            | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address                                                        | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|----------------|-------------------------------------|------------------------------------|------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                |                                     |                                    |                                                                              | Personal ID                                    | Issue date | Place of issue                                                             |                                                                                  |                                            |                                  |                                                       |
| 1    | 2          | 3              | 4                                   | 5                                  | 6                                                                            | 7                                              | 8          | 9                                                                          | 10                                                                               | 11                                         | 12                               | 13                                                    |
| 1    | NFC        | Pham Manh Minh | 003C208666                          | Chairman of the Board of Directors |                                                                              | 035066010547                                   | 30/03/2023 | Department of Administrative Management of Social Order, Police Department | Group 18, Phu Dien Ward, Hanoi, Vietnam                                          | 1,573,155                                  | 10,0%                            |                                                       |
| 1.01 | NFC        | Trinh Thi Lan  | Not available                       |                                    | Biological mother of Mr. Pham Manh Ninh - Chairman of the Board of Directors | 035140000839                                   | 28/03/2021 | Department of Administrative Management of Social Order, Police Department | Group 18, Phu Dien Ward, Hanoi, Vietnam                                          | 0                                          | 0                                |                                                       |
| 1.02 | NFC        | Le Anh Dung    | Not available                       |                                    | Father-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors     | 033040005803                                   | 24/06/2021 | Department of Administrative Management of Social Order, Police Department | G2 Building, Greenbay Me Tri Apartment Complex, Dai Mo Ward, Hanoi City, Vietnam | 0                                          | 0                                |                                                       |
| 1.03 | NFC        | Nguyen Thi Loi | Not available                       |                                    | Mother-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors     | 037146003780                                   | 24/06/2021 | Department of Administrative Management of Social Order, Police Department | G2 Building, Greenbay Me Tri Apartment Complex, Dai Mo Ward, Hanoi City, Vietnam | 0                                          | 0                                |                                                       |
| 1.04 | NFC        | Le Thi Lan Anh | Not available                       |                                    | Wife of Mr. Pham Manh Ninh - Chairman of the Board of Directors              | 037170008608                                   | 30/03/2023 | Department of Administrative Management of Social Order, Police Department | Group 18, Phu Dien Ward, Hanoi, Vietnam                                          | 29,499                                     | 0,19%                            |                                                       |
| 1.05 | NFC        | Pham Manh Quy  | Not available                       |                                    | Child of Mr. Pham Manh Ninh - Chairman of the Board of Directors             | 037095005436                                   | 04/08/2022 | Department of Administrative Management of Social Order, Police Department | Thang Long No.1 Apartment Complex, Dai Mo Ward, Hanoi City, Vietnam              | 0                                          | 0                                |                                                       |

| No   | Stock code | Full name           | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                          | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address                                           | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|---------------------|-------------------------------------|----------------------------------|----------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|---------------------------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                     |                                     |                                  |                                                                            | Personal ID                                    | Issue date | Place of issue                                                             |                                                                     |                                            |                                  |                                                       |
| 1.06 | NFC        | Duong Thanh Dung    | Not available                       |                                  | Daughter-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors | 037194008334                                   | 04/08/2022 | Department of Administrative Management of Social Order, Police Department | Thang Long No.1 Apartment Complex, Dai Mo Ward, Hanoi City, Vietnam | 0                                          | 0                                |                                                       |
| 1.07 | NFC        | Pham Minh Quy       | Not available                       |                                  | Child of Mr. Pham Manh Ninh - Chairman of the Board of Directors           | 037095007660                                   | 28/05/2023 | Department of Administrative Management of Social Order, Police Department | Group 18, Phu Dien Ward, Hanoi, Vietnam                             | 0                                          | 0                                |                                                       |
| 1.08 | NFC        | Nguyen Thi Ha Trang | Not available                       |                                  | Daughter-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors | 022197001748                                   | 03/05/2023 | Department of Administrative Management of Social Order, Police Department | Group 18, Phu Dien Ward, Hanoi, Vietnam                             | 0                                          | 0                                |                                                       |
| 1.09 | NFC        | Pham Thi Khue Dung  | Not available                       |                                  | Elder sister of Mr. Pham Manh Ninh - Chairman of the Board of Directors    | 035163003156                                   | 14/03/2021 | Department of Administrative Management of Social Order, Police Department | Residential Group Hoang 16, Nghia Do Ward, Hanoi, Vietnam           | 0                                          | 0                                |                                                       |
| 1.10 | NFC        | Nguyen Ngoc Ban     | Not available                       |                                  | Brother-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors  | 033056000658                                   | 27/04/2021 | Department of Administrative Management of Social Order, Police Department | Residential Group Hoang 16, Nghia Do Ward, Hanoi, Vietnam           | 0                                          | 0                                |                                                       |
| 1.11 | NFC        | Pham Thi Kim Tuyen  | Not available                       |                                  | Idler sister of Mr. Pham Manh Ninh - Chairman of the Board of Directors    | 035164001001                                   | 13/08/2021 | Department of Administrative Management of Social Order, Police Department | Kieu Dan Thuong Hamlet, Ha Nam Ward, Ninh Binh Province, Vietnam    | 0                                          | 0                                |                                                       |
| 1.12 | NFC        | Ta Ngoc Giam        | Not available                       |                                  | Brother-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors  | 035060001979                                   | 07/06/2018 | Department of Administrative Management of Social Order, Police Department | Kieu Dan Thuong Hamlet, Ha Nam Ward, Ninh Binh Province, Vietnam    | 0                                          | 0                                |                                                       |
| 1.13 | NFC        | Pham Manh Hung      | Not available                       |                                  | Younger brother of Mr. Pham Manh Ninh - Chairman of the Board of Directors | 035068004078                                   | 20/01/2023 | Department of Administrative Management of Social Order, Police Department | INDUSTRIE STRASSE 13 96114 - HIRSCHAID - CHLB Germany               | 0                                          | 0                                |                                                       |

| No   | Stock code | Full name         | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                                 | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address                                                               | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|-------------------|-------------------------------------|----------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                   |                                     |                                  |                                                                                   | Personal ID                                    | Issue date | Place of issue                                                             |                                                                                         |                                            |                                  |                                                       |
| 1.14 | NFC        | Bui Thi Thu Huong | Not available                       |                                  | Sister-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors          | 025182014341                                   | 12/07/2021 | Department of Administrative Management of Social Order, Police Department | Area 11, Thanh Ba Ward, Phu Tho Province, Vietnam                                       | 0                                          | 0                                |                                                       |
| 1.15 | NFC        | Pham Manh Hong    | Not available                       |                                  | Younger brother of Mr. Pham Manh Ninh - Chairman of the Board of Directors        | 035071001994                                   | 20/08/2022 | Department of Administrative Management of Social Order, Police Department | Lien Bao Collective Area - Military Technical Academy, Vinh Phuc Ward, Phu Tho Province | 0                                          | 0                                |                                                       |
| 1.16 | NFC        | Nguyen Thi Nu     | Not available                       |                                  | Sister-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors          | 026174013061                                   | 18/12/2021 | Department of Administrative Management of Social Order, Police Department | Cho Tong Residential Group, Vinh Phuc Ward, Phu Tho Province                            | 0                                          | 0                                |                                                       |
| 1.17 | NFC        | Nguyen Van Thanh  | Not available                       |                                  | Younger brother-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors | 035070004296                                   | 05/09/2022 | Department of Administrative Management of Social Order, Police Department | BAMBERGEN STR65 91301-FORCHHEIM - CHLB Germany                                          | 0                                          | 0                                |                                                       |
| 1.18 | NFC        | Pham Thi Huyen    | Not available                       |                                  | Younger sister of Mr. Pham Manh Ninh - Chairman of the Board of Directors         | 035178004356                                   | 05/09/2022 | Department of Administrative Management of Social Order, Police Department | BAMBERGEN STR65 91301-FORCHHEIM - CHLB Germany                                          | 0                                          | 0                                |                                                       |
| 2    | NFC        | Pham Hong Son     | 003C205372                          | Vice director                    |                                                                                   | 037072006500                                   | 28/06/2021 | Department of Administrative Management of Social Order, Police Department | Street 11, Hoa Lu Ward, Ninh Binh Province                                              | 201,928                                    | 1,28%                            |                                                       |
| 2.01 | NFC        | Hoang My Hanh     | 003C203969                          |                                  | Wife of Mr. Pham Hong Son - Deputy General Director                               | 001175044318                                   | 01/06/2021 | Department of Administrative Management of Social Order, Police Department | Street 11, Hoa Lu Ward, Ninh Binh Province                                              | 163,925                                    | 1,04%                            |                                                       |
| 2.02 | NFC        | Pham Hoang Dat    | Not available                       |                                  | Biological child of Mr. Pham Hong Son - Deputy General Director                   | 001200057431                                   | 17/04/2023 | Department of Administrative Management of Social Order, Police Department | Xóm Thạch Quy - Phường Hoa Lư - Tỉnh Ninh Bình                                          | 0                                          | 0                                |                                                       |

| No   | Stock code | Full name            | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address                                         | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|----------------------|-------------------------------------|----------------------------------|------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|-------------------------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                      |                                     |                                  |                                                                  | Personal ID                                    | Issue date | Place of issue                                                             |                                                                   |                                            |                                  |                                                       |
| 2.03 | NFC        | Pham Hoang Ngoc Diep | Not available                       |                                  | Biological child of Mr. Pham Hong Son - Deputy General Director  | 001308002201                                   | 9/21/2022  | Department of Administrative Management of Social Order, Police Department | Street 11, Hoa Lu Ward, Ninh Binh Province                        | 0                                          | 0                                |                                                       |
| 2.04 | NFC        | Pham Van So          | Not available                       |                                  | Biological father of Mr. Pham Hong Son - Deputy General Director | 037043003221                                   | 16/12/2021 | Department of Administrative Management of Social Order, Police Department | Thach Quy Hamlet, Hoa Lu Ward, Ninh Binh Province                 | 0                                          | 0                                |                                                       |
| 2.05 | NFC        | Nguyen Thi Dam       | Not available                       |                                  | Biological mother of Mr. Pham Hong Son - Deputy General Director | 037144000382                                   | 01/10/2022 | Department of Administrative Management of Social Order, Police Department | Thach Quy Hamlet, Hoa Lu Ward, Ninh Binh Province                 | 0                                          | 0                                |                                                       |
| 2.06 | NFC        | Pham Hong Thai       | Not available                       |                                  | Younger brother of Mr. Pham Hong Son - Deputy General Director   | 037076001045                                   | 14/10/2016 | Department of Administrative Management of Social Order, Police Department | Thach Quy Hamlet, Hoa Lu Ward, Ninh Binh Province                 | 17,146                                     | 0,11%                            |                                                       |
| 2.07 | NFC        | Pham Thi Thoa        | Not available                       |                                  | Younger sister of Mr. Pham Hong Son - Deputy General Director    | 037178001190                                   | 25/04/2021 | Department of Administrative Management of Social Order, Police Department | Dong Phu Hamlet, Hoa Lu Ward, Ninh Binh Province                  | 0                                          | 0                                |                                                       |
| 2.08 | NFC        | Hoang Van Thung      | Not available                       |                                  | Father-in-law of Mr. Pham Hong Son - Deputy General Director     | 033042000939                                   | 23/03/2021 | Department of Administrative Management of Social Order, Police Department | No. 62, Alley 405, Ngoc Hoi Street, Thanh Tri Commune, Hanoi City | 0                                          | 0                                |                                                       |
| 2.09 | NFC        | Nguyen Thi Ngoc Hao  | Not available                       |                                  | Mother-in-law of Mr. Pham Hong Son - Deputy General Director     | 037146000214                                   | 15/04/2021 | Department of Administrative Management of Social Order, Police Department | No. 62, Alley 405, Ngoc Hoi Street, Thanh Tri Commune, Hanoi City | 0                                          | 0                                |                                                       |
| 2.10 | NFC        | Nguyen Thi Hoa       | Not available                       |                                  | Sister-in-law of Mr. Pham Hong Son - Deputy General Director     | 026175001283                                   | 28/06/2021 | Department of Administrative Management of Social Order, Police Department | Thach Quy Hamlet, Hoa Lu Ward, Ninh Binh Province                 | 0                                          | 0                                |                                                       |

| No   | Stock code | Full name      | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                     | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address                         | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|----------------|-------------------------------------|----------------------------------|-----------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|---------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                |                                     |                                  |                                                                       | Personal ID                                    | Issue date | Place of issue                                                             |                                                   |                                            |                                  |                                                       |
| 2.11 | NFC        | Nguyen The Hai | Not available                       |                                  | Brother-in-law of Mr. Pham Hong Son - Deputy General Director         | 037075004249                                   | 04/04/2021 | Department of Administrative Management of Social Order, Police Department | Dong Phu Village, Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 3    | NFC        | Ha Huy San     | Not available                       | Member of the Board of Directors |                                                                       | 037063001029                                   | 03/06/2022 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province                   | 69,607                                     | 0,44%                            |                                                       |
| 3.01 | NFC        | Nguyen Thi Dan | Not available                       |                                  | Wife of Mr. Ha Huy San - Member of the Board of Directors             | 037171001286                                   | 21/09/2022 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province                   | 21,093                                     | 0,13%                            |                                                       |
| 3.02 | NFC        | Ha Thi Lan Anh | Not available                       |                                  | Biological child of Mr. Ha Huy San - Member of the Board of Directors | 037194001546                                   | 06/09/2022 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province                   | 0                                          | 0                                |                                                       |
| 3.03 | NFC        | Ha Minh Phuong | Not available                       |                                  | Biological child of Mr. Ha Huy San - Member of the Board of Directors | 037196001897                                   | 22/03/2022 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province                   | 0                                          | 0                                |                                                       |
| 3.04 | NFC        | Ha Van Giang   | Not available                       |                                  | Elder brother of Mr. Ha Huy San - Member of the Board of Directors    | 037061000045                                   | 09/03/2023 | Department of Administrative Management of Social Order, Police Department | Ha Long Ward, Quang Ninh Province                 | 0                                          | 0                                |                                                       |
| 3.05 | NFC        | Ha Huy Nhi     | Not available                       |                                  | Younger sister of Mr. Ha Huy San - Member of the Board of Directors   | 037066011126                                   | 10/05/2021 | Department of Administrative Management of Social Order, Police Department | Thuan An Ward, Ho Chi Minh City                   | 0                                          | 0                                |                                                       |
| 3.06 | NFC        | Ha Quang Huy   | Not available                       |                                  | Younger brother of Mr. Ha Huy San - Member of the Board of Directors  | 037068009314                                   | 10/07/2021 | Department of Administrative Management of Social Order, Police Department | Tam Binh Ward, Ho Chi Minh City                   | 0                                          | 0                                |                                                       |

| No   | Stock code | Full name            | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                         | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address                             | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|----------------------|-------------------------------------|----------------------------------|---------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|-------------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                      |                                     |                                  |                                                                           | Personal ID                                    | Issue date | Place of issue                                                             |                                                       |                                            |                                  |                                                       |
| 3.07 | NFC        | Ha Thi Khanh         | Not available                       |                                  | Younger sister of Mr. Ha Huy San- Member of the Board of Directors        | 037171001153                                   | 04/05/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province                       | 0                                          | 0                                |                                                       |
| 3.08 | NFC        | Bui Thi Len          | Not available                       |                                  | Mother-in-law of Mr. Ha Huy San- Member of the Board of Directors         | 037137000053                                   | 18/05/2023 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province                       | 0                                          | 0                                |                                                       |
| 3.09 | NFC        | Ta Tuan Ha           | Not available                       |                                  | Son-in-law of Mr. Ha Huy San- Member of the Board of Directors            | 0370890000606                                  | 06/09/2022 | Department of Administrative Management of Social Order, Police Department | Nam Hoa Lu Ward, Ninh Binh Province                   | 0                                          | 0                                |                                                       |
| 3.10 | NFC        | Nguyen Thi Thanh Bao | Not available                       |                                  | Sister-in-law of Mr. Ha Huy San- Member of the Board of Directors         | 022167007725                                   | 09/05/2021 | Department of Administrative Management of Social Order, Police Department | Ha Long Ward, Quang Ninh Province                     | 0                                          | 0                                |                                                       |
| 3.11 | NFC        | Nguyen Thi Phuong    | Not available                       |                                  | Younger sister-in-law of Mr. Ha Huy San- Member of the Board of Directors | 035176009786                                   | 10/07/2021 | Department of Administrative Management of Social Order, Police Department | Thuan An Ward, Ho Chi Minh City                       | 0                                          | 0                                |                                                       |
| 3.12 | NFC        | Tran Thi Kieu Mai    | Not available                       |                                  | Younger sister-in-law of Mr. Ha Huy San- Member of the Board of Directors | 048175000060                                   | 12/01/2022 | Department of Administrative Management of Social Order, Police Department | Tam Binh Ward, Ho Chi Minh City                       | 0                                          | 0                                |                                                       |
| 3.13 | NFC        | Tran Van Chien       | Not available                       |                                  | Brother-in-law of Mr. Ha Huy San- Member of the Board of Directors        | 037067001928                                   | 09/05/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province                       | 0                                          | 0                                |                                                       |
| 4    | NFC        | Nguyen Ngoc Thach    | 044C015886                          | Member of the Board of Directors |                                                                           | 036063002462                                   | 16/10/2022 | Department of Administrative Management of Social Order, Police Department | Yen Bai Hamlet, Thang Loi Commune, Thanh Hoa Province | 32,850                                     | 0,21%                            |                                                       |

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|------|------------|-------------------|-------------------------------------|----------------------------------|------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|-----------------------------------------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                   |                                     |                                  |                                                                              | Personal ID                                    | Issue date | Place of issue                                                             |                                                                                   |                                            |                                  |                                                       |
| 4.01 | NFC        | Nguyen Van Tuan   | Not available                       |                                  | Elder brother of Mr. Nguyen Ngoc Thach - Member of the Board of Directors    | 036055000501                                   | 01/05/2021 | Department of Administrative Management of Social Order, Police Department | No. 22, Alley 100/29 Nguyen Xien Street, Thanh Liet Ward, Hanoi                   | 0                                          | 0                                |                                                       |
| 4.02 | NFC        | Nguyen Thi Hien   | Not available                       |                                  | Sister-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors    | 036158003610                                   | 01/05/2021 | Department of Administrative Management of Social Order, Police Department | No. 22, Alley 100/29 Nguyen Xien Street, Thanh Liet Ward, Hanoi                   | 0                                          | 0                                |                                                       |
| 4.03 | NFC        | Nguyen Thi Dung   | Not available                       |                                  | Elder sister of Mr. Nguyen Ngoc Thach - Member of the Board of Directors     | 036151003723                                   | 25/04/2021 | Department of Administrative Management of Social Order, Police Department | Y Yen Commune, Ninh Binh Province                                                 | 0                                          | 0                                |                                                       |
| 4.04 | NFC        | Le Ngoc Lien      | Not available                       |                                  | Brother-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors   | 036046006311                                   | 17/08/2022 | Department of Administrative Management of Social Order, Police Department | Y Yen Commune, Ninh Binh Province                                                 | 0                                          | 0                                |                                                       |
| 4.05 | NFC        | Nguyen Thi Lien   | Not available                       |                                  | 5. Elder sister of Mr. Nguyen Ngoc Thach - Member of the Board of Directors  | 036158018483                                   | 17/06/2021 | Department of Administrative Management of Social Order, Police Department | Yen Dong Commune, Ninh Binh Province                                              | 0                                          | 0                                |                                                       |
| 4.06 | NFC        | Dao Ngoc Dung     | Not available                       |                                  | Brother-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors   | 036056004740                                   | 16/12/2021 | Department of Administrative Management of Social Order, Police Department | Yen Dong Commune, Ninh Binh Province                                              | 0                                          | 0                                |                                                       |
| 4.07 | NFC        | Nguyen Hong Nhung | Not available                       |                                  | Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors | 037189000009                                   | 05/10/2022 | Department of Administrative Management of Social Order, Police Department | No. 49, Alley 135, Le Thai To Street, Khanh Binh, Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 4.08 | NFC        | Nguyen Sinh Phu   | Not available                       |                                  | Son-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors       | 011086008727                                   | 07/11/2021 | Department of Administrative Management of Social Order, Police Department | No. 49, Alley 135, Le Thai To Street, Khanh Binh, Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |

| No   | Stock code | Full name                                     | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                            | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address                                                                | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|-----------------------------------------------|-------------------------------------|----------------------------------|------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|------------------------------------------------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                                               |                                     |                                  |                                                                              | Personal ID                                    | Issue date | Place of issue                                                             |                                                                                          |                                            |                                  |                                                       |
| 4.09 | NFC        | Nguyen Thi Ngoc Ngan                          | Not available                       |                                  | Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors | 037191001298                                   | 07/08/2023 | Department of Administrative Management of Social Order, Police Department | Jamila Apartment, No. 60, Street 697, Quarter 12, Long Truong Ward, Thu Duc City, Ho Chi | 0                                          | 0                                |                                                       |
| 4.10 | NFC        | Vo Thai Hoang                                 | Not available                       |                                  | Son-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors       | 077088000833                                   | 07/08/2023 | Department of Administrative Management of Social Order, Police Department | Jamila Apartment, No. 60, Street 697, Quarter 12, Long Truong Ward, Thu Duc City, Ho Chi | 0                                          | 0                                |                                                       |
| 4.11 | NFC        | Nguyen Anh Hoang                              | Not available                       |                                  | Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors | 037092001857                                   | 21/02/2017 | Department of Administrative Management of Social Order, Police Department | Eden Rose Urban Area, Thanh Liet Ward, Hanoi City                                        | 0                                          | 0                                |                                                       |
| 4.12 | NFC        | Pham Thi Hoang Yen                            | Not available                       |                                  | Daughter-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors  | 031194000178                                   | 13/11/2021 | Department of Administrative Management of Social Order, Police Department | Eden Rose Urban Area, Thanh Liet Ward, Hanoi City                                        | 0                                          | 0                                |                                                       |
| 4.13 | NFC        | Nguyen Duc Binh                               | Not available                       |                                  | Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors | 037203001809                                   | 07/02/2023 | Department of Administrative Management of Social Order, Police Department | No. 02 Vu Duy Thanh, Hoa Lu Ward, Ninh Binh Province                                     | 0                                          | 0                                |                                                       |
| 4.14 | NFC        | Nguyen Bach Van                               | Not available                       |                                  | Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors | 037208009172                                   | 12/09/2022 | Department of Administrative Management of Social Order, Police Department | No. 02 Vu Duy Thanh, Hoa Lu Ward, Ninh Binh Province                                     | 0                                          | 0                                |                                                       |
| 4.15 | NFC        | Nguyen Tuyet Linh                             | Not available                       |                                  | Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors | Not available                                  |            |                                                                            | No. 02 Vu Duy Thanh, Hoa Lu Ward, Ninh Binh Province                                     | 0                                          | 0                                | Underage                                              |
| 4.16 | NFC        | Van Dien Fufed magnesium phosphate fertilizer | Not available                       |                                  | Mr. Nguyen Ngoc Thach - Member of the Board of Directors                     | 0100103143 (7th amendment)                     | 14/05/2019 | Hanoi Department of Planning and Investment                                | Phan Trong Tuc Street, Dai Thanh Commune, Hanoi City                                     | 0                                          | 0                                |                                                       |

| No   | Stock code | Full name                                        | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                    | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address                             | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|--------------------------------------------------|-------------------------------------|----------------------------------|----------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|-------------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                                                  |                                     |                                  |                                                                      | Personal ID                                    | Issue date | Place of issue                                                             |                                                       |                                            |                                  |                                                       |
| 4.17 | NFC        | Hoang Ngan Co., Ltd                              | Not available                       |                                  | Mr. Nguyen Ngoc Thach – General Director                             | 2700271351 (21th amendment)                    | 20/01/2025 | Ninh Binh Department of Planning and Investment                            | No. 02 Vu Duy Thanh, Hoa Lu Ward, Ninh Binh Province  | 1,902,326                                  | 12,09%                           |                                                       |
| 4.18 | NFC        | Thanh Hoa Serpentine Branch – Hoang Ngan Company | Not available                       |                                  | Mr. Nguyen Ngoc Thach – Director                                     | 2612000328 (2nd amendment)                     | 10/04/2025 | Thanh Hoa Department of Planning and Investment                            | Yen Bai Hamlet, Thang Loi Commune, Thanh Hoa Province | 0                                          | 0                                |                                                       |
| 5    | NFC        | Vu Anh Tuan                                      | Not available                       | Member of the Supervisory Board  |                                                                      | 001091011533                                   | 22/11/2021 | Department of Administrative Management of Social Order, Police Department | 125D Minh Khai Street, Minh Khai Ward, Hanoi City     | 0                                          | 0                                |                                                       |
| 5.01 | NFC        | Vu Kim Hao                                       | Not available                       |                                  | Father of Mr. Vu Tuan Anh - Member of the Supervisory Board          | 001060058224                                   | 7/11/2021  | Department of Administrative Management of Social Order, Police Department | 125 Minh Khai Street, Minh Khai Ward, Hanoi City      | 0                                          | 0                                |                                                       |
| 5.02 | NFC        | Le Thi Kim Oanh                                  | Not available                       |                                  | Mother of Mr. Vu Tuan Anh - Member of the Supervisory Board          | 001165008535                                   | 12/12/2016 | Department of Administrative Management of Social Order, Police Department | 125 Minh Khai Street, Minh Khai Ward, Hanoi City      | 0                                          | 0                                |                                                       |
| 5.03 | NFC        | Vu Cat Tuong Vy                                  | Not available                       |                                  | Child of Mr. Vu Tuan Anh - Member of the Supervisory Board           | Not available                                  |            |                                                                            | 126 Minh Khai Street, Minh Khai Ward, Hanoi City      | 0                                          | 0                                | Underage                                              |
| 5.04 | NFC        | Vu Phuc Minh Khang                               | Not available                       |                                  | Child of Mr. Vu Tuan Anh - Member of the Supervisory Board           | Not available                                  |            |                                                                            | 127 Minh Khai Street, Minh Khai Ward, Hanoi City      | 0                                          | 0                                | Underage                                              |
| 5.05 | NFC        | Vu Hoang Anh                                     | Not available                       |                                  | Younger brother of Mr. Vu Tuan Anh - Member of the Supervisory Board | 001100021264                                   | 6/7/2016   | Department of Administrative Management of Social Order, Police Department | 128 Minh Khai Street, Minh Khai Ward, Hanoi City      | 0                                          | 0                                |                                                       |

| No   | Stock code | Full name                                   | Securities trading account (if any) | Position in the Company (if any)                     | Relationship with Internal person                                           | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address                                         | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|---------------------------------------------|-------------------------------------|------------------------------------------------------|-----------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|-------------------------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                                             |                                     |                                                      |                                                                             | Personal ID                                    | Issue date | Place of issue                                                             |                                                                   |                                            |                                  |                                                       |
| 5.06 | NFC        | Saigon – Khanh Hoa Beer Joint Stock Company | Not available                       |                                                      | Mr. Vu Tuan Anh - Head of the Supervisory Board                             | 4201663910                                     | 4/9/2019   | Department of Planning and Investment of Khanh Hoa Province                | Dien Phu Industrial Cluster, Dien Phu Commune, Khanh Hoa Province | 0                                          | 0                                |                                                       |
| 6    | NFC        | Ta Thi Kim Chuc                             | 003C205471                          | Member of the Supervisory Board cum Head of the Life |                                                                             | 035187008105                                   | 14/10/2022 | Department of Administrative Management of Social Order, Police Department | Phuc Tri Street, Hoa Lu Ward, Ninh Binh Province                  | 32,729                                     | 0.21%                            |                                                       |
| 6.01 | NFC        | Ta Ngoc Giam                                | Not available                       |                                                      | Biological father of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board | 035060001979                                   | 07/06/2018 | Department of Administrative Management of Social Order, Police Department | Kieu Dan Thuong Hamlet, Ha Nam Ward, Ninh Binh Province           | 0                                          | 0                                |                                                       |
| 6.02 | NFC        | Pham Thi Kim Tuyen                          | Not available                       |                                                      | Biological mother of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board | 035164001001                                   | 13/08/2021 | Department of Administrative Management of Social Order, Police Department | Kieu Dan Thuong Hamlet, Ha Nam Ward, Ninh Binh Province           | 0                                          | 0                                |                                                       |
| 6.03 | NFC        | Ngo Minh Duong                              | Not available                       |                                                      | Husband of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board           | 035085009780                                   | 12/02/2025 | Department of Administrative Management of Social Order, Police Department | Phuc Tri Street, Hoa Lu Ward, Ninh Binh Province                  | 0                                          | 0                                |                                                       |
| 6.04 | NFC        | Ngo Quyen                                   | Not available                       |                                                      | Biological child of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board  | 035309008302                                   | 18/03/2024 | Department of Administrative Management of Social Order, Police Department | Phuc Tri Street, Hoa Lu Ward, Ninh Binh Province                  | 0                                          | 0                                |                                                       |
| 6.05 | NFC        | Ngo My Duyen                                | Not available                       |                                                      | Biological child of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board  | Not available                                  |            |                                                                            | Phuc Tri Street, Hoa Lu Ward, Ninh Binh Province                  | 0                                          | 0                                | Underage                                              |
| 6.06 | NFC        | Ta Manh Giang                               | 003C205812                          |                                                      | Sibling of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board           | 0350900014156                                  | 22/09/2022 | Department of Administrative Management of Social Order, Police Department | Kieu Dan Thuong Hamlet, Ha Nam Ward, Ninh Binh Province           | 64,390                                     | 0.41%                            |                                                       |

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|------|------------|-----------------------|-------------------------------------|----------------------------------|---------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|----------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                       |                                     |                                  |                                                                           | Personal ID                                    | Issue date | Place of issue                                                             |                                                    |                                            |                                  |                                                       |
| 6.07 | NFC        | Pham Thi Cam Le Quynh | Not available                       |                                  | Sister-in-law of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board   | 034193014833                                   | 04/07/2022 | Department of Administrative Management of Social Order, Police Department | Dong 1 Residential Group, Dong Ngac Ward, Hanoi    | 0                                          | 0                                |                                                       |
| 6.08 | NFC        | Doan Thi Mai          | Not available                       |                                  | Mother-in-law of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board   | 035162009680                                   | 09/08/2021 | Department of Administrative Management of Social Order, Police Department | Phu Ngoi Hamlet, Ha Nam Ward, Ninh Binh Province   | 0                                          | 0                                |                                                       |
| 7    | NFC        | Hoang Thi Tiep        | Not available                       | Head of the Supervisory Board    |                                                                           | 037185002754                                   | 10/05/2021 | Department of Administrative Management of Social Order, Police Department | Bo Dau Hamlet, Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 7.01 | NFC        | Hoang Minh Tiec       | Not available                       |                                  | Biological father of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board | 037059001979                                   | 26/04/2021 | Department of Administrative Management of Social Order, Police Department | Bo Dau Hamlet, Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 7.02 | NFC        | Luong Thi Men         | Not available                       |                                  | Biological mother of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board | 035156008330                                   | 28/06/2021 | Department of Administrative Management of Social Order, Police Department | Bo Dau Hamlet, Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 7.03 | NFC        | Phung Van Hung        | Not available                       |                                  | Husband of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board           | 036079021042                                   | 13/08/2021 | Department of Administrative Management of Social Order, Police Department | Bo Dau Hamlet, Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 7.04 | NFC        | Phung Hoang Minh      | Not available                       |                                  | Biological child of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board  | Not available                                  |            |                                                                            | Bo Dau Hamlet, Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                | Underage                                              |
| 7.05 | NFC        | Phung Van Hien        | Not available                       |                                  | Father-in-law of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board     | 036050008916                                   | 7/2/2021   | Department of Administrative Management of Social Order, Police Department | Vu Ban 1, Ninh Binh Province                       | 0                                          | 0                                |                                                       |

| No   | Stock code | Full name             | Securities trading account (if any) | Position in the Company (if any)                                    | Relationship with Internal person                                                                                        | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address                          | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|-----------------------|-------------------------------------|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|----------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                       |                                     |                                                                     |                                                                                                                          | Personal ID                                    | Issue date | Place of issue                                                             |                                                    |                                            |                                  |                                                       |
| 7.06 | NFC        | Pham Thi Khuon        | Not available                       |                                                                     | Mother-in-law of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board                                                    | 036156018685                                   | 7/2/2021   | Department of Administrative Management of Social Order, Police Department | Vu Ban 1, Ninh Binh Province                       | 0                                          | 0                                |                                                       |
| 7.07 | NFC        | Nguyen Thi Ly         | Not available                       |                                                                     | Sister-in-law of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board                                                    | 037184006538                                   | 8/19/2021  | Department of Administrative Management of Social Order, Police Department | Bo Dau Hamlet, Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 8    | NFC        | Duong Nhu Duc         | 003C210397                          | Member of the Board of Directors cum Director, Legal Representative |                                                                                                                          | 037080002614                                   | 21/09/2022 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province                    | 3,280                                      | 0.02%                            |                                                       |
| 8.01 | NFC        | Duong Nhu Tien        | Not available                       |                                                                     | Biological mother of Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company | 037055000210                                   | 25/04/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province                    | 0                                          | 0                                |                                                       |
| 8.02 | NFC        | Dinh Thi Kim          | Not available                       |                                                                     | Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company                      | 037157000179                                   | 25/04/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province                    | 0                                          | 0                                |                                                       |
| 8.03 | NFC        | Nguyen Thi Thanh Thuy | Not available                       |                                                                     | Wife of Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company              | 037187000819                                   | 13/04/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province                    | 0                                          | 0                                |                                                       |
| 8.04 | NFC        | Duong Nhu Vu          | Not available                       |                                                                     | Biological child of Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company  | Not available                                  |            |                                                                            | Hoa Lu Ward, Ninh Binh Province                    | 0                                          | 0                                | Underage                                              |

| No   | Stock code | Full name       | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                                                                       | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address       | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|-----------------|-------------------------------------|----------------------------------|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|---------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                 |                                     |                                  |                                                                                                                         | Personal ID                                    | Issue date | Place of issue                                                             |                                 |                                            |                                  |                                                       |
| 8.05 | NFC        | Duong Nhu Hung  | Not available                       |                                  | Biological child of Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company | Not available                                  |            |                                                                            | Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 8.06 | NFC        | Duong Nhu Hieu  | Not available                       |                                  | Biological child of Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company | Not available                                  |            |                                                                            | Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 8.07 | NFC        | Duong Thi Thu   | Not available                       |                                  | Sibling of Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company          | 037185000521                                   | 28/06/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 8.08 | NFC        | Duong Thi Huong | Not available                       |                                  | Sibling of Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company          | 037190006812                                   | 11/04/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 8.09 | NFC        | Dinh Van Quyet  | Not available                       |                                  | Brother-in-law of Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company   | 037079000353                                   | 28/06/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 8.10 | NFC        | Dang Xuan Tu    | Not available                       |                                  | Brother-in-law of Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company   | 037084007960                                   | 11/04/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |

| No   | Stock code | Full name             | Securities trading account (if any) | Position in the Company (if any)            | Relationship with Internal person                                                                           | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address           | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|------|------------|-----------------------|-------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|-------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|      |            |                       |                                     |                                             |                                                                                                             | Personal ID                                    | Issue date | Place of issue                                                             |                                     |                                            |                                  |                                                       |
| 8.11 | NFC        | Dinh Thi Nga          | Not available                       |                                             | Wife of Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company | 037159000226                                   | 10/05/2021 | Department of Administrative Management of Social Order, Police Department | Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 8.12 | NFC        | Nguyen Duy Loi        | Not available                       |                                             | Wife of Mr. Duong Nhu Duc - Member of the Board of Directors, Director, Legal Representative of the Company | 037053000148                                   | 10/05/2021 | Department of Administrative Management of Social Order, Police Department | Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 9    | NFC        | Nguyen Ngoc Thuan     | 003C205323                          | Chief Accountant cum Authorized Information |                                                                                                             | 037081002743                                   | 11/08/2021 | Department of Administrative Management of Social Order, Police Department | Nam Hoa Lu Ward, Ninh Binh Province | 2,565                                      | 0,016%                           |                                                       |
| 9.01 | NFC        | Nguyen Tat Thanh      |                                     |                                             | Biological father of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information                    | 037049001835                                   | 29/04/2021 | Department of Administrative Management of Social Order, Police Department | Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 9.02 | NFC        | Do Thi Mien           |                                     |                                             | Biological mother of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information                    | 034149005976                                   | 29/04/2021 | Department of Administrative Management of Social Order, Police Department | Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 9.03 | NFC        | Hoang Thi Hien        |                                     |                                             | Wife of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information                                 | 037184005376                                   | 09/05/2021 | Department of Administrative Management of Social Order, Police Department | Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |
| 9.04 | NFC        | Nguyen Hoang Ngan Nhi |                                     |                                             | Biological child of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information                     | 037310006234                                   | 21/03/2025 | Ministry of Public Security                                                | Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                |                                                       |

| No    | Stock code | Full name            | Securities trading account (if any) | Position in the Company (if any)                                         | Relationship with Internal person                                                                       | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address           | Number of shares held at the end of period | Ownership ratio at the end of period | Remarks (regarding ID/Passport issues or other notes) |
|-------|------------|----------------------|-------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|-------------------------------------|--------------------------------------------|--------------------------------------|-------------------------------------------------------|
|       |            |                      |                                     |                                                                          |                                                                                                         | Personal ID                                    | Issue date | Place of issue                                                             |                                     |                                            |                                      |                                                       |
| 9.05  | NFC        | Nguyen Hoang Gia Bao |                                     |                                                                          | Biological child of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized                             | Not available                                  |            |                                                                            | Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                    | Underage                                              |
| 9.06  | NFC        | Nguyen Tan Thanh     |                                     |                                                                          | Elder brother of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information                    | 037074008660                                   | 09/05/2021 | Department of Administrative Management of Social Order, Police Department | Phường Hoa Lu - Tỉnh Ninh Binh      | 0                                          | 0                                    |                                                       |
| 9.07  | NFC        | Nguyen Thi Lan       |                                     |                                                                          | Sister-in-law of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information                    | 036180017778                                   | 09/05/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province     | 0                                          | 0                                    |                                                       |
| 9.08  | NFC        | Hoang Huu Tam        |                                     |                                                                          | Father-in-law of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information                    | 037056006559                                   | 28/06/2021 | Department of Administrative Management of Social Order, Police Department | Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                    |                                                       |
| 9.09  | NFC        | Dao Thi Huong        |                                     |                                                                          | Mother-in-law of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information Disclosure Officer | 037164010064                                   | 28/06/2021 | Department of Administrative Management of Social Order, Police Department | Nam Hoa Lu Ward, Ninh Binh Province | 0                                          | 0                                    |                                                       |
| 10    | NFC        | Pham Gia Ngan        | Not available                       | Company Secretary cum Head of Organization and Administration Department |                                                                                                         | 033069010391                                   | 28/06/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province     | 0                                          | 0                                    |                                                       |
| 10.01 | NFC        | Nguyen Thi Van Giang | Not available                       |                                                                          | Wife of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources       | 037176003688                                   | 09/05/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province     | 0                                          | 0                                    |                                                       |

| No    | Stock code | Full name        | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                                                                          | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address             | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|-------|------------|------------------|-------------------------------------|----------------------------------|----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|---------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|       |            |                  |                                     |                                  |                                                                                                                            | Personal ID                                    | Issue date | Place of issue                                                             |                                       |                                            |                                  |                                                       |
| 10.02 | NFC        | Pham Thien Minh  | Not available                       |                                  | Biological child of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources              | 037205005945                                   | 19/06/2020 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province       | 0                                          | 0                                |                                                       |
| 10.03 | NFC        | Pham Danh Minh   | Not available                       |                                  | Biological child of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department   | Not available                                  |            |                                                                            | Hoa Lu Ward, Ninh Binh Province       | 0                                          | 0                                | Underage                                              |
| 10.04 | NFC        | Nguyen Thi Yen   | Not available                       |                                  | Biological mother of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department  | 033133004231                                   | 14/04/2023 | Department of Administrative Management of Social Order, Police Department | Chau Ninh Commune, Hung Yen Province  | 0                                          | 0                                |                                                       |
| 10.05 | NFC        | Nguyen Xuan Hanh | Not available                       |                                  | Father-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department      | 037044000828                                   | 29/04/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province       | 0                                          |                                  |                                                       |
| 10.06 | NFC        | Pham Thi Phuong  | Not available                       |                                  | Mother-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department      | 037147001904                                   | 29/04/2021 | Department of Administrative Management of Social Order, Police Department | Hoa Lu Ward, Ninh Binh Province       | 0                                          | 0                                |                                                       |
| 10.07 | NFC        | Pham Ngoc Duc    | Not available                       |                                  | Biological brother of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department | 033059002449                                   | 26/07/2022 | Department of Administrative Management of Social Order, Police Department | Khoai Chau Commune, Hung Yen Province | 0                                          | 0                                |                                                       |

| No    | Stock code | Full name           | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                                                                          | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address              | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|-------|------------|---------------------|-------------------------------------|----------------------------------|----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|----------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|       |            |                     |                                     |                                  |                                                                                                                            | Personal ID                                    | Issue date | Place of issue                                                             |                                        |                                            |                                  |                                                       |
| 10.08 | NFC        | Nguyen Thi Thuy     | Not available                       |                                  | Sister-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department      | 033172004455                                   | 15/04/2021 | Department of Administrative Management of Social Order, Police Department | Chau Ninh Commune, Hung Yen Province   | 0                                          | 0                                |                                                       |
| 10.09 | NFC        | Pham Van Hao        | Not available                       |                                  | Biological brother of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department | 033061003857                                   | 24/04/2021 | Department of Administrative Management of Social Order, Police Department | Chau Ninh Commune, Hung Yen Province   | 0                                          | 0                                |                                                       |
| 10.10 | NFC        | Nguyen Thi Kim Oanh | Not available                       |                                  | Sister-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department      | 031165007700                                   | 24/04/2021 | Department of Administrative Management of Social Order, Police Department | Chau Ninh Commune, Hung Yen Province   | 0                                          | 0                                |                                                       |
| 10.11 | NFC        | Le Hong Quy         | Not available                       |                                  | Sister-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department      | 033178005095                                   | 13/04/2021 | Department of Administrative Management of Social Order, Police Department | Mang Yang Commune, Gia Lai Province    | 0                                          | 0                                |                                                       |
| 10.12 | NFC        | Pham Van Hoang      | Not available                       |                                  | Biological brother of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department | 033066001673                                   | 25/04/2021 | Department of Administrative Management of Social Order, Police Department | Chi Linh Ward, Hai Phong City          | 0                                          | 0                                |                                                       |
| 10.13 | NFC        | Vu Thi Huong        | Not available                       |                                  | Sister-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department      | 030171002261                                   | 25/04/2021 | Department of Administrative Management of Social Order, Police Department | Pha Lai - Chi Linh, Hai Duong Province | 0                                          | 0                                |                                                       |

| No    | Stock code | Full name                                | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                                                                          | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address                        | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|-------|------------|------------------------------------------|-------------------------------------|----------------------------------|----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|--------------------------------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|       |            |                                          |                                     |                                  |                                                                                                                            | Personal ID                                    | Issue date | Place of issue                                                             |                                                  |                                            |                                  |                                                       |
| 10.14 | NFC        | Pham Thi Yen                             | Not available                       |                                  | Biological sibling of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department | 033171002581                                   | 05/10/2022 | Department of Administrative Management of Social Order, Police Department | Viet Tien Commune, Hung Yen Province             | 0                                          | 0                                |                                                       |
| 10.15 | NFC        | Nguyen Thanh Hung                        | Not available                       |                                  | Brother-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of General Administration and Human Resources Department     | 033071002598                                   | 05/10/2022 | Department of Administrative Management of Social Order, Police Department | Viet Tien Commune, Hung Yen Province             | 0                                          | 0                                |                                                       |
| 11    | NFC        | Vietnam National Chemical Group          |                                     |                                  | Parent company                                                                                                             | 0100100061 (6th amendment)                     | 13/03/2025 | Hanoi Department of Finance                                                | No. 1A, Trang Tien Street, Hoan Kiem Ward, Hanoi | 8,023,428                                  | 51,0%                            |                                                       |
| 12    | NFC        | Nguyen Minh Viet Hung                    | Not available                       | Member of the Board of Directors |                                                                                                                            | 030076000200                                   | 20/07/2021 | Department of Administrative Management of Social Order, Police Department | No. 1A, Trang Tien Street, Hoan Kiem Ward, Hanoi | 0                                          | 0                                |                                                       |
| 12.01 | NFC        | DAP No. 2 Joint Stock Company - Vinachem | Not available                       |                                  | Mr. Nguyen Minh Viet Hung - Member of the Board of Directors                                                               | 5300265969 (12th amendment)                    | 07/07/2025 | Lao Cai Department of Finance                                              | Hamlet 6, Tang Loong Commune, Lao Cai Province   | 0                                          | 0                                |                                                       |
| 12.02 | NFC        | Nguyen Van Khanh                         | Not available                       |                                  | Biological father of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors                                          | 030047009164                                   | 14/09/2021 | Department of Administrative Management of Social Order, Police Department | Thanh Mien Commune, Hai Phong City               | 0                                          | 0                                |                                                       |
| 12.03 | NFC        | Vu Thi Anh                               | Not available                       |                                  | Biological mother of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors                                          | 030152009265                                   | 20/11/2021 | Department of Administrative Management of Social Order, Police Department | Tay Ho Ward, Hanoi City                          | 0                                          | 0                                |                                                       |

| No    | Stock code | Full name             | Securities trading account (if any) | Position in the Company (if any) | Relationship with Internal person                                                  | Personal ID/Passport/Business Reg. Certificate |            |                                                                            | Permanent/Contact address  | Number of shares held at the end of period | Ownership ratio at end of period | Remarks (regarding ID/Passport issues or other notes) |
|-------|------------|-----------------------|-------------------------------------|----------------------------------|------------------------------------------------------------------------------------|------------------------------------------------|------------|----------------------------------------------------------------------------|----------------------------|--------------------------------------------|----------------------------------|-------------------------------------------------------|
|       |            |                       |                                     |                                  |                                                                                    | Personal ID                                    | Issue date | Place of issue                                                             |                            |                                            |                                  |                                                       |
| 12.04 | NFC        | Vu Anh Thu            | Not available                       |                                  | Wife of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors               | 001180029489                                   | 04/10/2021 | Department of Administrative Management of Social Order, Police Department | Tuong Mai Ward, Hanoi City | 0                                          | 0                                |                                                       |
| 12.05 | NFC        | Nguyen Vu Khanh Chi   | Not available                       |                                  | Biological child of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors   | 001308018230                                   | 15/01/2023 | Department of Administrative Management of Social Order, Police Department | Tuong Mai Ward, Hanoi City | 0                                          | 0                                |                                                       |
| 12.06 | NFC        | Nguyen Vu Khanh Phong | Not available                       |                                  | Biological child of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors   | Not available                                  |            |                                                                            | Tuong Mai Ward, Hanoi City | 0                                          | 0                                | Underage                                              |
| 12.07 | NFC        | Nguyen Minh Thang     | Not available                       |                                  | Biological brother of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors | 030075018105                                   | 05/10/2021 | Department of Administrative Management of Social Order, Police Department | Tay Ho Ward, Hanoi City    | 0                                          | 0                                |                                                       |
| 12.08 | NFC        | Nguyen Thi Thu Huyen  | Not available                       |                                  | Sister-in-law of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors      | 001186051347                                   | 05/02/2021 | Department of Administrative Management of Social Order, Police Department | Tay Ho Ward, Hanoi City    | 0                                          | 0                                |                                                       |
| 12.09 | NFC        | Vu Boi Tuyen          | Not available                       |                                  | Father-in-law of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors      | 033042000786                                   | 29/04/2021 | Department of Administrative Management of Social Order, Police Department | Tuong Mai Ward, Hanoi City | 0                                          | 0                                |                                                       |
| 12.10 | NFC        | Van Thi Duc           | Not available                       |                                  | Mother-in-law of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors      | Not available                                  |            |                                                                            | Tuong Mai Ward, Hanoi City | 0                                          | 0                                | Deceased                                              |

ON BEHALF OF THE BOARD OF DIRECTORS  
 Date: 15/05/2022, month 5, year 2025



Phạm Văn Ninh

Appendix: 02

**CHANGES IN THE LIST OF RELATED PERSONS**  
*Of: Ninh Binh Phosphate Fertilizer Joint Stock Company*  
*(Attached to the Corporate Governance Report for the first 6 months of 2025)*

| No   | Full Name             | Relationship                                                        | Position at the Company          | Trading Account | ID/Business Registration No. | Date of issue               | Place of issue                                          | Address                                        | Date became related person | Date No longer related person | Reason                                           |
|------|-----------------------|---------------------------------------------------------------------|----------------------------------|-----------------|------------------------------|-----------------------------|---------------------------------------------------------|------------------------------------------------|----------------------------|-------------------------------|--------------------------------------------------|
| 1    | Nguyen Minh Viet Hung |                                                                     | Member of the Board of Directors |                 | 30076000200                  | 20/07/2021                  | Department of Administrative Management of Social Order | No. 1A, Trang Tien St., Hoan Kiem Ward, Hanoi  | 24/04/2025                 |                               | Newly elected Member of the BOD                  |
| 1.01 | DAP No.2 JSC-Vinachem | Mr. Nguyen Minh Viet Hung is Member of the BOD                      |                                  | Not available   | 5300265969                   | 07/07/2025 (12th amendment) | Department of Finance of Lao Cai Province               | Hamlet 6, Tang Loong Commune, Lao Cai Province | 24/04/2025                 |                               | Organization related to newly elected BOD member |
| 1.02 | Nguyen Van Khanh      | Father of Mr. Nguyen Minh Viet Hung- Member of the BOD              |                                  | Not available   | 30047009164                  | 14/09/2021                  | Department of Administrative Management of Social Order | Thanh Mien Commune, Hai Phong City             | 24/04/2025                 |                               | Related person to newly elected BOD member       |
| 1.03 | Vu Thi Anh            | Mother of Mr. Nguyen Minh Viet Hung- Member of the BOD              |                                  | Not available   | 30152009265                  | 20/11/2021                  | Department of Administrative Management of Social Order | Tay Ho Ward, Hanoi City                        | 24/04/2025                 |                               | Related person to newly elected BOD member       |
| 1.04 | Vu Anh Thu            | Wife of Mr. Nguyen Minh Viet Hung- Member of the BOD                |                                  | Not available   | 1180029489                   | 4/10/2021                   | Department of Administrative Management of Social Order | Tuong Mai Ward, Hanoi City                     | 24/04/2025                 |                               | Related person to newly elected BOD member       |
| 1.05 | Nguyen Vu Khanh Chi   | Biological daughter of Mr. Nguyen Minh Viet Hung- Member of the BOD |                                  | Not available   | 1308018230                   | 15/01/2023                  | Department of Administrative Management of Social Order | Tuong Mai Ward, Hanoi City                     | 24/04/2025                 |                               | Related person to newly elected BOD member       |

| No   | Full Name             | Relationship                                                   | Position at the Company | Trading Account | ID/Business Registration No. | Date of issue | Place of issue                                          | Address                    | Date became related person | Date No longer related person | Reason                                     |
|------|-----------------------|----------------------------------------------------------------|-------------------------|-----------------|------------------------------|---------------|---------------------------------------------------------|----------------------------|----------------------------|-------------------------------|--------------------------------------------|
| 1.06 | Nguyen Vu Khanh Phong | Biological son of Mr. Nguyen Minh Viet Hung- Member of the BOD |                         | Not available   | Underage                     |               |                                                         | Tuong Mai Ward, Hanoi City | 24/04/2025                 |                               | Related person to newly elected BOD member |
| 1.07 | Nguyen Minh Thang     | Older brother of Mr. Nguyễn Minh Việt Hưng                     |                         | Not available   | 30075018105                  | 5/10/2021     | Department of Administrative Management of Social Order | Tay Ho Ward, Hanoi City    | 24/04/2025                 |                               | Related person to newly elected BOD member |
| 1.08 | Thai Thi Thu Huyen    | Sister-in-law of Mr. Nguyen Minh Viet Hung- Member of the BOD  |                         | Not available   | 1186051347                   | 5/2/2021      | Department of Administrative Management of Social Order | Tay Ho Ward, Hanoi City    | 24/04/2025                 |                               | Related person to newly elected BOD member |
| 1.09 | Vu Boi Tuyen          | Father-in-law of Mr. Nguyen Minh Viet Hung- Member of the BOD  |                         | Not available   | 33042000786                  | 29/04/2021    | Department of Administrative Management of Social Order | Tuong Mai Ward, Hanoi City | 24/04/2025                 |                               | Related person to newly elected BOD member |
| 1.10 | Van Thi Duc           | Mother-in-law of Mr. Nguyen Minh Viet Hung- Member of the BOD  |                         | Not available   | Deceased                     |               |                                                         | Tuong Mai Ward, Hanoi City | 24/04/2025                 |                               | Related person to newly elected BOD member |

Date 25 month 7 year 2025

Chairman of the Board of Directors



Phạm Mạnh Ninh

**TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES**

**Of: Ninh Binh Phosphate Fertilizer Joint Stock Company**

(Enclosed with the Company's semi-annual corporate governance report for the first half of 2025)

Unit: VND

| No. | Name of organization/individual          | Relationship with the Company   | Business Registration Certificate No., Date of issue, Place of                                            | Registered office / Contact address                                 | Date of transaction with the Company | Resolution/Decision No. of the GMS/BOD, date of issuance | Details, quantity, total value of transaction | Remarks                 |
|-----|------------------------------------------|---------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|--------------------------------------|----------------------------------------------------------|-----------------------------------------------|-------------------------|
| 1   | Vietnam National Chemical Group          | Parent company                  | 0100100061 (6th Amendment ) Issued on: 13/03/2025 at Hanoi Department of Finance                          | No. 1A, Trang Tien Street, Hoan Kiem Ward, Hanoi                    | 28/05/2025                           | 582/GMS-Res dated 24/04/2025                             | 16,046,856,000                                | Dividend for 2024       |
| 2   | Hoang Ngan Co., Ltd.                     | Major shareholder               | 2700271351 (21st Amendment ) Issued on: 20/01/2025 at Ninh Binh Department of Planning and Investment     | No. 02, Vu Duy Thanh Street, Hoa Lu Ward, Ninh Binh Province        | 28/05/2025                           | 582/GMS-Res dated 24/04/2025                             | 3,804,652,000                                 | Dividend for 2024       |
|     |                                          |                                 |                                                                                                           |                                                                     | 18/04/2025                           | 480/BOD-Res dated 02/04/2025                             | 10,730,880,000                                | Sale of fertilizers     |
| 3   | Apatit Vietnam Co., Ltd. (Single-member) | Under the same parent company   | 5300100276 (15th Amendment ) Issued on: 12/07/2025 at Lao Cai Department of Finance                       | Tran Hung Dao Boulevard, Group 19, Cam Duong Ward, Lao Cai Province | 30/01/2025                           | 88/BOD-Res dated 17/01/2025                              | 45,426,000,294                                | Purchase of Apatite ore |
|     |                                          |                                 |                                                                                                           |                                                                     | 31/05/2025                           | 582/GMS-Res dated 24/04/2025                             | 28,943,963,573                                | Purchase of Apatite ore |
| 4   | Southern Chemical Import-Export JSC      | Affiliate of the parent company | 0305083191 (9th revision) Issued on: 17/05/2023 at Ho Chi Minh City Department of Planning and Investment | 130 Tran Hung Dao Street, Ben Thanh Ward, Ho Chi Minh City          | 17/01/2025                           | 88/BOD-Res dated 17/01/2025                              | 153,805,183,000                               | Sale of fertilizers     |



| No. | Name of organization/individual           | Relationship with the Company | Business Registration Certificate No., Date of issue, Place of                                    | Registered office / Contact address                        | Date of transaction with the Company | Resolution/Decision No. of the GMS/BOD, date of issuance              | Details, quantity, total value of transaction | Remarks                                                        |
|-----|-------------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------|--------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------|----------------------------------------------------------------|
| 1   | Vietnam National Chemical Group           | Parent company                | 0100100061 (6th Amendment) Issued on: 13/03/2025 at Hanoi Department of Finance                   | No. 1A, Trang Tien Street, Hoan Kiem Ward, Hanoi           | 28/05/2025                           | 582/GMS-Res dated 24/04/2025                                          | 16,046,856,000                                | Dividend for 2024                                              |
| 5   | Vietnam Institute of Industrial Chemistry | Under the same parent company | 0100101121 (10th revision) Issued on: 28/11/2023 at Hanoi Department of Planning and Investment   | No. 2, Pham Ngu Lao Street-Cua Nam Ward -Hanoi City        | 31/03/2025                           | Contract No. 25/VHH-PT-QTMT dated 19/02/2025                          | 37,368,000                                    | Environmental monitoring service fee                           |
| 6   | College of Chemical Industry              | Under the same parent company | 110/2022/GCNDKHD-TCGDNN Issued on: 22/12/2022 by Directorate of Vocational Education and Training | Group 5, Lam Thao Commune -Phu Tho Province                | 7/2/2025                             | Invoices No. 4, 5, 6 dated 07/02/2025; Invoice No. 8 dated 24/04/2025 | 59,760,000                                    | Tuition fee for Class V3T24 (Intermediate Chemical Technology) |
| 7   | Hanoi Soap Joint Stock Company            | Under the same parent company | 0100100311 (10th Amendment) Issued on: 08/06/2022 at Hanoi Department of Planning and Investment  | No. 233B, Nguyen Trai Street- Khuong Dinh Ward -Hanoi City | 8/1/2025                             | Contract No. 06012025-HDPP-XP/2025 dated 08/01/2025                   | 102,235,000                                   | Purchase of laundry detergent and dishwashing liquid           |

On behalf of the Board of Directors *gh*  
Chairman



Phạm Mạnh Ninh

Appendix: 04

INTERNAL SHAREHOLDER TRANSACTIONS

Of: Ninh Binh Phosphate Fertilizer Joint Stock Company

(Attached to the Semi-annual corporate Governance report for the first half of 2025)

| No | Name of the person conducting the transaction | Position                                                                            | Shares held at the beginning of the period |        | Shares held at the end of the period |       | Reason for Increase/Decrease |
|----|-----------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------|--------|--------------------------------------|-------|------------------------------|
|    |                                               |                                                                                     | Number of shares                           | Ratio  | Number of shares                     | Ratio |                              |
| 1  | Hoang Ngan Co., Ltd.                          | Related organization to the member of the Board of Directors, Mr. Nguyen Ngoc Thach | 1,702,326                                  | 10,82  | 1,902,326                            | 12,09 | Purchase                     |
|    | Total                                         |                                                                                     | 1,702,326                                  | 10,821 | 1,902,326                            | 12,09 |                              |

Date 25 month 7 year 2025

Chairman of the Board of Directors



Phạm Mạnh Ninh