INDUSTRIAL RUBBER JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.309/BC-HĐQT

Dong Nai, July 25, 2025

REPORT ON CORPORATE GOVERNANCE
The first six-months year 2025

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

- Company name: Industrial Rubber Joint Stock Company
- Address of head office: No. 14, 21 Thang 4 Street, Hang Gon Ward (formerly Xuan Tan Ward before the merger, Long Khanh City), Dong Nai Province.
- Telephone: 0251.3721199 Fax: 0251.3721199 Email: pktctycscn@gmail.com
- Charter capital: VND 175,000,000,000
- Stock code: IRC
- Governance model: The General Meeting of Shareholders ("GMS"), the Board of Directors ("BOD"), the Board of Supervisors ("BS"), the Chief Executive Officer ("CEO").
- The implementation of internal audit: No.

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written opinions).

The 2025 Annual General Meeting of Shareholders of Industrial Rubber Joint Stock Company took place on April 24th, 2025.

No.	Resolution/ Decision No.	Date	Content
01	169/NQ-ĐHĐCĐ	24/4/2025	- Approval of the Board of Directors' Report on management and business performance in 2024, business direction in 2025. - Approval of the Board of Supervisors' Report on the implementation of tasks in 2024 and the direction of tasks in 2025. - Approval of the Company's audited financial statements for 2024. - Approval of the proposal to select an auditor for the 2025 financial statements.

CÔNG TY CỔ PHẦN CAO SU CÔNG NGHIỆP
Digitally signed by CÔNG TY CỔ PHẦN CAO SU CÔNG NGHIỆP
DN: C=VN, L=ĐỒNG NAI, O=SỞ KẾ HOẠCH VÀ ĐẦU TƯ TỈNH ĐỒNG NAI, CN=CÔNG TY CỔ PHẦN CAO SU CÔNG NGHIỆP, OID.0.9.2342.19200300.100.1.1=MST:3600259017, E=KPTCTYCSCN@GMAIL.COM
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			- Approval of the report on the remuneration of the Board of Directors and the Board of Supervisors of the Company in 2024 and the plan for 2025. - Approval of the 2024 profit distribution and dividend payment proposal, 2025 profit distribution and dividend payment plan.

II. Board of Directors (The first six-months year 2025):

1. Information about the BOD's members:

The Company's Board of Directors for the 2023-2028 term consists of 05 members: Mr. Pham Nam Hung, Mr. Nguyen Dang Tan, Mr. Nguyen Thai Nguyen, Mr. Hoang Thanh Bach and Mr. Nguyen Cao Duc.

STT	BOD's member	Position	The date becoming/ceasing to be the member of the BOD		Note
			Date of appointment	Date of dismissal	
1	Mr. Pham Nam Hung	Chairman	26/4/2023		Executive member
2	Mr. Nguyen Dang Tan	Member	26/4/2023		Executive member
3	Mr. Hoang Thanh Bach	Member	26/4/2023		Non Executive member
4	Mr. Nguyen Thai Nguyen	Member	26/4/2023		Executive member
5	Mr. Nguyen Cao Duc	Member	26/4/2023		Non Executive member

2. Meetings of the BOD:

STT	BOD's member	Number of meetings attend by the BOD	Attendance rate	Reasons for absence
1	Mr. Pham Nam Hung	02/02	100%	
2	Mr. Nguyen Dang Tan	02/02	100%	
3	Mr. Hoang Thanh Bach	02/02	100%	
4	Mr. Nguyen Thai Nguyen	02/02	100%	
5	Mr. Nguyen Cao Duc	01/02	75%	Absent 01 meeting, reason is sudden business trip

Within the scope of authority and responsibility of the Board of Directors, in The first six-months year 2025, the Board of Directors held 02 regular meetings and conducted 11 votes to collect opinions of Board members to resolve matters under its authority according to regulations. Thereby, the Board of Directors issued 02 Resolutions and 11 Decisions to implement tasks related to the Company's business activities.

The Board of Directors has led and directed activities related to the review of documents and records for the General Meeting, successfully organizing the 2025 Annual General Meeting of Shareholders of the Company.

Regarding personnel matters: In the first six months of 2025, there were no changes in the Company's Executive Board.

The Board of Directors has ensured a good working relationship with the Party Committee and the Executive Board of the Company, promptly reporting to the Party Committee on the implementation of tasks, personnel matters, and the Company's major policies.

In general, during the first half of 2025, the Board of Directors fulfilled its duties and powers in accordance with the law, the Company's Charter, and the Board's Operating Regulations.

3. Supervision by the BOD toward the Board of Management:

The Board of Directors has regularly monitored, supervised and promptly resolved the proposals of the Board of Directors, and at the same time made timely decisions and directions related to the management and operation of production and business activities, personnel work and organizational structure of the Company.

At the meetings of the Board of Directors, the Board of Directors reports on the production and business situation and sets out directions and tasks for the coming time, reporting to the Company's Board of Directors for assessment, consideration and timely direction.

The Board of Directors has led, directed, and supervised the Board of Directors to make efforts to implement solutions to ensure the production and business plan targets for 2025, basically the results achieved are as planned.

The Board of Directors supervises compliance and implementation of the provisions of the Enterprise Law, the Company Charter and current legal regulations. Supervises reporting, periodic and irregular disclosure of information on the stock market to ensure compliance with regulations.

4. Activities of the Board of Directors' committees, Audit committee: no Committee

5. Resolutions/Decisions of the BOD:

STT	Resolutions/ Decisions No.	Date	Content	Approval Rate	Note
1	40/QĐ-HĐQT	07/01/2025	Decision on the establishment of the 2025 Fixed Asset Liquidation Council	100%	
2	59/QĐ-HĐQT	23/01/2025	Decision on liquidation of old rubber plantations (area of 115.53 ha)	100%	
3	86//NQ-HĐQT	27/02/2025	Resolution of the 7th meeting: Approval of 2024 business results, 2025 business plan, estimated Q1/2025 performance; policy on organizing the 2025 Annual General Meeting of Shareholders;	100%	

STT	Resolutions/ Decisions No.	Date	Content	Approval Rate	Note
			report on the review of staff planning for the 2020–2025 period		
4	96/QĐ-HĐQT	07/3/2025	Decision on approval of the contractor selection plan for the 2022 rubber replanting project (area of 97.18 ha, year 4)	100%	
5	104/QĐ-HĐQT	18/3/2025	Decision on approval of the technical and economic report for the 2025 rubber replanting project	100%	
6	114/QĐ-HĐQT	25/3/2025	Decision on reducing the starting price for liquidation of old rubber plantation assets (area of 115.53 ha)	60%	
7	140/QĐ-HĐQT	03/4/2025	Decision on contents of the documents to be submitted to the 2025 Annual General Meeting of Shareholders	60%	
8	143/QĐ-HĐQT	10/4/2025	Decision on liquidation of dead or broken rubber trees (122 trees)	100%	
9	144/QĐ-HĐQT	10/4/2025	Decision on approval of the contractor selection plan for the 2025 rubber replanting project (area of 38.06 ha)	100%	
10	185/QĐ-HĐQT	08/5/2025	Decision on the second reduction of the starting price for liquidation of old rubber plantation assets (area of 115.53 ha)	60%	
11	199/QĐ-HĐQT	20/5/2025	Decision on approval of the contractor selection plan for the package of purchasing inorganic fertilizer for 2025 production	100%	
12	222/QĐ-HĐQT	30/5/2025	Decision on approval of the technical and economic report for the renovation and repair of the office building	60%	
13	275/NQ-HĐQT	05/7/2025	Resolution of the 8th meeting: Approval of Q1/2025 business results, estimated Q2/2025 performance, estimated 6-month performance in 2025; result of selecting the audit firm to perform the review of the 6-month 2025	75%	

STT	Resolutions/ Decisions No.	Date	Content	Approval Rate	Note
			financial statements and audit of the 2025 financial statements; policy on revaluation of liquidated rubber plantation (115.53 ha) and continued auction in Q3/2025; policy on joint investment in cassava cultivation on an area of 43.83 ha (land under planning for Xuan Tan new urban area); report on the land recovery status of the rest stop project at Km47+500 under the Phan Thiet - Dau Giay expressway subproject; report on land encroachment situation.		

III. Board of Supervisors (The first six-months year 2025):

1. Information about members of Board of Supervisors (BS)

The Company's Board of Supervisors for the 2023-2028 term consists of 03 members: Mrs. Tran Thi Hong Loan, Mrs. Ngo Thi Cam Ha, Mrs. Tran Thi Cam.

No.	Member of BS	Position	Date of appointment	Qualification
1	Mrs. Tran Thi Hong Loan	Head of supervisory board	26/04/2023	Bachelor of Economics
2	Mrs. Ngo Thi Cam Ha	Member	26/04/2023	Bachelor of Economics
3	Mrs. Tran Thi Cam	Member	26/10/2023	Bachelor of Laws

2. Meetings of Board of Supervisors

No.	Member of BS	Number of meetings attended	Attendance rate	Voting right	Reasons for absence
1	Mrs. Tran Thi Hong Loan	01/01	100%	100%	
2	Mrs. Ngo Thi Cam Ha	01/01	100%	100%	
3	Mrs. Tran Thi Cam	01/01	100%	100%	

3. The supervision activities of the Board of Supervisors toward the Board of Directors, Board of Management and shareholder:

3.1. *Monitoring results of the activities of the Board of Directors:*

The activities of the Board of Supervisors comply with the provisions of the Company's Charter and the Law on Enterprises, always ensuring honesty and objectivity

The Board of Supervisors is invited to attend all meetings of the Board of Directors. Meeting contents are considered, discussed and approved to issue Resolutions for implementation, ensuring the correct authority of the Board of Directors.

For the contents of the Board of Directors seeking written opinions from members to resolve issues within its authority between regular meetings, the Board of Directors always provides documents and information to the Board of Supervisors.

3.2. Monitoring Results of the Executive Board's Activities:

The Board of Supervisors regularly monitors the performance of the Board of Directors, inspects and supervises the financial situation, financial reports, performance of obligations to the State and policies for the Company's employees.

The Board of Supervisors participates in regular meetings to evaluate the performance and implementation of the Company's monthly production and business tasks between the Company's Board of Directors and the affiliated Production Teams, thereby monitoring the management and operation activities of the Board of Directors in implementing production and business tasks and the Resolutions of the Company's Board of Directors.

In general, in The first six-months year 2025, the activities of the Board of Directors and the Board of Management will comply with the provisions of law, the Company's Charter and the Resolution of the 2025 Annual General Meeting of Shareholders.

3.3. Monitoring Results of the Shareholders: The Board of Supervisors does not accept requests or complaints from shareholders.

4.The coordination among the Supervisory Board toward activities of the Board of Director, Board of Management and different managers:

The Board of Directors, the Board of Management and the Board of Supervisors have closely coordinated in the management and operation of the Company. During the working process, the Board of Directors and the Board of Management have created favorable conditions for the Board of Supervisors to perform the control function in all areas of the Company's operations, and relevant management departments have provided complete and timely documents when requested.

Attend Company meetings and present the Board of Supervisors' opinions on relevant issues.

5. Other activities of the Supervisory Board: *None*

IV. Board of Management:

No.	Members of Board of Management	Date of birth	Position	Qualification	Date of appointment/ dismissal
1	Mr. Nguyen Dang Tan	07/4/1966	General director	Rubber Engineer - Bachelor of Business Administration	Appointment: 01/3/2023
2	Mr. Nguyen Thai Nguyen	21/10/1980	Deputy General director	Bachelor of Business Administration	Appointment: 01/12/2022

V. Chief Accountant:

No.	Full name	Date of birth	Qualification	Date of appointment/ dismissal
1	Mr. Vu Duc Thang	08/12/1982	Bachelor of Economics	Appointment 17/5/2024

VI. Training on corporate governance:

The Members of the Board of Directors, Members of the Board of Supervisors, Executive Directors, other management personnel, and the Company Governance Officer/Corporate Secretary all possess relevant experience and have undergone training in corporate governance/business administration prior to their election or appointment.

VII. List of affiliated persons of the public company and transactions of affiliated persons of the Company with the Company (The first six-months year 2025)

1. List of affiliated persons of the Company:

Detailed attached Appendix No.0.1

2. Transactions between the Company and the affiliated persons or between the Company's subsidiaries, or the company in which the listed company takes controlling power: *No transaction occurred*

3. Transactions between the internal person of a listed company and Company's subsidiaries, or the company in which the listed company takes controlling power*: No transactions occurred*

4. Transactions between the Company and other objects:

4.1. Transactions between the company and companies in which the members of the Board of Directors, members of the Board of Supervisors, and the Executive Director have been and are founding members or members of the Board of Directors, Executive Director within the past three (03) years (as of the time of reporting): No

4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, and Executive Director are members of the Board of Directors or Executive Director: No

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, and Executive Director: No

VIII. Transactions of internal persons and related person of internal person (The first six-months year 2025):

1. List of internal persons and their affiliated persons:

Detail attached Appendix No. 02

2. Transactions of internal persons and affiliated persons on shares of the listed company: None.

3. Other transactions of major shareholders: No

IX. Other significant issues: No.

Recipients:
- Board of Directors;
- Supervisory board;
- Archived :VT.

CHAIRMAN OF THE BOARD

(Sign, write full name and stamp)

PHAM NAM HUNG

REPORT ON CORPORATE GOVERNANCE

The first six-months year 2025

Appendix No.01: List of affiliated persons of the Company

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID card/ Citizen identification card/ Business registration certificate	Date of issuance of ID card/ Citizen identification card/ Business registration certificate	Place of issuance of ID card/ Citizen identification card/ Business registration certificate	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relation-ship with the Company
I	**Affiliated persons - BOD**										
1	Mr.Pham Nam Hung		Chairman	001065038104	21/01/2025	Police Department for Administrative Management of Social Order	21/9B Vo Thi Sau, Ward 3, Quyet Thang Ward, Bien Hoa City, DN	26/04/2023			Internal person
2	Mr.Nguyen Dang Tan		Member	045066006022	25/08/2022	Police Department for Administrative Management of Social Order	No. 118, 21/4 Street, Xuan Tan Ward, Long Khanh City, DN	26/04/2023			Internal person
3	Mr.Nguyen Thai Nguyen		Member	025080010560	30/05/2022	Police Department for Administrative Management of Social Order	Hamlet 3, Phu Thanh Commune, Nhon Trach District, Dong Nai Province	26/04/2023			Internal person
4	Mr.Hoang Thanh Bach		Member	031085004083	13/06/2016	Police Department for Administrative Management of Social Order	3L 12-6, Sky Garden 3R1-3, KP3, Tan Phong Ward, District 7, HCMC	26/04/2023			Internal person
5	Mr.Nguyen Cao Duc		Member	068077007417	16/05/2023	Police Department for Administrative Management of Social Order	14/1 Tran Hung Dao, Ward 10, Da Lat City, Lam Dong	26/04/2023			Internal person
II	**Affiliated persons - BS**										
1	Mrs.Tran Thi Hong Loan		Head of Supervisory Board	075186013052	12/08/2021	Police Department for Administrative Management of Social Order	No. 88, 21/4 Street, Xuan Tan Ward, Long Khanh City, DN	26/04/2023			Internal person
2	Mrs.Ngo Thi Cam Ha		Member	075186009303	23/09/2022	Police Department for Administrative Management of Social Order	33 Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai	26/04/2023			Internal person
3	Mrs.Tran Thi Cam		Member	042197013862	07/02/2023	Police Department for Administrative Management of Social Order	1113/27a Huynh Tan Phat, Phu Thuan Ward, District 7, HCMC	26/10/2023			Internal person

No.	Name of organization/ individual	Securities trading account	Position at the Company (if any)	ID card/ Citizen identification card/ Business registration	Date of issuance of ID card/ Citizen identification card/ Business registration	Place of issuance of ID card/ Citizen identification card/ Business registration	Address	Time of starting to be affiliated	Time of ending to be affiliated person	Reason	Relation-ship with the Company
III	**Affiliated persons - CEO**										
1	Mr.Nguyen Dang Tan		General Director – Board Member	045066006022	25/08/2022	Police Department for Administrative Management of Social Order	No. 118, 21/4 Street, Xuan Tan Ward, Long Khanh City, DN	01/03/2023			Internal person
2	Mr.Nguyen Thai Nguyen		Deputy General Director	025080010560	30/05/2022	Police Department for Administrative Management of Social Order	Hamlet 3, Phu Thanh Commune, Nhon Trach District, Dong Nai Province	01/12/2022			Internal person
IV	**Người có liên quan - Kế toán trưởng**										
	Mr.Vu Duc Thang		Chief Accoutant	036082024624	28/06/2021	Police Department for Administrative Management of Social Order	Group 9, Bau Tram Hamlet, Bau Tram Commune, Long Khanh City, DN	17/05/2024			Internal person
V	**Affiliated persons - Person authorized to disclose**										
	Mrs.Tran Thi Hong Loan		Authorized person to disclose information - Head of the Board of Supervisors	075186013052	12/08/2021	Police Department for Administrative Management of Social Order	No. 88, 21/4 Street, Xuan Tan Ward, Long Khanh City, DN	09/02/2018			Internal person
VI	**Affiliated person - Company Secretary: No**										
VII	**Organizations owning more than 10% of the Company's**										
1	Dong Nai Food Industrial Corporation			3600253505	First registered 01/07/2010, 19th change 18/6/2024	Business Registration Division, Department of Planning and Investment of Dong Nai Province	No. 833A, Hanoi Highway, Ward 1, Long Binh Tan Ward, Bien Hoa City, Dong Nai Province				Shareholders holding 65.85% of charter capital
VIII	**Dong Nai Food Industrial Corporation (Parent Company)Legal representative and manager of the Parent Company**										
1	**Parent Company**										
	Dong Nai Food Industrial Corporation			See section 1, part VII							
2	**Manager, legal representative of the parent company**										
2.1	**Board of members**										

No.	Name of organization/ individual	Securities trading account	Position at the Company (if any)	ID card/ Citizen identification card/ Business registration	Date of issuance of ID card/ Citizen identification card/ Business registration	Place of issuance of ID card/ Citizen identification card/ Business registration	Address	Time of starting to be affiliated	Time of ending to be affiliated person	Reason	Relation-ship with the Company
	Mrs.Do Thi Thu Hang							16/04/2024			Chairman of the Board of Directors - Manager of the Parent Company
	Mrs.Tran Vu Thi Hau			075186008796	29/06/2021	Police Department for Administrative Management of Social Order		01/06/2023			TV.HĐTV-Manager of Parent Company
	Mrs Phan Phuong Phuc Phu										TV.HĐTV-Manager of Parent Company
2.2	**Board of general director**										
	Mrs.Tran Thi Vu Hau			75186008796	29/06/2021	Police Department for Administrative Management of Social Order		01/06/2023			General Director - Legal Representative - Manager of Parent Company
	Mr.Pham Nam Hung			001065038104	10/05/2021	Police Department for Administrative Management of Social Order					Deputy General Director - Manager of Parent Company
	Mr.Tran Dang Ninh			036075012281	29/6/2021	Police Department for Administrative Management of Social Order					Deputy General Director - Manager of Parent Company
	Mr.Nguyen Duc Khoa										Deputy General Director - Manager of Parent Company
2.3	**Chief Accountant**										

No.	Name of organization/ individual	Securities trading account	Position at the Company (if any)	ID card/ Citizen identification card/ Business registration	Date of issuance of ID card/ Citizen identification card/ Business registration	Place of issuance of ID card/ Citizen identification card/ Business registration	Address	Time of starting to be affiliated	Time of ending to be affiliated person	Reason	Relation-ship with the Company
	Mr.Tran Huu Duc										Parent Company Manager
IX	**Member companies of Dong Nai Food Industrial Corporation (organizations having related relationships with the Corporation)**										
1	DongNai Import Export Joint Stock Company			3600298954	First registered 01/02/2008, 6th change 09/01/2023	Business Registration Division, Department of Planning and Investment of Dong Nai Province	Road 9, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai				
2	Phu Son LiveStock Joint Stock Company			3600271092			101 Phu Son Hamlet, Bac Son Commune, Trang Bom District, Dong Nai				
3	Tan Mai General Wood Joint Stock Company			3600254266			No. 84, Nguyen Van Hoa Street, Thong Nhat Ward, Bien Hoa City, Dong Nai				
4	Dong Nai Joint Stock Company of Agricultural Material			3600333736	First registered 01/03/2010, 6th change 08/07/2020	Business Registration Division, Department of Planning and Investment of Dong Nai Province	Road 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai				
5	Dong Nai Agricultural Livestock Product Joint Stock Company			3600267730	First registered 08/29/2005, 10th change 07/28/2022	Business Registration Division, Department of Planning and Investment of Dong Nai Province	238 Nguyen Ai Quoc, Tan Hiep Ward, Bien Hoa City, DN				
6	Buu Long Investment Development Company Limited			3602230616	First registered 11/02/2010, last changed 20/07/2022	Business Registration Division, Department of Planning and Investment of Dong Nai Province	KP4, Huynh Van Nghe Street, Buu Long Ward, Bien Hoa City, Dong Nai				

No.	Name of organization/ individual	Securities trading account	Position at the Company (if any)	ID card/ Citizen identification card/ Business registration	Date of issuance of ID card/ Citizen identification card/ Business registration	Place of issuance of ID card/ Citizen identification card/ Business registration	Address	Time of starting to be affiliated	Time of ending to be affiliated person	Reason	Relation-ship with the Company
7	Industrial Rubber Joint Stock Company			3600259017	First registered January 27, 2005, 8th change July 5, 2021	Business Registration Division, Department of Planning and Investment of Dong Nai Province	No. 14, 21/4 Street, Xuan Tan Ward, Long Khanh City, Dong Nai				
8	Dong Nai Tourist Joint - Stock Company			3600276414			105 Ha Huy Giap Street, Quyet Thang Ward, Bien Hoa City, Dong Nai Province.				

REPORT ON CORPORATE GOVERNANCE
The first six-months year 2025
Appendix No.2: List of internal persons and their affiliated persons

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID card/ Citizen identification card/ Business registration certificate	Date of issuance of ID card/ Citizen identification card/ Business registration certificate	Place of issuance of ID card/ Citizen identification card/ Business registration certificate	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
I	*Person affiliated to the Board of Directors*									
1	**Mr Pham Nam Hung**		**Chairman**							
	* Individual									
1.1	Mrs.Do Thi Lan			079140001871	19/04/2021	Police Department for Administrative Management of Social Order	21/9B Vo Thi Sau, Ward 3, Quyet Thang Ward, Bien Hoa City, DN			Mother
1.2	Mrs.Nguyen Anh Tuyet			075165006608	10/05/2021	Police Department for Administrative Management of Social Order	21/9B Vo Thi Sau, Ward 3, Quyet Thang Ward, Bien Hoa City, DN			Wife
1.3	Mrs.Pham Hoang Viet			075093025663	09/03/2022	Police Department for Administrative Management of Social Order	21/9B Vo Thi Sau, Ward 3, Quyet Thang Ward, Bien Hoa City, DN			Child
1.4	Mrs.Pham Hoang Khang			075202008421	02/07/2021	Police Department for Administrative Management of Social Order	21/9B Vo Thi Sau, Ward 3, Quyet Thang Ward, Bien Hoa City, DN			Child
1.5	Mrs.Nguyen Thi Thu Hien			075195020571	12/08/2021	Police Department for Administrative Management of Social Order	Long Binh Ward, Bien Hoa City, Dong Nai			Daughter in law
	* Organization									
1.6	DongNai Food Industrial Corporation			3600253505	First registration on 01/07/2010, 17th amendment on 10/10/2022	Police Department for Administrative Management of Social Order	No. 833A, Hanoi Highway, Ward 1, Long Binh Tan Ward, Bien Hoa City, Dong Nai Province			Deputy General Manager

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID card/ Citizen identification card/ Business registration certificate	Date of issuance of ID card/ Citizen identification card/ Business registration certificate	Place of issuance of ID card/ Citizen identification card/ Business registration certificate	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
1.7	Espace Big C Dong Nai			Investment License No. 1751/GP	25/11/1996	Minister of the Ministry of Planning and Investment	No. 833A, Hanoi Highway, Ward 1, Long Binh Tan Ward, Bien Hoa City, Dong Nai Province			Vice Chairman of the Board of Directors
1.8	Bien Hoa Import Export Company - Branch of Dong Nai Food Industrial Corporation			3600253505-011	03/03/2015	Business Registration Division, Department of Planning and Investment of Dong Nai Province	No. 2, Cach Mang Thang Tam Street, Thanh Binh Ward, Bien Hoa City, Dong Nai Province			Head
1.9	Dong Nai Import Export Joint Stock Company			3600298954	25/04/2016	Business Registration Division, Department of Planning and Investment of Dong Nai Province	Road 9, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai			Chairman
2	**Mr.Nguyen Dang Tan**		**Member of Board of Directors, Director**							
	* Individual									
2.1	Tran Thi Thu Phong			052171012551	12/08/2021	Police Department for Administrative Management of Social Order	No. 118, Cam Tan Hamlet, Xuan Tan Ward, Long Khanh City, Dong Nai			Wife
2.2	Nguyen Tran Ngoc Tram			075193005860	19/08/2022	Police Department for Administrative Management of Social Order	No. 118, Cam Tan Hamlet, Xuan Tan Ward, Long Khanh City, Dong Nai			Child
2.3	Nguyen Ngoc Minh Thi			075308004496	07/03/2023	Police Department for Administrative Management of Social Order	No. 118, Cam Tan Hamlet, Xuan Tan Ward, Long Khanh City, Dong Nai			Child
2.4	Nguyen Bao Huong Uyen						No. 118, Cam Tan Hamlet, Xuan Tan Ward, Long Khanh City, Dong Nai			Child

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID card/ Citizen identification card/ Business registration certificate	Date of issuance of ID card/ Citizen identification card/ Business registration certificate	Place of issuance of ID card/ Citizen identification card/ Business registration certificate	Address	Number of Shares Owned at the Beginning of the Period	Number of Shares Owned at the End of the Period	Note
2.5	Nguyen Dang Thi			045042003910	12/08/2021	Police Department for Administrative Management of Social Order	Hoan Quan Hamlet, Long Giao Commune, Cam My District, Dong Nai			Father
2.6	Phan Thi Lieu			045145004006	12/08/2021	Police Department for Administrative Management of Social Order	Hoan Quan Hamlet, Long Giao Commune, Cam My District, Dong Nai			Mother
2.7	Nguyen Dang Xuan			045070007045	12/08/2021	Police Department for Administrative Management of Social Order	Hamlet 2, Xuan Hoa Commune, Xuan Loc District, Dong Nai			Brother
2.8	Nguyen Dang Hanh			045072010515	12/08/2021	Police Department for Administrative Management of Social Order	Hamlet 2, Xuan Hoa Commune, Xuan Loc District, Dong Nai			Brother
2.9	Nguyen Dang Phuc			060077003033	06/12/2022	Police Department for Administrative Management of Social Order	Nong Doanh Hamlet, Xuan Dinh Commune, Xuan Loc District, Dong Nai			Brother
2.10	Nguyen Thi Tan			075169004099	12/08/2021	Police Department for Administrative Management of Social Order	Hoan Quan Hamlet, Long Giao Commune, Cam My District, Dong Nai			Sister
2.11	Nguyen Thi Gai			045174007598	20/08/2021	Police Department for Administrative Management of Social Order	Âp Hoàn Quân, xã Long Giao, huyện Cẩm Mỹ, Đồng Nai			Sister
2.12	Nguyen Thi Quynh Trang			075186021101	28/06/2021	Police Department for Administrative Management of Social Order	Hoan Quan Hamlet, Long Giao Commune, Cam My District, Dong Nai			Sister
2.13	Phan Thi Ut			052173006678	12/08/2021	Police Department for Administrative Management of Social Order	Hamlet 2, Xuan Hoa Commune, Xuan Loc District, Dong Nai			Daughter in law
2.14	Dang Thi Oanh			075180016231	12/08/2021	Police Department for Administrative Management of Social Order	Nong Doanh Hamlet, Xuan Dinh Commune, Xuan Loc District, Dong Nai			Daughter in law

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2.15	Truong Van Chanh			045062006315	12/08/2021	Police Department for Administrative Management of Social Order	Hoan Quan Hamlet, Long Giao Commune, Cam My District, Dong Nai			Brother in law
2.16	Ngo Tran Le Hoang			070085004934	28/06/2021	Police Department for Administrative Management of Social Order	Duc Tho Area, Duc Phong Town, Bu Dang District, Binh Phuoc			Brother in law
2.17	Nguyen Thi Mai			052138005381	08/08/2022	Police Department for Administrative Management of Social Order	Hoan Quan Village, Long Giao Commune, Cam My District, Dong Nai			Mother in law
	* Organization: No									
3	**Mr.Nguyen Thai Nguyen**		**Member of Board of Directors, Deputy Director**							
	* Individual									
3.1	Dao Thi Thai			025152009793	20/05/2023	Police Department for Administrative Management of Social Order	Tan Phu, Au Co, Phu Tho Town, Phu Tho Province			Mother
3.2	Nguyen Duy Hoang			025083020065	14/08/2021	Police Department for Administrative Management of Social Order	Van Thang Area, Van Lung, Phu Tho Town, Phu Tho Province			Brother
3.3	Nguyen Thi Viet Ha			025186012636	09/05/2021	Police Department for Administrative Management of Social Order	Cao Du Residential Area, Au Co, Phu Tho Town, Phu Tho Province			Daughter in law
3.4	Nguyen Thi van			038185024805	10/04/2021	Police Department for Administrative Management of Social Order	Phu Thanh commune, Nhon Trach district, Dong Nai			Wife

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3.5	Nguyen Van Hon			038055010230	06/07/2021	Police Department for Administrative Management of Social Order	Phu Thanh commune, Nhon Trach district, Dong Nai			Father in law
3.6	Do Thi Hoe			038156022687	20/04/2022	Police Department for Administrative Management of Social Order	Phu Thanh commune, Nhon Trach district, Dong Nai			Mother in law
3.7	Nguyen Minh Duc			-			Phu Thanh commune, Nhon Trach district, Dong Nai			Child
3.8	Nguyen Minh Anh			-			Phu Thanh commune, Nhon Trach district, Dong Nai			Child
	* Organization: No									
4	**Mr.Hoang Thanh Bach**		**Board Member**							
	* Individual									
4.1	Nguyen Ngoc Van			079187016836	17/12/2015	Police Department for Administrative Management of Social Order	3L 12-6, Sky garden 3R1-3, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Wife
4.2	Nguyen Trung Pham			079061010949	28/03/2021	Police Department for Administrative Management of Social Order	179 Phan Van Tri, Binh Thanh District, Ho Chi Minh City			Father in law
4.3	Pham Ngoc Le Tram			079163001628	12/09/2022	Police Department for Administrative Management of Social Order	179 Phan Van Tri, Binh Thanh District, Ho Chi Minh City			Mother in law
4.4	Hoang Thanh Tung			031079004464	26/05/2017	Police Department for Administrative Management of Social Order	3L 12-6, Sky garden 3R1-3, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Brother
4.5	Nguyen Thi Huong			034188004701	26/05/2017	Police Department for Administrative Management of Social Order	3L 12-6, Sky garden 3R1-3, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Sister in law
	* Organization									

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4.6	Capella group holdings company			303352628	02/03/2023	Department of Planning and Investment of Ho Chi Minh City	136-138 Le Thi Hong Gam, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City			Deputy General Director
5	**Mr.Nguyen Cao Duc**		**Board member**							
	* Individual									
5.1	Dao Thi Kim Binh			527081915	19/05/2005	United States	No. 6 Phan Van Chuong, Tan Phu Ward, District 7, Ho Chi Minh City			Mother
5.2	Nguyen Cao Thang			068068004998	28/06/2021	Police Department for Administrative Management of Social Order	10 Le Van Tam, Ward 10, Da Lat City, Lam Dong			Brother
5.3	Nguyen Thi Phuong Mai			068168003215	28/06/2021	Police Department for Administrative Management of Social Order	10 Le Van Tam, Ward 10, Da Lat City, Lam Dong			Sister in law
5.4	Nguyen Cao Tri			068070000088	03/08/2018	Police Department for Administrative Management of Social Order	No. 6 Phan Van Chuong, Tan Phu Ward, District 7, Ho Chi Minh City			Brother
5.5	Bui Thi Van Anh			015170004097	02/11/2021	Police Department for Administrative Management of Social Order	No. 6 Phan Van Chuong, Tan Phu Ward, District 7, Ho Chi Minh City			Sister in law
5.6	Sai Gon Old Thing Center Corporation			0313943965		District 8 Tax Department	400 Nguyen Duy, Ward 9, District 8, HCMC			General Director
II	**Person affiliated to the Board of Supervisors**									
1	**Mrs.Tran Thi Hong Loan**		**Head of Supervisory Board**							
	* Individual									

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1.1	Tran Van Lo			074058004596	12/08/2021	Police Department for Administrative Management of Social Order	No. 88, 21/4 Street, Xuan Tan Ward, Long Khanh City, Dong Nai			Father
1.2	Truong Thi Lau			079160020569	12/08/2021	Police Department for Administrative Management of Social Order	No. 88, 21/4 Street, Xuan Tan Ward, Long Khanh City, Dong Nai			Mother
1.3	Pham Thi Thu Hong			139154001201	19/08/2022	Police Department for Administrative Management of Social Order	Group 8, Ben Cam Hamlet, Phuoc Thien Commune, Nhon Trach District, Dong Nai			Mother in law
1.4	Tran Thi Lieu			075183009757	02/05/2022	Police Department for Administrative Management of Social Order	Vinh Cuu District, Dong Nai			Sister
1.5	Nguyen Hoang Thong			075084018285	18/05/2022	Police Department for Administrative Management of Social Order	Vinh Cuu District, Dong Nai			Brother in law
1.6	Tran Hieu Trung			075083010294	03/05/2023	Police Department for Administrative Management of Social Order	Nhon Trach District, Dong Nai			Husband
1.7	Tran Gia Linh			075309017333	10/07/2023	Police Department for Administrative Management of Social Order	No. 88, 21/4 Street, Xuan Tan Ward, Long Khanh City, DN			Child
	* Organization: No									
2	**Mrs.Ngo Thi Cam Ha**		**Member**							
	*Individual									
2.1	Ngo Duc Dan			024052004070	06/09/2021	Police Department for Administrative Management of Social Order	No. 33, Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Father
2.2	Phan Thi Mai			075158003948	28/06/2022	Police Department for Administrative Management of Social Order	No. 33, Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Mother

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2.3	Le Van Nhut			075048003537	31/08/2021	Police Department for Administrative Management of Social Order	112/23, An Hoa Ward, Bien Hoa City, Dong Nai			Father in law
2.4	Phan Thi Tien			082156004596	20/08/2021	Police Department for Administrative Management of Social Order	112/23, An Hoa Ward, Bien Hoa City, Dong Nai			Mother in law
2.5	Le Quang Dinh			075083018794	29/6/2021	Police Department for Administrative Management of Social Order	112/23, An Hoa Ward, Bien Hoa City, Dong Nai			Husband
2.6	Le Hoang Long						33 Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Child
2.7	Le Quang Nhan						33 Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Child
2.8	Ngo Ngoc Tu	006C090190		075187015442	15/11/2022	Police Department for Administrative Management of Social Order	33 Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Brother
2.9	Nguyen Thanh Son			079071002254	04/07/2016	Police Department for Administrative Management of Social Order	353/15 Le Quang Dinh, Ward 5, Tan Binh District, HCMC			Brother in law
2.10	Ngo Thi Van Anh			075188013476	10/02/2023	Police Department for Administrative Management of Social Order	Korea			Brother
2.11	Kim Da Hun			M830944015	21/11/2019	Korea	Korea			Brother in law
2.12	Ngo Phan Duc Hung			075094006508	21/07/2022	Police Department for Administrative Management of Social Order	33 Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Brother
2.13	Pham Khanh Vy			056198004360	15/12/2022	Police Department for Administrative Management of Social Order	33 Truong Dinh, Ward 2, Tan Mai Ward, Bien Hoa City, Dong Nai			Sister in law
	* Organization									

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2.14	Dong Nai Food Industrial Corporation			3600253505	First registration on 01/07/2010, 9th amendment on 10/10/2022	Business Registration Division, Department of Planning and Investment of Dong Nai Province	833A, Hanoi Highway, KP1, Long Binh Tan Ward, Bien Hoa City, DN			Seinor
2.15	Dong Nai Agricultural Livestock Product Joint Stock Company			3600267730	First registration on 29/08/2005, 9th amendment on 13/06/2019.	Business Registration Division, Department of Planning and Investment of Dong Nai Province	238 Nguyen Ai Quoc, Tan Hiep Ward, Bien Hoa City, DN			Capital representative of Dong Nai Food Industrial Corporation - Member of Board of Supervisors
2.16	DongNai Import Export Joint Stock Company			3600298954	First registration on 01/02/2008, 5th amendment on 25/04/2016.	Business Registration Division, Department of Planning and Investment of Dong Nai Province	Road 9, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai			Capital representative of Dong Nai Food Industrial Corporation - Member of Board of Supervisors
2.17	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company			3600268170	First registration on 27/7/2010, 4th amendment on 28/4/2021.	Business Registration Division, Department of Planning and Investment of Dong Nai Province	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province			Capital representative of Dong Nai Food Industrial Corporation - Board Member
3	**Mrs.Tran Thi Cam**		**Supervisory member**							
	* Individual									
3.1	Tran Cong Phuc			042069013593	11/08/2021	Police Department for Administrative Management of Social Order	Thach Son, Thach Ha, Ha Tinh			Father

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3.2	Nguyen Thi Tam			042176013456	11/08/2021	Police Department for Administrative Management of Social Order	Thach Son, Thach Ha, Ha Tinh			Mother
3.3	Tran Thi Ngan			042194000267	29/07/2022	Police Department for Administrative Management of Social Order	02 Thong Nhat, Ward 10, Go Vap District, HCMC			Sister
3.4	Tran Cong Hung			042201006730	20/07/2022	Police Department for Administrative Management of Social Order	02 Thong Nhat, Ward 10, Go Vap District, HCMC			Brother
	* Organization:									
3.5	Capella Group Holdings Company			0303352628	02/03/2023	Department of Planning and Investment of Ho Chi Minh City	136-138 Le Thi Hong Gam, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City			Senior law consultant
III	**Affiliated persons - BOD**									
1	**Mr.Nguyen Dang Tan**		**Director, Corporate Governance Officer**							
	(See Section I, Point 2 Persons related to the Board of Directors)									
2	**Mr.Nguyen Thai Nguyen**		**Deputy general Director**							
	(See Section I, Point 3 Persons related to the Board of Directors)									
IV	**Affiliated persons - Chief Accountant**									
1	**Mr.Vu Duc Thang**		**Chief Accountant**							
	* Individual									

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1.1	Vu Duc Tien			036049008058	10/05/2021	Department of Administrative Management of Social Order	Nam Hamlet, Xuan Phuong Commune, Xuan Truong District, Nam Dinh Province.			Father
1.2	Phan Thi Dao			036148011959	10/05/2021	Department of Administrative Management of Social Order	Nam Hamlet, Xuan Phuong Commune, Xuan Truong District, Nam Dinh Province.			Mother
1.3	Vu Duc Toan			036076003922	21/03/2017	Department of Administrative Management of Social Order	Nam Hamlet, Xuan Phuong Commune, Xuan Truong District, Nam Dinh Province.			Brother
1.4	Nguyen Thi Luot			036184013585	07/05/2021	Department of Administrative Management of Social Order	Nam Hamlet, Xuan Phuong Commune, Xuan Truong District, Nam Dinh Province.			Sister in law
1.5	Vu Thi Hien Giang			036178007098	14/04/2021	Department of Administrative Management of Social Order	Hamlet 8, Xuan Phong Commune, Xuan Truong District, Nam Dinh Province.			Sister
1.6	Nguyen Thanh Le			036178002198	14/04/2021	Department of Administrative Management of Social Order	Hamlet 8, Xuan Phong Commune, Xuan Truong District, Nam Dinh Province.			Brother in law
1.7	Vu Thi Xuan Huong			036181014141	03/06/2021	Department of Administrative Management of Social Order	Hamlet 8, Xuan Phong Commune, Xuan Truong District, Nam Dinh Province.			Sister
	* Organization: No									