

**DANANG RUBBER
JOINST STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No.: **90** /DRC-TK

Danang city, January 24th, 2025

PERIODIC INFORMATION DISCLOSURE

**To: The State Securities Commission of Vietnam
Ho Chi Minh City Stock Exchange**

1. Name of organization: DANANG RUBBER JOINST STOCK COMPANY
- Stock code: DRC
- Address: Lot G, Ta Quang Buu Street, Hoa Hiep Bac Ward, Lien Chieu District, Danang City, Vietnam
- Telephone: 0236 3771405 Fax: 0236 3771400
- E-mail: quynhnga@drc.com.vn

2. Content of information disclosure:

On January 24, 2025, Danang Rubber Joinst Stock Company disclosed 2024 Report on Corporate Governance.

3. This information was published on the company's official website on January 24, 2025 at the following link: <http://drc.com.vn>

We hereby certify that the disclosed information above is true and accurate, and we take full responsibility before the law for the content of the disclosed information.

Attached Document:

2024 Report on Corporate Governance.

**ORGANIZATION REPRESENTATIVE
PARTY AUTHORIZED TO DISCLOSE
INFORMATION**



Pham Thi Quynh Nga

**REPORT ON CORPORATE GOVERNANCE
(For 2024)**

To:
- The State Securities Commission;
- Ho Chi Minh Stock Exchange.

- Name of company: Danang Rubber Joinst Stock Company
- Address of headoffice: Lot G, Ta Quang Buu Street, Hoa Hiep Bac Ward, Lien Chieu District, Danang City, Vietnam
- Telephone: 02363 771 405 Fax: 02363 771 400 Email: vanphong@drc.com.vn
- Charter capital: 1.187.926.050.000 VND
- Stock code: DRC
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director
- The implementation of internal audit: Implemented and issued the Internal Audit Regulations

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/ Decision No.	Date	Content
1	01/NQ- ĐHĐCĐ	24/4/2024	1. Approval of the 2023 Bussiness Performance Results and 2024 Business Plan 2. Approval of the 2023 Auditted Financial Report. 3. Approval the Profit Distribution Plan and Dividend Payment for 2023 4. Approval the Advanced Dividend Payment for 2024 5. Approval the Report on Activities of the Board of Directors for the 2019-2024 term and Directions for the 2024-2029 term. 6. Approval the Report of Activities of the Supervisory Board for the 2019-2024 term and Plans for the 2024-2029 term. 7. Approval the Selection of Auditor for the 2024 Financial Report. 8. Approval the Remuneration for the Board of Directors, Supervisory Board and the Company Secretary for 2024. 9. Ratification of the Election Results for the Board of Directors and the Supervisory Board for 2024-2029 term.



II. Board of Directors

1. Information about the members of the Board of Directors

No.	Board of Directors's members Mr./Ms.	Position (<i>independent member of the Board of Directors, Non-executive members of the Board of Directors</i>)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal (term ends)
1	Mr. Nguyen Xuan Bac	Member	24/4/2024	
2	Mr. Nguyen Van Hieu	Member	24/4/2024	
3	Mr. Nguyen Huy Hieu	Member	24/4/2024	
4	Mr. Tran Dinh Quyen	Member		24/4/2024
5	Mr. Ha Phuoc Loc	Member	24/4/2024	
6	Mr. Le Hoang Khanh Nhut	Member	24/4/2024	
7	Ms. Nguyen Thi Bich Thuy	Member	24/4/2024	
8	Mr. Pham Ngoc Phu	Member	24/4/2024	

2. Meetings of the Board of Directors

No.	Member of the Board of Directors Mr./Mrs.	Number of meetings of the Board of Directors attended	Attendance Rate	Reason for absence
1	Mr. Nguyen Xuan Bac	22/22	100%	
2	Mr. Nguyen Van Hieu	22/22	100%	
3	Mr. Nguyen Huy Hieu	22/22	100%	
4	Mr. Tran Dinh Quyen	5/7	71%	Unexpected business trip and dismissal of the member of BOD from 24 April 2024
5	Mr. Ha Phuoc Loc	22/22	100%	
6	Mr. Le Hoang Khanh Nhut	22/22	100%	
7	Ms. Nguyen Thi Bich Thuy	22/22	100%	
8	Mr. Pham Ngoc Phu	15/15	100%	Becoming the member of the BOD from 24 April 2024

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

Pursuant to the Enterprise Law and Company's charter, the Board of Directors has conducted the inspection and supervision of the Board of Management's activities in managing the Company's business operations and implementing the Resolution of the General Meeting of Shareholders and the Board of Directors in 2024, as follows:

Supervision content:

- Supervision of the business production plan, the investment construction plan, the company's financial situation; internal management activities of the Company, implementation of the Resolutions and Decisions, policies of the General Meeting of Shareholders and the Board of Directors, monitoring the living conditions, income, salary and health of the employees.

- Supervision, direction of the preparation and organization of the Annual General Meeting of Shareholders in 2024, which was held on 24 April 2024 by the Company

- Direction, supervision of the Company's business operations, investment construction, financial situation on a quarterly, semi-annual and annual basis for 2024. The Board of Directors continuously provides close guidance, companionship and direction to ensure that the Board of Management implements the operations effectively and in accordance with the regulations of the Company's Charter and the law.

- Direction and supervision of the dividend payment for 2023 to shareholders, in line with the spirit of the resolution passed at the Annual General Meeting of Shareholders in 2024

- Supervision of the implementation and the progress of investment construction project, especially the "Investment to expand the Radial tire manufacturing plant, increasing the capacity to 1 millions tires per year", approved by the Board of Directors. The Board of Management is required to report periodically on the progress and any issues or challenges arising during the project execution.

- Direction to the Board of Management to review, amend, supplement and issue new internal management regulations, in accordance with the regulations of the law, the Company's charter and the Company's operations.

- Supervision and direction of internal management, human resources and other tasks to ensure the effectiveness and compliance with the Company's charter, regulations and related laws.

- Supervision of the disclosure of regular and extraordinary information, requiring the Board of Management to ensure the transparency, protect the rights and interest of shareholders

* Evaluation and comments:

- The Board of Management has performed properly its authority and fulfilled its duties in implementing the Resolution of the 2024 Annual General Meeting of Shareholders, as well as the resolutions and decisions of the Board of Directors in 2024; strictly adhering to the regulations of laws and Company's charter.

In 2024, the Company's production and business has been facing with numerous difficulties due to the complex, rapid and unpredictable development in the world political situation; the harder competition in stragety among the major countries, conflict

between Russia-Ukraine, East Middle, high inflation results to many major nations keep the tight monetary policies and high interest rate.

International financial, monetary and real-estates markets have hidden a lot of risks, mismatches. Natural disasters such as droughts, storms and floods along with climate change have caused serious consequences; security of energy, food and internet has faced with many difficulties and challenges

Domestically, the economy faced numerous external adverse factors, some policies remained inadequate, leading to challenges for businesses; export and import activities were impacted, logistics costs surged and global competition pressure intensified; the raw material prices were volatile and unpredictable, natural disasters storms and floods caused several heavy damages to localities, affecting to the Company's production and business activities.

- Additionally, the fierce competition between domestic and foreign products, as well as products from numerous FDI enterprises in both domestic and export markets, is extremely intense.

In this context, the Board of Directors monitored closely and focused on directing and guiding the Board of Management to provide several flexible, effective solutions, forecast trends and quickly adapt to the market movements. The results achieved are as follows:

- Total consumption revenue reached: VND 4,852 billion, an increase of 4% compared to the same period and 90% compared to the 2024 plan

- Total profit before tax reached: VND 289 billion, an increase of 94% compared to the same period 1% compared to the 2024 plan

4. Activities of the Board of Directors' subcommittees: Company does not have the Board of Directors' subcommittees

5. Resolutions/Decisions of the Board of Directors

*** Resolutions:**

No.	Resolution No.	Date	Content	Approval rate
1	01/NQ-DRC-HĐQT	02/01/2024	- Approved the General Director to re-sign the water supply contract for production purposes with Tin Thanh Group Joint Stock Company	100%
2	02/NQ-DRC-HĐQT	18/01/2024	- Approved the production and business results for the fourth quarter and full year of 2023 - Approved the production and business results for the first quarter of 2024	100%
3	03/NQ-DRC-HĐQT	18/01/2024	- Approved the internal audit plan for 2024	100%
4	04/NQ-DRC-HĐQT	02/02/2024	- Approved the implementation results of materials and fuel consumption norms for 2023.	100%

			<ul style="list-style-type: none"> - Approved the periodic report on repair for fixed assets in 2023 and the repairing plan for 2024. - Acknowledged the report on inventory management in 2023; - Acknowledged the report on debt management in 2023; - Approved the report on the implementation of investment and construction activities in 2023 and the plan for 2024; - Approved the 2024 investment and construction plan; - Acknowledged the report on the divestment of the Philips Carbon Black Vietnam's project. - Approved the policy for the General Director to implement the process of reappointment the Head of Investment Department. - Approved the policy for the General Director to implement the process of appointment the Director of the Tire Retreading Factory. 	
5	05/NQ-DRC-HĐQT	02/02/2024	<ul style="list-style-type: none"> - Approved the General Director to sign the Commercial Lease Contract with Tin Thanh Group Joint Stock Company for the warehouse and land on the campus of lot H and lot D at Lien Chieu Industrial Zone; - Approved the plan for organizing the 2024 Annual General Meeting of Shareholders. 	100%
6	06/NQ-DRC-HĐQT	12/3/2024	<ul style="list-style-type: none"> - Approved the finalization of payroll fund in 2023 	100%
7	07/NQ-DRC-HĐQT	01/4/2024	<ul style="list-style-type: none"> - Approved the documents presented at the 2024 Annual General Meeting of Shareholders - Approved the transition of the investment phase from the preparation to the implementation for the "06-position Tannery Production Line" - Approved the amendment to the Company's internal spending resolutions. - Approved the General Director to appoint Mr. Van Trung Tam – Head of the KCS Department to the position of Head of the Representative Office at Danang. - Approved the General Director to appoint Mr. Nguyen Thanh Dung – Head of the Representative Office at Danang, to the position of Head of the KCS Department. - Approved the amendment of the Resolutions regarding appointments, reappointments, 	100%

			repositions, rotations, resignations, and dismissals of management staffs of the Company's subdivisions - Approved the plan to review and update the Company's leadership for the period of 2021-2026 and 2026-2031	
8	08/NQ-DRC-HĐQT	16/4/2024	- Approved the production and business results of the first quarter of 2024 and the plan for the second quarter of 2024; - Approved the unaudited Financial Report of the first quarter of 2024	100%
9	09/NQ-DRC-HĐQT	16/4/2024	- Salary increase for Ms. Nguyen Thi Minh Thu - Deputy General Director of the Company; - Approved the General Director to appoint Mr. Nguyen Chi Cong to the position of Director of the Tire Retreading Factory for a specified term; - Approved the General Director to appoint Mr. Nguyen Ngoc Binh to the position of Head of the Investment Department for a specified term. - Approved the policy for the General Director to implement the appointment process Head of the Representative Office at Ho Chi Minh City.	100%
10	10/NQ-DRC-HĐQT	24/4/2024	- Elected the Chairman of the Board of Directors for the period of 2024-2029.	100%
11	11/NQ-DRC-HĐQT	10/5/2024	- Approved the proposal of paying remaining dividends in cash from the profits of 2023.	100%
12	11.1/NQ-DRC-HĐQT	10/5/2024	- Approved the establishment, verification, evaluation and approval for the supplementary estimate for the additional transportation volume in the bidding package "Transportation of Equipment for the Project to Expand the Radial Tire Manufacturing Plant to Increase Capacity to 1 million tires per year"	100%
13	12/NQ-DRC-HĐQT	20/5/2024	- Established the Company's Science and Technology Development Fund - Approved the Regulations for Managing Scientific and Technological tasks; - Approved the Regulation for Innovation Activities; - Approved the Regulations for Expenditures and Use of the Science and Technology Development Fund; - Assigned tasks to the members of the Board of Directors for the 2024-2029 term.	100%

14	13/NQ-DRC-HĐQT	01/6/2024	- Approved the list of the main material suppliers of the Company.	100%
15	14/NQ-DRC-HĐQT	24/6/2024	- Approved the General Director to appoint Mr. Ha Phuoc Vinh to the position of Head of the Representative Office at Ho Chi Minh City for a specified term; - Approved the General Director to reappoint Mr. Huynh Ngoc Ngai to the position of Director of Mixing Factory for a specified term; - Approved the General Director to reappoint Ms. Nguyen Thi Hoang Oanh to the position of Head of the Rubber Technical Department for a specified term;	100%
16	15/NQ-DRC-HĐQT	17/7/2024	- Approved the Financial Report for the second quarter of 2024 (unaudited)	100%
17	16/NQ-DRC-HĐQT	23/7/2024	- Approved the production and business results of the second quarter of 2024 and the first 6 months of 2024; - Approved the production and business plans for the third quarter of 2024	100%
18	17/NQ-DRC-HĐQT	23/7/2024	- Acknowledged the results of implementing the consumption norms of supplies and raw materials for the first half of 2024; - Acknowledged the implementation status of the major repair plan for the first half of 2024; - Acknowledged the results of the regular maintenance activities in the first half of 2024; - Acknowledged the debt report in the first half of 2024; - Acknowledged the report on the result of the investment construction in the first half of 2024.	100%
19	18/NQ-DRC-HĐQT	26/7/2024	- Agreed on the policy to allow the General Director to transfer the Director of Truck Bus Bias Tire and Tube Factory. - Agreed on the policy to allow the General Director to transfer the Head of the Mechanical Engineering Department.	100%
20	18.1/NQ-DRC-HĐQT	29/8/2024	Agreed on the policy to approve the list of Scientific and Technological tasks.	85,71 %
21	19/NQ-DRC-HĐQT	18/10/2024	Approved the unaudited Financial Report for the third quarter of 2024.	100%

22	20/NQ-DRC-HĐQT	22/10/2024	- Approved the results of production and business activities for the third quarter of 2024 and the first 9 months of 2024; - Approved the plan of production and business activities for the fourth quarter of 2024.	100%
23	21/NQ-DRC-HĐQT	22/10/2024	- Approved the amendments and supplements to the regulations for domestic sales; - Approved the amendments and supplements to the regulations for export sales; - Approved to review the list of leadership, management personnel planning for the Company for the 2021-2026 term and the 2026-2031 term.	100%
24	22/NQ-DRC-HĐQT	28/11/2024	Approved the proposal of advanced dividends for 2024	100%
25	23/NQ-DRC-HĐQT	09/12/2024	Approved the list of main material suppliers of the Company	100%
26	24/NQ-DRC-HĐQT	23/12/2024	Approved the policy to allow the General Director to transfer the Head of the Company's Representative Office in Danang and the Head of the Company's Sales Department	100%

III. Supervisory Board

1. Information about members of the Supervisory Board

No.	Member of the Supervisory Board	Position	The date becoming/ceasing to be the member of the Supervisory Board	Qualification
1	Mr. Chu Quang Tuan	Head of the Supervisory Board	Head of the Supervisory Board from 24/4/2024	Bachelor of Economics
2	Ms. Nguyen Thi Van Hoa	Member	Member of the Supervisory Board from 24/4/2024	Master's degree in Finance, Financial Markets, and Credit
3	Ms. Truong Thi Hong Hoa	Member	Member of the Supervisory Board from 24/4/2024	Bachelor of Economics

2. Meetings of the Supervisory Board

No.	Member of the Supervisory Board	Number of meetings attended	Attended rate	Voting rate	Reason of absence
1	Mr. Chu Quang Tuan	6/6	100%	100%	
2	Ms. Nguyen Thi Van Hoa	6/6	100%	100%	
3	Ms. Truong Thi Hong Hoa	6/6	100%	100%	

3. Supervision of the Board of Directors, Board of Management and Shareholders by the Supervisory Board

3.1. Supervision of the Board of Directors, Board of Management by the Supervisory Board.

In fulfilling its function and duties, in 2024 the Supervisory Board conducted oversight and supervision of the activities of the Board of Directors and the Board of Management in managing the production and business, as well as the implementation of the Resolution of the General Meeting of Shareholders on the financial and the business plans approved by the 2024 General Meeting of Shareholder, details as follow:

- + Managed the implementation of the Resolutions of the 2024 Annual General Meeting of Shareholders.

- + Managed the information disclosure

- + Managed, considered the content, legality, order, procedures of issuing the resolutions, regulations of the Board of Directors and the Board of Management in 2024.

- + Reviewed the regulations, provisions issued in 2024. Inspected the implementation of the Company's regulations and policies to support the management and orientation of production and business activities.

- + Evaluated the 2023 Financial Statements, the Financial Statement for the first half of 2024 and related documents, the Supervisory Board promptly made recommendations to the relevant departments and the Board of Management regarding financial and accounting operations.

- + Inspected basic construction investment activities.

Through its supervision, the Supervisory Board has observed the following:

- The Board of Directors has strictly adhered to the contents of the Resolutions of the Annual General Meeting of Shareholders, issued Resolutions and Decisions focusing on the direction of the production and business operations in accordance with the functions and authorities of the Board of Directors, while complying with the Corporate Law and the Company's Charter.

- The Board of Management has implemented the Resolutions and Decisions of the Board of Directors; organized and aligned the Company's production plans appropriately to the objections of improving product quality and business efficiency.

- The Company prepare and submit Financial Reports periodically as the regulations of the State; Accounting policies applied by the Company comply with the

regulations under the corporate regime, Vietnam accounting standards and current government regulations. Accounting books and records are complete, clear and stored in accordance with the regulations of the statistics accounting regime. Inventory procedures are complete and in line with regulations. The company fulfills its obligations to the State Budget.

- The Resolutions and Decisions of the Board of Directors and Board of Management protects legitimate rights of employees. Employee benefits, such as job stability, salaries, contribution to social, health and unemployment insurance are fully implemented in accordance with the law's regulations.

3.2. Supervisory activities of the Supervisory Board with shareholders.

The rights and obligations of shareholders in accordance with the regulations of Law and the Company's Charter are guaranteed and respected; periodic and extraordinary information (if any) related to shareholder's interests, corporate governance situation,... have been announced in accordance with the provisions of Securities Law and Circulars regulating the information disclosure and current guidance documents.

4. The Coordination of activities between the Supervisory Board and the operations of the Board of Directors, the Board of Management and others management personnel:

With the spirit of responsibility, collaboration and constructive engagement in its operation, the Supervisory Board consistently work closely, exchange views and contribute opinions to the Board of Directors, the Executive Board during meetings. Resolutions and Decisions of the Board of Directors, Executive Board are issued in accordance with the objectives of the Board of Directors, policies and regulation regimes

The Board of Directors and the Company's Executive Board has provided timely and completely Resolutions and Decisions of the Board of Directors to the Supervisory Board, create conditions for the Supervisory Board to collect information and documents related to the production and business operation as requested

5. Other activities of the Supervisory Board

The Supervisory Board evaluates and proposes an independent audit firm that meets the regulatory requirements to be submitted for approval at the General Meeting of Shareholders.

IV. Executive Board

No.	Member of Executive Board Mr./Ms.	Date of birth	Qualification	Date of appointment/dismissal to be member of Executive Board
1	Mr. Le Hoang Khanh Nhut –General Director	02/4/1974	Master of Mechanical Engineering	Appointment date 01/11/2020
2	Mr. Ha Phuoc Loc – Deputy General Director	28/12/1968	Bachelor of Economics	Re-appointment date 01/02/2021

3	Mr. Pham Phong Thinh – Deputy General Director	28/4/1973	Polymer Chemical Engineer	Appointment date 24/11/2020
4	Ms. Nguyen Thi Minh Thu – Deputy General Director	14/6/1976	Bachelor of Economics	Appointment date 12/5/2021

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/dismissal
Ms. Tran Thi My Le	12/8/1980	Accountant	Re-appointment date 01/02/2021

VI. Training courses on corporate governance :

Corporate governance training courses attended by members of the Board of Directors, members of the Supervisory Board, Director (General Director), other management personnel and the company secretary in accordance with regulations on corporate governance.

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

1. The list of affiliated persons of the Company: (Annex 1)
2. Transactions between the Company and its affiliated persons; or between the Company and its major shareholders, internal persons and affiliated persons : Nil
3. Transactions between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power:

Provision of testing services to Southern Rubber Industry Joint Stock Company: VND 94,555,000 (Contract No. CSV-02092024/HĐTN/CSMN-DRC).

Provision of testing services and finished products to Sao Vang Rubber Joint Stock Company: VND 149,500,000 (Contracts No. CSV-01102024/HĐTN/SRC-DRC, No. 01/HĐMB-DRC-SRC, No. 02/HĐMB-DRC-SRC).

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of the Board of Directors, members of the Supervisory Board, Director (General Director) and other managers have been founding members or members of the Board of Directors, Director (General Director) within three (03) latest years (calculated at the time or reporting).

The purchase transactions of Tin Thanh Group Joint Stock Company from July 1, 2021, to April 30, 2024, with a total transaction value of VND 401,787,372,711

4.2. Transactions between the Company and the company that its affiliated persons with members of the Board of Directors, members of the Supervisory Board, Director

(General Director) and other managers as a member of the Board of Directors, members of the Supervisory Board, Director (General Director) : Nil

4.3. Other transactions of the Company (if any) can bring material or non-material benefits for members of the Board of Directors, members of the Supervisory Board, Director (General Director) and other managers: Nil

VIII. Share transactions of internal persons and their affiliated persons.

1. The list of internal persons and affiliated persons with shares of the Company: (Annex 2)

2. Transactions of internal persons and affiliated persons with shares of the Company (Annex 3)

IX. Other significant issues: Nil

Recipient:

- As mentioned above
- Archives: Office, Board of Directors

**CHAIRMAN
OF THE BOARD OF DIRECTORS**



MR. NGUYEN XUAN BAC

Annex 1: List of affiliated persons of the Company

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	Owner's Identification Number *	Date of issue	Place of issue	Head Office Address/ Contact Address	Starting Date as a Related Party	Ending Date as a Related Party	Reason	Relationship with the Company
1	Mr. Nguyen Xuan Bac		Chairman of the Board of Directors					24/6/2020			
2	Mr. Le Hoang Khanh Nhut		Member of the Board of Directors, General Director					23/4/2019			
3	Mr. Ha Phuoc Loc		Member of the Board of Directors, Deputy General Director					23/4/2014			
4	Mr. Nguyen Huy Hieu		Member of the Board of Directors					23/4/2019			
5	Ms. Nguyen Thi Bich Thuy		Member of the Board of Directors					24/6/2020			
6	Mr. Nguyen Van Hieu		Member of the Board of Directors					23/4/2019			
7	Mr. Tran Dinh Quyen		Member of the Board of Directors					23/4/2019	4/24/2024	End of term	
8	Mr. Pham Ngoc Phu		Member of the Board of Directors					24/4/2024		appointment	
9	Mr. Pham Phong Thinh		Deputy General Director					24/11/2020			
10	Ms. Nguyen Thi Minh Thu		Deputy General Director					12/5/2021			
11	Mr. Chu Quang Tuan		Head of the Supervisory Board					28/4/2021			
12	Ms. Nguyen Thi Van Hoa		Member of the Supervisory Board					23/4/2014			
13	Ms. Truong Thi Hong Hoa		Member of the Supervisory Board					23/4/2019			
14	Ms. Tran Thi My Le		Chief Accountant					1/12/2010			
15	Ms. Pham Thi Quynh Nga		Authorized person for information disclosure					1/3/2014			
16	Ms. Pham Thi Anh Thu		Person in charge of management and Secretary of the Company					1/1/2021			

Annex 2: List of internal persons and their affiliated persons

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	Owner's Identification Number*	Date of issue	Place of issue	Head Office Address/ Contact Address	Number of shares held at the end of the period	Ownership percentage of shares at the end of the period.	Note
1	Nguyen Xuan Bac		Chairman of the Board of Directors					12,482,318	10.51%	
<i>Individuals</i>								-	-	
1.1	Nguyen Xuan Tao							-	-	
1.2	Nguyen Thi Minh							-	-	
1.3	Nguyen Xuan Khanh							-	-	
1.4	Nguyen Khanh Linh							-	-	
1.5	Nguyen Xuan Hung							-	-	
1.6	Nguyen Thi Minh Phuong							-	-	
1.7	Khong Kim Loan							-	-	
1.8	Nguyen Tuong Thuy							-	-	
1.9	Nguyen Dinh Hao							-	-	
1.10	Nguyen Thi Vu							-	-	
<i>Organization</i>								-	-	
1.1	Vietnam National Chemical Group							59,999,358	50.51%	
1.2	HANOI SOAP JOINT STOCK COMPANY							-	-	
2	Le Hoang Khanh Nhut		Member of the Board of Directors, General Director					12,385,826	10.43%	
<i>Individuals</i>								-	-	
2.1	Huynh Thi Dien							-	-	
2.2	Le Thi Chau							-	-	Deceased in 2024
2.3	Le Hoang Nhan							-	-	
2.4	Le Thi Anh							-	-	
2.5	Le Thi Kim Loan							-	-	
2.6	Le Thi Kim Phung							-	-	
2.7	Le Thi Kim En							-	-	



2.8	Le Thi Kim Hien							-	-	
2.9	Le Hoang Anh Duc							-	-	
2.10	Le Hoang Ngoc Phuong							-	-	
2.11	Le Thi Phuong Lan							-	-	
2.12	Le Thanh Hoang							-	-	
2.13	Le Thanh Ngoc							-	-	
2.14	Huynh Ba Tuong							-	-	
2.15	Tran Thi Huong							-	-	
2.16	Huynh Ba Nhut							-	-	
2.17	Nguyen Cong Truong							-	-	
2.18	Le Duc Tuong							-	-	
2.19	Nguyen Thi Thu Ba							-	-	
2.20	Nguyen Pham Ly Na							-	-	
	Ha Phuoc Loc		Member of the Board of Directors, Deputy General Director					11,964,238	10.07%	
<i>Individuals</i>										
3.1	Nguyen Thi Kieu Huong							-	-	
3.2	Nguyen Thi Hong							35,752	0.03%	
3.3	Ha Thi Thanh Tam							-	-	
3.4	Ha Thi Minh Hanh							-	-	
3.5	Ha Thi Thanh							-	-	
3.6	Ha Phuoc Tu							-	-	
3.7	Nguyen Thi Phuong							-	-	
3.8	Ha Phuoc Hiep							-	-	
3.9	Mai Thi Tai							-	-	
3.10	Ha Phuoc Tai							-	-	
3.11	Nguyen Thi Trang Dai							-	-	
3.12	Ha Phuoc Vinh							-	-	
3.13	Than Thi My Thinh							-	-	
3.14	Ha Phuoc Hoa							-	-	
3.15	Le Thi Anh							-	-	
<i>Organization</i>										
4	Nguyen Huy Hieu		Member of the Board of Directors					11,879,260	10.00%	
<i>Individuals</i>										
4.1	Nguyen Thi Thanh Xuan							-	-	
4.2	Nguyen Quang Thanh							-	-	
4.3	Nguyen Thi Xuan Nguyen							-	-	
4.4	Nguyen Van Man							-	-	

4.5	Do Thi Tuoc							-	-	
4.6	Nguyen Xuan Thin							-	-	
4.7	Nguyen Thi Quan							-	-	
4.8	Nguyen Thi Tu Uyen							-	-	
4.9	Nguyen Minh Dao							-	-	
4.10	Nguyen Huy Can							-	-	
4.11	Nguyen Thi Luyen							-	-	
4.12	Nguyen Thi Hong Van							-	-	
4.13	Dao Binh Minh							-	-	
Organization								-	-	
4.1	Vietnam National Chemical Group							59,999,358	50.51%	
4.2	Binh Dien Fertilizer Joint Stock Company							-	-	
5	Nguyen Thi Bich Thuy		Member of the Board of Directors					11,889,260	10.01%	
Individuals								-	-	
5.1	Nguyen Cao Thu							-	-	
5.2	Pham Thi Ty							-	-	
5.3	Nguyen Van Minh							-	-	
5.4	Hoang Thi Nam							-	-	
5.5	Nguyen Hoai Nam							-	-	
5.6	Nguyen Nhat Phong							-	-	Minor
5.7	Nguyen Binh Nguyen							-	-	Minor
5.8	Nguyen Thi Minh Nguyet							-	-	
5.9	Nguyen Thi Minh Thu							-	-	
5.10	Nguyen Thanh Nam							-	-	
5.11	Nguyen Thi Thuy							-	-	
5.12	Do Hong Thoan							-	-	
5.13	Do Van Duc							-	-	
5.14	Pham Thi La							-	-	
Organization								-	-	
5.15	Vietnam National Chemical Group							59,999,358	50.51%	
6	Nguyen Van Hieu		Member of the Board of Directors					9,591	0.01%	
Individuals								-	-	
6.1	Pham Thi Hong Hoi							3,629,093	3.05%	
6.2	Nguyen Manh Tuan							150,000	0.13%	
6.3	Nguyen Duc Minh							10,000	0.01%	
6.4	La Thi Kim Dung							-	-	

6.5	Nguyen Tien Vinh							-	-	
6.6	Nguyen Van Bach							-	-	
6.7	Nguyen Van Cai							-	-	
<i>Organization</i>										
7	Pham Ngoc Phu		Member of the Board of Directors					140,211	0.12%	
<i>Individuals</i>								-	-	
7.1	Nguyen Thi Sinh							-	-	
7.2	Pham Ngoc Hoang Viet							-	-	
7.3	Nguyen Ngoc Anh							-	-	
7.4	Pham Minh Duc							-	-	
7.5	Pham Tran Hanh Linh							-	-	
7.6	Pham Ngoc Cuong							-	-	
7.7	Pham Ngoc Thinh							-	-	
7.8	Pham Thi Ngoc Tho							-	-	
7.9	Pham Thi Ngoc Thuy							-	-	
7.10	Do Thi Nhung							-	-	
7.11	Dao Xuan Lam							-	-	
7.12	Bui Thi Anh Tuyet							-	-	
<i>Organization</i>								-	-	
7.1	Viet Tri Chemical Joint Stock Company							-	-	
8	Pham Phong Thinh		Deputy General Director					5,000	0.00%	
<i>Individuals</i>								-	-	
8.1	Pham Ngoc Sanh							-	-	Deceased in 2010
8.2	Ngo Thi Ai							-	-	
8.3	Doan Thi Hai Van							-	-	
8.4	Pham Thuy Nga							-	-	
8.5	Pham Hai Nguyen							-	-	Minor
8.6	Pham Thi Thuy Trang							-	-	
<i>Organization</i>								-	-	
9	Nguyen Thi Minh Thu		Deputy General Director					10,075	0.01%	
<i>Individuals</i>								-	-	
9.1	Nguyen Thi Minh Thiet							-	-	
9.2	Pham Thi Leo							-	-	
9.3	Nguyen Thuy Nga							-	-	

9.4	Nguyen Tuan Anh							-	-	
9.5	Nguyen Manh Hung							28	0.00%	
9.6	Nguyen Hoang An							-	-	
9.7	Nguyen Hoang Son							-	-	
Organization								-	-	
10	Chu Quang Tuan		Head of the Supervisory Board					5,405	0.00%	
Individuals								-	-	
10.1	Chu Quang Ngoc							-	-	
10.2	Hoang Thi Huong Thu							-	-	
10.3	Chu Hoang Anh							-	-	Minor
10.4	Chu Kim Anh							-	-	Minor
10.5	Chu Thi Thuy							-	-	
10.6	Nguyen Van Bac							-	-	
10.7	Chu Thi Thom							-	-	
10.8	Nguyen Ngoc Hien							-	-	
10.9	Chu Thi Huong							-	-	
10.10	Nguyen Van Chinh							-	-	
10.11	Chu Quang Hai							-	-	
10.12	Duong Thi Gai							-	-	
10.13	Hoang Huu Xuan							-	-	
10.14	Pham Thi Lam							-	-	
10.15	Hoang Thi Yen Lan							-	-	
10.16	Hoang Phuong Dong							-	-	
11	Nguyen Thi Van Hoa		Controller					27,819	0.02%	
Individuals								-	-	
11.1	Vu Thi Hoang Voc							-	-	
11.2	Vu Bao Ha							-	-	Minor
11.3	Nguyen Duy Han							-	-	
11.4	Ngo Thanh Thanh							-	-	
11.5	Nguyen Thi Hong Van							-	-	
11.6	Truong Thanh Dung							-	-	
11.7	Nguyen Thi Thu Hoai							-	-	
Organization								-	-	
11.1	Vietnam National Chemical Group							59,999,358	50.51%	
11.2	Vandien Fused Magnesium Phosphate Fertilizers J.S.C							-	-	
12	Truong Thi Hong Hoa		Controller					70	0.00%	
Individuals								-	-	

12.1	Truong Cong Phe							-	-	
12.2	Nguyen Thi Be							-	-	
12.3	Nguyen Bao Cuong							-	-	
12.4	Nguyen Truong Bao Khoa							-	-	Minor
12.5	Nguyen Truong Bao Nhi							-	-	Minor
12.6	Ho Quang Vinh							-	-	
12.7	Nguyen Hong Hoa							-	-	
12.8	Nguyen Van Hung							-	-	
12.9	Nguyen Thi Thanh Thuy							-	-	
Organization								-	-	
13	Tran Thi My Le		Chief Accountant					592	0.00%	
Individuals								-	-	
13.1	Vuong Duy Tu							-	-	
13.2	Tran Van Sanh							-	-	Deceased in 2024
13.3	Nguyen Thi Tai							-	-	
13.4	Vuong Thi Thuy							-	-	
13.5	Vuong Duc Thanh							-	-	
13.6	Vuong Duc Minh							-	-	
13.7	Tran Huu Tai							-	-	
13.8	Bui Thi Kim Luyen							-	-	
13.9	Tran Thi Kim Lieu							-	-	
13.10	Nguyen Van Son							-	-	
13.11	Tran Van Dat							-	-	
13.12	Dang Thi Phi							-	-	
13.13	Tran Huu Dung							-	-	
13.14	Tran Thi Muoi							-	-	
13.15	Tran Thi Ngoc Bich							-	-	
13.16	Nguyen Dinh Truat							-	-	
Organization								-	-	
14	Pham Thi Quynh Nga		Authorized person for information disclosure					2,000	0.00%	
Individuals								-	-	
14.1	Pham Duc Chiu							-	-	
14.2	Vo Thi Hai Ly							-	-	
14.3	Vu Thi Ha							-	-	
14.4	Vu Van Chuong							-	-	
14.5	Vu Hong Duong							2	0.00%	
14.6	Vu Van Nhat Huy							-	-	Minor
14.7	Vu Van Hai Dang							-	-	Minor
14.8	Pham Thi Thuy Mien							-	-	

14.9	Do Thanh Trung							-	-	
<i>Organization</i>								-	-	
15	Pham Thi Anh Thu		Person in charge of management and Secretary of the Company					-	-	
<i>Individuals</i>								-	-	
15.1	Pham Thung							-	-	
15.2	Ngo Thi Tam							-	-	
15.3	Phan Quy							-	-	
15.4	Bui Thi Nghiep							-	-	
15.5	Phan Minh Quang							-	-	
15.6	Phan Khanh Linh							-	-	Minor
15.7	Phan Khanh Vy							-	-	Minor
15.8	Phan Khanh An							-	-	Minor
15.9	Pham Thi Duy Dung							-	-	
15.1	Pham Duy My							-	-	
15.11	Pham Duy Doai							-	-	
15.12	Pham Duy Nghia							-	-	
15.13	Pham Duy Anh Quoc							-	-	
15.14	Doan Thi Suong							-	-	
15.15	Vu Thanh Loan							-	-	
15.16	Đặng Ngọc Tường Vy							-	-	
<i>Organization</i>								-	-	

Annex 3: Transactions of internal persons and affiliated persons with shares of the Company

No.	Người thực hiện giao dịch	Relationship with internal persons	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reason for increase or decrease (purchase, sale, conversion, reward, etc.)
			<i>Number of shares</i>	<i>Rate</i>	<i>Number of shares</i>	<i>Rate</i>	
1	Mr. Le Hoang Khanh Nhut	Member of the Board of Directors	441,566	0.37%	538,566	0.45%	Purchase
2	Ms. Nguyen Thi Minh Thu	Deputy General Director	100,075	0.08%	10,075	0.01%	Sale
3	Mr. Chu Quang Tuan	Head of the Supervisory Board	20,005	0.02%	6,005	0.00%	Sale
4	Ms. Nguyen Thi Van Hoa	Member of the Supervisory Board	7,219	0.01%	65,019	0.05%	Purchase
5	Ms. Pham Thi Quynh Nga	Authorized person for information disclosure	-	0%	2,000	0%	Purchase