

THONG NHAT JOINT-
STOCK COMPANY

No.: 02/BC-BOD

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Trang Bom, Jan 2026

REPORT ON CORPORATE GOVERNANCE
YEAR 2025

To: - The State Securities Commission
- Hanoi Stock Exchange

- Listed Company Name: THONG NHAT JOINT STOCK COMPANY
- Address of headoffice: Lot A1, 2A Road, Bau Xeo Industrial Park, Trang Bom Commune, Dong Nai Province
- Telephone: 0251.3924377 – 3924690 Fax: 0251.3924692
- Younger Siblingail: info@bauxeo.com.vn
- Charter capital: 82,000,000,000 VND
- Stock symbol: BAX
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: In progress

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 | 21/3/2025 | Resolution of the 2025 Annual General Meeting of Shareholders |

II. Board of Directors

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

| No. | Board of Directors' members | Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors) | The date becoming/ceasing to be the member of the Board of Directors | |
|-----|-----------------------------|--|--|-------------------|
| | | | Date of appointment | Date of dismissal |
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|---|-----------------------|--|-----------|--|
| 1 | Tran Trung Tuan | Chairman of the Board of Directors | 28/6/2024 | |
| 2 | Tran Thanh | Vice Chairman of the Board of Directors | 28/6/2024 | |
| 3 | Nguyen Hoang Dung | Executive Member of the Board of Directors | 28/6/2024 | |
| 4 | Tran Nhan | Non-Executive Member of the Board of Directors | 28/6/2024 | |
| 5 | Huynh Nguyen Tuan Anh | Independent Member of the Board of Directors | 28/6/2024 | |

2. Meetings of the Board of Directors:

| No. | Board of Directors' members | Number of meetings attended by Board of Directors | Attendance rate | Reasons for absence |
|-----|-----------------------------|---|-----------------|---------------------|
| 1 | Tran Trung Tuan | 4 | 100% | |
| 2 | Tran Thanh | 4 | 100% | |
| 3 | Nguyen Hoang Dung | 4 | 100% | |
| 4 | Tran Nhan | 4 | 100% | |
| 5 | Huynh Nguyen Tuan Anh | 4 | 100% | |
| 6 | Bien Kim Ngan | 4 | 100% | |

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

In 2025, the Board of Directors of Thong Nhat Joint Stock Company carried out the following supervisory activities over the Executive Board:

- Supervised the management and operation of the Company's production and business activities. The Board of Directors provided direct guidance to the Executive Board to ensure the implementation of the Resolutions set forth by the General Meeting of Shareholders and the Board of Directors.

- The Chairman of the Board of Directors regularly participated in meetings with the Board of Directors and the Executive Board to address obstacles and difficulties, creating the most favorable Conditions for the production and business activities to proceed as planned.

- Direct the review and audit of quarterly and annual financial reports in accordance with accounting regulations and standards.

- Directing the merger of specialized departments, streamlining the apparatus, rescheduling labor and rebuilding the Organization and Operation Regulations of Thong Nhat Joint Stock Company.

- The Executive Board promptly implemented the Resolutions of the Board of Directors and regularly Consulted with the Board on arising issues in the management of the Company.

4. Activities of the Board of Directors' subcommittees: *None*

5. Resolutions/Decisions of the Board of Directors In the first 6 months of 2025:

| No. | Resolution/Decision No. | Date | Content |
|-----|-------------------------|------------|---|
| 1 | 01/NQ-BOD | 17.1.2024 | Resolution of the Board of Directors approving transactions between the Company and related parties arising in 2025 |
| 2 | 02/NQ-BOD | 17.1.2024 | Resolution of the Board of Directors on finalize the list of shareholders to organize the Annual General Meeting of Shareholders in 2025 |
| 3 | 03/NQ-BOD | 21.3.2024 | Board Resolution on approving living expenses for the Board of Directors, Board Secretary and Supervisory Board in 2025 |
| 4 | 04/NQ-BOD | 10.4.2024 | Board of Directors Resolution on 2nd cash dividend payment in 2024 |
| 5 | 05/NQ-BOD | 9.7.2025 | Resolution of the Board of Directors of the regular meeting in the second quarter of 2025 |
| 6 | 06/NQ-BOD | 10.10.2025 | Resolution of the Board of Directors of the regular meeting in the third quarter of 2025 |
| 7 | 07/NQ-BOD | 5.12.2025 | Resolution of the Board of Directors regarding the payment of the first cash dividend for the year 2025 |
| 8 | 08/NQ-BOD | 30.12.2025 | Resolution of the Board of Directors of the regular meeting in the fourth quarter of 2025 |
| 9 | 01/QĐ-BOD | 6.2.2025 | Establish an appraisal team to conduct bidding for projects invested by Thong Nhat Joint Stock Company. |
| 10 | 02/QĐ-BOD | 18.2.2025 | Approving the plan to select contractors for consulting and construction packages for the Cultural House (land plot C2) at the Bau Xeo Industrial Park Service Center |
| 11 | 03/QĐ-BOD | 18.2.2025 | Approve labor plans, merge specialized departments, streamline the apparatus, re-determine labor and support levels when employees voluntarily submit a request to terminate their labor contracts. |
| 12 | 04/QĐ-BOD | 25.2.2025 | Establishment of Investment and Business Department |

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| 13 | 05/QĐ-BOD | 25.2.2025 | Establishment of Accounting and General Department |
| 14 | 06/QĐ-BOD | 25.2.2025 | Dismissed from the position of Deputy General Director of the Company |
| 15 | 07/QĐ-BOD | 25.2.2025 | Dismissal of the position of Head of Administration - General Department |
| 16 | 08/QĐ-BOD | 25.2.2025 | Dismissal of the position of Head of Investment and Business Department |
| 17 | 09/QĐ-BOD | 25.2.2025 | Dismissal of the position of Head of Environmental Management Department |
| 18 | 10/QĐ-BOD | 25.2.2025 | Appoint Mr. Nguyen Huu Tri to the position of Director of Accounting - General and Chief Accountant |
| 19 | 11/QĐ-BOD | 25.2.2025 | Appoint Mr. Phan Trong Dat to the position of Business Investment Director |
| 20 | 12/QĐ-BOD | 25.2.2025 | Pay salary to Mr. Nguyen Hoang Dung |
| 21 | 13/QĐ-BOD | 25.2.2025 | Pay salary to Mr. Tran Huu Trung |
| 22 | 14/QĐ-BOD | 25.2.2025 | Pay salary to Mr. Nguyen Huu Tri |
| 23 | 15/QĐ-BOD | 4.3.2025 | Approve the re-establishment of labor and the level of support when employees voluntarily submit a request to terminate their labor contracts after implementing the Decisions on labor rearrangement |
| 24 | 16/QĐ-BOD | 6.3.2025 | Approval of the results of contractor selection for the E-HSMT Consulting package, evaluation of E-HSDT for construction and installation of the Cultural House project (land plot C2) at the Bau Xeo Industrial Park Service Center |
| 25 | 17/QĐ-BOD | 6.3.2025 | Approval of the results of contractor selection for the E-HSMT appraisal consultancy package and the results of contractor selection for the construction of the Cultural House (land plot C2) at the Bau Xeo Industrial Park Service Center |
| 26 | 18/QĐ-BOD | 07.3.2025 | Labor and salary plan 2025 |
| 27 | 19/QĐ-BOD | 19.3.2025 | Promulgating the Regulations on organization and operation of Thong Nhat Joint Stock Company |
| 28 | 20/QĐ-BOD | 09.4.2025 | Approval of the results of contractor selection for the Project Management Consulting package for the construction and installation of the Cultural House (land plot C2) at the Bau Xeo Industrial |

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| | | | Park Service Center |
| 29 | 21/QĐ-BOD | 09.4.2025 | Approval the results of contractor selection for the construction package of the Cultural House (land plot C2) at the Bau Xeo Industrial Park Service Center |
| 30 | 22/QĐ-BOD | 09.4.2025 | Approval of contractor selection results for the package of Consulting and Supervision of Construction of Cultural House (land plot C2) at Bau Xeo Industrial Park Service Center |
| 31 | 23/QĐ-BOD | 09.4.2025 | Approval of contractor selection results for the construction and installation insurance package of the Cultural House (land plot C2) at the Bau Xeo Industrial Park Service Center |
| 32 | 24/QĐ-BOD | 09.4.2025 | Approval of the results of contractor selection for the consulting package on auditing the completion of the Cultural House project (land plot C2) at the Bau Xeo Industrial Park Service Center |
| 33 | 25/QĐ-BOD | 29.4.2025 | Approval of the results of contractor selection for the consulting package for auditing and reviewing the Company's Financial Statements for the fiscal year ending December 31, 2025 |
| 34 | 26/QĐ-BOD | 22.5.2025 | Approve the adjustment of members of the Appraisal Team to carry out bidding for projects in which the Company is the Investor |
| 35 | 27/QĐ-BOD | 22.5.2025 | Approval of the results of contractor selection for the package of Consulting on equipment valuation for the Apartment Building for Workers (land plot NC2) - Phase 3 of the Housing Development Project at Bau Xeo Industrial Park Service Center |
| 36 | 28/QĐ-BOD | 13.6.2025 | Approval of the budget for the procurement of fire trucks |
| 37 | 29/QĐ-BOD | 13.6.2025 | Approval of the adjustment of the construction design to be implemented after the basic design of the Apartment Building for Workers (land plot NC2) - Phase 3 of the Housing Development Project at Bau Xeo Industrial Park Service Center |
| 38 | 30/QĐ-BOD | 25.6.2025 | Approval of contractor selection plan for consulting and purchasing fire trucks packages |

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| 39 | 31/QĐ-BOD | 30.6.2025 | Approval of contractor selection results Consulting on E-HSMT preparation, E-HSDT evaluation for fire truck purchase |
| 40 | 32/QĐ-BOD | 10.7.2025 | Approval of the adjustment to the total estimated cost of the construction of the apartment building for workers (NC2 land lot) – Phase 3, under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 41 | 33/QĐ-BOD | 10.7.2025 | Approval of salary payment to Mr. Nguyen Hoang Dung |
| 42 | 34/QĐ-BOD | 10.7.2025 | Approval of salary payment to Mr. Tran Huu Trung |
| 43 | 35/QĐ-BOD | 10.7.2025 | Approval of salary payment to Mr. Nguyen Huu Tri |
| 44 | 36/QĐ-BOD | 14.7.2025 | Approval of the plan for selection of contractors for consultancy, construction, and equipment installation packages of the Workers' Housing Project (NC2 land lot) – Phase 3, under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 45 | 37/QĐ-BOD | 17.7.2025 | Approval of the contractor selection result for Package No. 6: Consultancy for preparation of E-Bidding Documents (E-HSMT) and evaluation of E-Bids (E-HSDT) for construction, equipment installation of Block 4, technical infrastructure and auxiliary works of the Workers' Housing Project (NC2 land lot) – Phase 3, under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 46 | 38/QĐ-BOD | 17.7.2025 | Approval of the contractor selection result for Package No. 7: Consultancy for appraisal of E-Bidding Documents (E-HSMT) and appraisal of the contractor selection result for construction and equipment installation of Block 4, technical infrastructure and auxiliary works of the Workers' Housing Project (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |

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| 47 | 39/QĐ-BOD | 17.7.2025 | Approval of the contractor selection result for Package No. 8: Consultancy for preparation of E-Bidding Documents (E-HSMT) and evaluation of E-Bids (E-HSDT) for project management of construction and equipment installation of Block 4, technical infrastructure and auxiliary works of the Workers' Housing Project (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 48 | 40/QĐ-BOD | 17.7.2025 | Approval of the contractor selection result for Package No. 9: Consultancy for appraisal of E-Bidding Documents (E-HSMT) and appraisal of the contractor selection result for project management of construction and equipment installation of Block 4, technical infrastructure and auxiliary works of the Workers' Housing Project (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 49 | 41/QĐ-BOD | 17.7.2025 | Approval of the contractor selection result for Package No. 10: Consultancy for preparation of E-Bidding Documents (E-HSMT) and evaluation of E-Bids (E-HSDT) for supervision of construction and equipment installation of Block 4, technical infrastructure and auxiliary works of the Workers' Housing Project (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 50 | 42/QĐ-BOD | 17.7.2025 | Approval of the contractor selection result for Package No. 11: Consultancy for appraisal of E-Bidding Documents (E-HSMT) and appraisal of the contractor selection result for supervision of construction and equipment installation of Block 4, technical infrastructure and auxiliary works of the Workers' Housing Project (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |

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| 51 | 43/QĐ-BOD | 17.7.2025 | Approval of the contractor selection result for Package No. 13: Consultancy for preparation of E-Bidding Documents (E-HSMT) and evaluation of E-Bids (E-HSDT) for construction and equipment installation of the medium-voltage power line and transformer substation of the Workers' Housing Project (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 52 | 44/QĐ-BOD | 17.7.2025 | Approval of the contractor selection result for Package No. 14: Consultancy for appraisal of E-Bidding Documents (E-HSMT) and appraisal of the contractor selection result for construction and equipment installation of the medium-voltage power line and transformer substation of the Workers' Housing Project (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 53 | 45/QĐ-BOD | 11.8.2025 | Approval of the contractor selection result for the package of procurement of a fire-fighting vehicle |
| 54 | 46/QĐ-BOD | 15.8.2025 | Approval of the online contractor selection result for Package No. 1: Construction and equipment installation of Block 4, technical infrastructure and auxiliary works of the Workers' Housing Project (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 55 | 47/QĐ-BOD | 15.8.2025 | Approval of the online contractor selection result for Package No. 3: Consultancy for project management of construction and equipment installation of Block 4, technical infrastructure and auxiliary works of the Workers' Housing Project (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 56 | 48/QĐ-BOD | 15.8.2025 | Approval of the online contractor selection result for Package No. 5: Consultancy for |

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| | | | supervision of construction and equipment installation of Block 4, technical infrastructure and auxiliary works of the Workers' Housing Project (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 57 | 49/QĐ-BOD | 15.8.2025 | Approval of the contractor selection result for Package No. 15: Construction and installation insurance for construction and equipment installation of Block 4, technical infrastructure and auxiliary works of the Workers' Housing Project (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial Park |
| 58 | 50/QĐ-BOD | 18.8.2025 | Change of the Company's legal entity seal specimen |
| 59 | 51/QĐ-BOD | 27.8.2025 | Approval of the contractor selection plan and cost estimates for consultancy packages for construction surveying, preparation of construction drawings, and the total cost estimate of the project "Road No. 13B" (section from the left parallel road of National Highway 1A to Km 0+210) |
| 60 | 52/QĐ-BOD | 11.9.2025 | Approval of the contractor selection plan for Package No. 1: Consultancy for construction surveying, preparation of construction drawings, and the total cost estimate of the project "Road No. 13B" (section from the left parallel road of National Highway 1A to Km 0+210) |
| 61 | 53/QĐ-BOD | 11.9.2025 | Approval of the contractor selection plan for Package No. 2: Consultancy for appraisal of construction drawings and the total cost estimate of the project "Road No. 13B" (section from the left parallel road of National Highway 1A to Km 0+210) |
| 62 | 54/QĐ-BOD | 25.9.2025 | Approval of the adjustment to the pile design for Block 4 of the apartment building for workers (NC2 land lot) – Phase 3 (Phase 1), under the Housing Development Project in the Service and Trade Center Area of Bau Xeo Industrial |

| | | | Park |
|----|-----------|------------|---|
| 63 | 55/QĐ-BOD | 27.11.2025 | Approval of the Economic-Technical Report on construction investment for the project “Road No. 13B” (section from the left parallel road of National Highway 1A to Km 0+210) |
| 64 | 56/QĐ-BOD | 02.12.2025 | Approval of the contractor selection plan for consultancy and construction packages of the project “Road No. 13B” (section from the left parallel road of National Highway 1A to Km 0+210) |
| 65 | 57/QĐ-BOD | 11.12.2025 | Approval of the contractor selection plan for Package No. 4: Consultancy for preparation of E-Bidding Documents (E-HSMT) and evaluation of E-Bids (E-HSDT) for construction, construction surveying, preparation of construction drawings, and the total cost estimate of the project “Road No. 13B” (section from the left parallel road of National Highway 1A to Km 0+210) |
| 66 | 58/QĐ-BOD | 11.12.2025 | Approval of the contractor selection plan for Package No. 5: Consultancy for appraisal of E-Bidding Documents (E-HSMT) and appraisal of the contractor selection result for construction of the project “Road No. 13B” (section from the left parallel road of National Highway 1A to Km 0+210) |
| 67 | 59/QĐ-BOD | 17.12.2025 | Approval of the online contractor selection plan for Package No. 2: Consultancy and installation of medium-voltage power lines and transformer substation equipment for the residential apartment complex serving (Land Lot NC2) – Phase 3 (Stage 1), under the Housing Development Project at the Service and Urban Area of Bau Xeo Industrial Park |
| 68 | 60/QĐ-BOD | 17.12.2025 | Approval of the contractor selection plan for Package No. 12: Consultancy services for supervision of construction and installation works, including the installation of medium-voltage power lines and transformer substation equipment for the residential apartment complex serving (Land Lot NC2) – Phase 3 (Stage 1), under the Housing Development Project at the Service and Urban Area of Bau Xeo |

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|----|-----------|------------|---|
| | | | Industrial Park. |
| 69 | 61/QĐ-BOD | 17.12.2025 | Approval of the contractor selection plan for Package No. 4: Consultancy services for project management of construction and installation works, including the installation of medium-voltage power lines and transformer substation equipment for the residential apartment complex serving (Land Lot NC2) – Phase 3 (Stage 1), under the Housing Development Project at the Service and Urban Area of Bau Xeo Industrial Park |
| 70 | 62/QĐ-BOD | 22.12.2025 | Final settlement of labor and wages for 2025 |
| 71 | 63/QĐ-BOD | 26.12.2025 | Approval of the adjustment to the investment project: the Housing Development Project at the Bau Xeo Industrial Park Service Center Area |
| 72 | 64/QĐ-BOD | 31.12.2025 | Commendation of individuals with outstanding achievements in 2025 |
| 73 | 65/QĐ-BOD | 31.12.2025 | Approval of the procurement plan for production and business operations and for maintaining regular operations in 2026 |

III. Board of Supervisors:

1. Information about members of Board of Supervisors:

| No. | Members of Board of Supervisors | Position | The date becoming/ceasing to be the member of the Board of Supervisors/ Audit Committee | Qualification |
|-----|---------------------------------|------------------------------------|---|------------------------|
| 1 | Vo Thi Quynh Tien | Head of the Board of Supervisors | 28/6/2024 | Bachelor of Economics |
| 2 | Nguyen Chi Hieu | Member of the Board of Supervisors | 28/6/2024 | Civil Engineer |
| 3 | Le Minh Chuong | Member of the Board of Supervisors | Dismissed date 21/3/2025 | Master of economics |
| 4 | Tang Tran Tan Khai | Member of the Board of Supervisors | appointed date 21/3/2025 | Bachelor of Accounting |

2. Meetings of Board of Supervisors:

| No. | Members of Board of Supervisors | Number of meetings attended | Attendance rate | Voting rate | Reasons for absence |
|-----|---------------------------------|-----------------------------|-----------------|-------------|-----------------------------|
| 1 | Vo Thi Quynh Tien | 4 | 100% | 100% | |
| 2 | Nguyen Chi Hieu | 4 | 100% | 100% | |
| 3 | Le Minh Chuong | 1 | 25% | 100% | Dismissed date 21/3/2025 |
| 4 | Tang Tran Tan Khai | 4 | 100% | 100% | |

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

In 2025, the Board of Directors held 04 meetings, issued 65 decisions, and passed 08 resolutions. These focused on improving and enhancing the Company's operational and management activities. The resolutions of the Board of Directors were issued within their functions and authority, in alignment with the directives and resolutions of the General Meeting of Shareholders, and fully complied with the Company's Charter, the Enterprise Law, and applicable legal regulations;

The Executive Board effectively organized and directed business activities in accordance with its functions, duties, and authority, ensuring compliance with state laws and the provisions of the Company's Charter;

The company has also merged specialized departments and arranged the operating apparatus in accordance with the Resolution assigned by the Board of Directors.

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

In 2025, the Board of Supervisors Conducted 04 inspections to review. Additionally, the Board of Supervisors held official working sessions with the Company's leadership to promptly address and propose solutions for urgent and critical issues. Members of the Board of Supervisors also participated in and provided opinions at the regular meetings of the Board of Directors.

5. Other activities of the Board of Supervisors:

- Inspection and supervision of the Quarterly and Semi-Annual Financial Statements for 2025;
- Inspection and supervision of Construction activities;
- Inspection and supervision of compliance with the Company's Charter, the Enterprise Law, and current legal regulations.

IV. Board of Management

| No. | Members of Board of Management | Date of birth | Qualification | Date of appointment / dismissal of members of the Board of Management |
|-----|--------------------------------|---------------|-----------------------------------|---|
| 1 | Nguyen Hoang Dung | 05/01/1971 | Master of Business Administration | Reappointed on 28/6/2024 |
| 2 | Tran Huu Trung | 29/4/1973 | Master of Business Administration | Reappointed on 1/7/2024 |
| 3 | Nguyen Huu Tri | 09/2/1979 | Bachelor of Economics | Reappointed on 25/02/2025 |

V. Chief Accountant

| Name | Date of birth | Qualification | Date of appointment/ dismissal |
|----------------|---------------|-----------------------|--------------------------------|
| Nguyen Huu Tri | 09/2/1979 | Bachelor of Economics | Reappointed on 25/2/2025 |

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: Regularly assign professional staff to participate in corporate governance training courses.

VII. The list of affiliated persons of the public company (Annual Corporate Governance Report) and transactions of affiliated persons of the Company).

1. The list of affiliated persons of the Company : *Details in Appendix 1 attached to this report*
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: *Details in Appendix 2 attached to this report*
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes Controlling power: *None*
4. Transactions between the Company and other objects:

4.1. Transactions between the Company and the company that members of the Board of Directors, the Board of Supervisors, or the Director (General Director) have been founding members or members of the Board of Directors, or Directors (General Directors) in the past three (03) years (as of the reporting date): None.

4.2. Transactions between the Company and the company where affiliated persons of

members of the Board of Directors, the Board of Supervisors, or the Director (General Director) are members of the Board of Directors or Directors (General Directors): *Information is available in Appendix 2.*

4.3. Other transactions of the Company (if any) that may bring material or non-material benefits to members of the Board of Directors, the Board of Supervisors, or the Director (General Director): *None.*

VIII. Share transactions of internal persons and their affiliated persons 2025.

1. The list of internal persons and their affiliated persons: *Details in Appendix 3 attached to this report*
2. Transactions of internal persons and affiliated persons with shares of the company:

None

IX. Other significant issues (None)

Recipients:

- Same as above.
- Archived: VT/P.KT-TH

ON BEHALF OF THE BOD
CHAIRMAN



APPENDIX 1

THE LIST OF AFFILIATED PERSONS OF THE COMPANY AT 31/12/2025

(Attached to the Corporate Governance Report No. 01/BC-BOD on 10/01/2026)

| No. | Name of organization / individual | Securities trading account (if any) | Position at the Company (if any) | No.*, date of issue, place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons | Relationship with the Company |
|----------|---|-------------------------------------|---|-------------------------------------|---------|--|--|---------|-------------------------------|
| I | Board of Directors, Executive Board, Secretary of the Board of Directors | | | | | | | | |
| 1 | Tran Trung Tuan | | Chairman of the Board of Directors | | | 28/6/2024 | | | Insider of the Company |
| 2 | Tran Thanh | | Vice Chairman of the Board of Directors | | | 28/6/2024 | | | Insider of the Company |
| 3 | Nguyen Hoang Dung | | Member of the Board of Directors cum General Director | | | 28/6/2024 | | | Insider of the Company |
| 4 | Tran Nhan | | Non-Executive Member of the Board of Directors | | | 28/6/2024 | | | Insider of the Company |
| 5 | Huynh Nguyen Tuan Anh | | Independent Member of the Board of Directors | | | 28/6/2024 | | | Insider of the Company |
| 6 | Bien Kim Ngan | | Secretary of | | | 23/10/2024 | | | Insider of the |

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|--------------------------------|--------------------|--|---|--|--|-----------|-----------|--|------------------------|
| | | | the Board of Directors | | | | | | Company |
| 7 | Tran Huu Trung | | Deputy General Director | | | 01/7/2024 | | | Insider of the Company |
| 8 | Nguyen Huu Tri | | Deputy General Director cum Chief Accountant, authorized person to disclose information, Corporate Governance Officer | | | | 25/2/2025 | Dismissal of the position of deputy general director | Insider of the Company |
| II Board of Supervisors | | | | | | | | | |
| 1 | Vo Thi Quynh Tien | | Head of the Board of Supervisors | | | 28/6/2024 | | | Insider of the Company |
| 2 | Nguyen Chi Hieu | | Member of the Board of Supervisors | | | 28/6/2024 | | | Insider of the Company |
| 3 | Le Minh Chuong | | Member of the Board of Supervisors | | | 28/6/2024 | 21/3/2025 | Dismissed | Insider of the Company |
| 4 | Tang Tran Tan Khai | | Member of the Board of Supervisors | | | 28/6/2024 | | Additional election to replace Mr. Le Minh Chuong | Insider of the Company |
| III Major Shareholder | | | | | | | | | |

| Holding Over 10% | | | | | | | | | | |
|-------------------------|--|--|--|--|--|------|--|--|--|--|
| 1 | America LLC | | | | | 2022 | | | | Major Shareholder Holding Over 10% |
| IV | Related Organization | | | | | | | | | |
| 1 | DONG NAI RUBBER CORPORATION | | | | | 2004 | | | | Shareholder Holding 10% or More |
| 2 | TIN NGHIA CORPORATION | | | | | 2004 | | | | Shareholder Holding 10% or More |
| 3 | TIN NGHIA PROFESSIONAL SECURITY SERVICES CORPORATION | | | | | 2015 | | | | Subsidiary of Tin Nghia Corporation Joint Stock Company |
| 4 | TIN NGHIA PROJECT MANAGEMENT JOINT-STOCK COMPANY | | | | | 2008 | | | | Subsidiary of Tin Nghia Corporation Joint Stock Company |
| 5 | JAPANESE SMES DEVELOPMENT JS COMPANY | | | | | 2015 | | | | Subsidiary of Tin Nghia Corporation Joint Stock Company |
| 6 | NHON TRACH GREEN TREES CORPORATION | | | | | 2017 | | | | Associate Company of Tin Nghia Group Joint Stock Company |
| 7 | DONG NAI IMPORT EXPORT PROCESSING AGRICULTURAL | | | | | 2010 | | | | Subsidiary of Tin Nghia Corporation |

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| | PRODUCTS AND FOODS JOINT STOCK COMPANY | | | | | | | | Joint Stock Company |
| 8 | PELIO GROUP CORPORATION | | | | | 2018 | | | The Company is related to a major shareholder, Mr. Quach Trong Nguyen. |
| 9 | AN LOC RUBBER CONSTRUCTION COMPANY LIMITED | | | | | 2014 | | | The Company is an associate of Dong Nai Rubber Corporation Limited Liability Company. |
| 10 | AMERICA LLC | | | | | 2024 | | | The Company is related to an independent member of the Board of Directors. |
| 11 | TIN NGHIA INDUSTRIAL PARK DEVELOPMENT JOINT STOCK COMPANY | | | | | 2024 | | | A subsidiary of Tin Nghia Corporation Joint Stock Company. The Company is related to an independent member of the Board of Directors. |

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|-----------|--------------------------------------|--|--|--|--|------------------|--|--|--|
| 12 | DONG NAI VALUATION CORPORATION | | | | | 2024 | | | The Company is an associate of Tin Nghia Corporation Joint Stock Company – a major shareholder of the Company. |
| 13 | TIN NGHIA PETROL JOINT STOCK COMPANY | | | | | 2024 | | | The Company is an associate of Tin Nghia Corporation Joint Stock Company – a major shareholder of the Company. |
| IV | Related Individual | | | | | | | | |
| 1 | Tran Trung Tuan | | Chairman of the Board of Directors | | | 28/6/2024 | | | |
| 1.1 | Tin Nghia Corporation | | Member of the Board of Directors/ General Director | | | | | | Related Functional Group |
| 1.2 | Tin Nghia Petrol Joint Stock Company | | Member of the Board of Directors | | | | | | Related Functional Group |
| 1.3 | Nhon Trach Investment JSC | | Chairman of the Board of | | | | | | Related Functional |

| | | | Directors | | | | | | Group |
|------|--|--|------------------------------------|--|--|--|--|-------|--|
| 1.4 | ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company | | Chairman of the Board of Directors | | | | | | Related Functional Group |
| 1.5 | Truong Thi Ngoc Trang | | | | | | | | Mr Tran Trung Tuan's Wife |
| 1.6 | Tran Thuy Anh | | | | | | | Minor | Mr Tran Trung Tuan's Child |
| 1.7 | Tran Thuy Han | | | | | | | Minor | Mr Tran Trung Tuan's Child |
| 1.8 | Nguyen Huu Hanh | | | | | | | | Mr Tran Trung Tuan's Biological Mother |
| 1.9 | Tran Thanh Thao | | | | | | | | Mr Tran Trung Tuan's Elder Sister |
| 1.10 | Tran Trung Hau | | | | | | | | Mr Tran Trung Tuan's Elder Brother |
| 1.11 | Tran Trung Binh | | | | | | | | Mr Tran Trung Tuan's Younger Sibling |
| 1.12 | Tran Trung Hoa | | | | | | | | Mr Tran Trung Tuan's Younger Sibling |

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|------|--------------------------------|--|--|--|--|-----------|--|--|---|
| 1.13 | Truong Van Thuc | | | | | | | | Mr Tran Trung Tuan's Father-in-law |
| 1.14 | Doan Thi Tam | | | | | | | | Mr Tran Trung Tuan's Mother-in- law |
| 1.15 | Tran Thi Tuyet Anh | | | | | | | | Mr Tran Trung Tuan's Sister |
| 1.16 | Nguyen Thi Ai Luyen | | | | | | | | Mr Tran Trung Tuan's Sister-in-law |
| 1.17 | Duong Thi Thuy Nhuan | | | | | | | | Mr Tran Trung Tuan's Sister-in-law |
| 2 | Tran Thanh | | Vice Chairman of the Board of Directors | | | 28/6/2024 | | | |
| 2.1 | DONG NAI RUBBER CORPORATION | | Deputy Head in Charge of Quality Management Department | | | | | | Related Functional Group |
| 2.2 | Nguyen Thi Hoan | | | | | | | | Mr Tran Thanh's Mother |
| 2.3 | Vu Thi Quynh Chi | | | | | | | | Mr Tran Thanh's Wife |

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| 2.4 | Tran Vu Nha Uyen | | | | | | | | Minor | Mr Tran Thanh's Child |
| 2.5 | Tran Vu Uyen Phuong | | | | | | | | Minor | Mr Tran Thanh's Child |
| 2.6 | Tran Van Hai | | | | | | | | | Mr Tran Thanh's Elder Brother |
| 2.7 | Tran Thi Van | | | | | | | | | Mr Tran Thanh's Elder Sister |
| 2.8 | Tran Van Thuan | | | | | | | | | Mr Tran Thanh's Elder Brother |
| 2.9 | Tran Thi Lan | | | | | | | | | Mr Tran Thanh's Elder Sister |
| 2.10 | Tran Van Hoa | | | | | | | | | Mr Tran Thanh's Elder Brother |
| 3 | Nguyen Hoang Dung | | Member of the Board of Directors cum General Director | | | | 28/6/2024 | | | |
| 3.1 | Vo Duy Nha Doan | | | | | | | | | Mr Nguyen Hoang Dung's Wife |
| 3.2 | Truong Thi Cam | | | | | | | | | Mr Nguyen Hoang Dung's Mother |

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|------|-------------------------|--|---|--|--|--|------------------|--|--|
| 3.3 | Nguyen Hoang Luan | | | | | | | | Mr Nguyen Hoang Dung's Child |
| 3.4 | Nguyen Hoang Nha Khue | | | | | | | | Mr Nguyen Hoang Dung's Child |
| 3.5 | Nguyen Duc Dung | | | | | | | | Mr Nguyen Hoang Dung's Brother |
| 3.6 | Nguyen Tri Dung | | | | | | | | Mr Nguyen Hoang Dung's Brother |
| 3.7 | Nguyen Thi Huyen Trang | | | | | | | | Mr Nguyen Hoang Dung's Sister |
| 3.8 | Nguyen Thi Phuong Trang | | | | | | | | Mr Nguyen Hoang Dung's Younger Sibling |
| 3.9 | Nguyen Thi Doan Trang | | | | | | | | Mr Nguyen Hoang Dung's Younger Sibling |
| 3.10 | Nguyen Thi Thu Trang | | | | | | | | Mr Nguyen Hoang Dung's Younger Sibling |
| 4 | Tran Nhan | | Non- Executive Member of the Board | | | | 28/6/2024 | | |

| | | | of Directors | | | | | | |
|-----|---|--|---|--|--|------------------|--|-------|-----------------------------|
| 4.1 | DONG NAI RUBBER CORPORATION | | Deputy Head of Finance – Accounting Department | | | | | | Related Functional Group |
| 4.2 | Tran Thi Thao | | | | | | | | Tran Nhan's Wife |
| 4.3 | Tran Gia Huy | | | | | | | Minor | Tran Nhan's Child |
| 4.4 | Tran Bao Long | | | | | | | | Tran Nhan's Younger Sibling |
| 4.5 | Tran Cong Hoan | | | | | | | | Tran Nhan's Father-in-law |
| 4.6 | Luong Thi Bich | | | | | | | | Tran Nhan's Mother-in-law |
| 4.7 | Tran Thi Phuong | | | | | | | | Tran Nhan's Sister-in-law |
| 4.8 | Tran Ba Trinh | | | | | | | | Tran Nhan's Brother-in-law |
| 5 | Huynh Nguyen Tuan Anh | | Independent Member of the Board of Directors | | | 28/6/2024 | | | |
| 5.1 | AMERICA LLC | | Consultant Specialist | | | | | | Related Functional Group |
| 5.2 | TIN NGHIA INDUSTRIAL PARK DEVELOPMENT JOINT STOCK COMPANY | | Independent Member of the Board of Directors | | | | | | Related Functional Group |
| 5.3 | Huynh Thanh Tam | | | | | | | | Mr Huynh Nguyen Tuan Anh's |

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|-----|--------------------------|--|--|--|--|------------|--|-------|--|
| | | | | | | | | | Biological Father |
| 5.4 | Nguyen Thi Xoa | | | | | | | | Mr Huynh Nguyen Tuan Anh's Biological Mother |
| 6 | Bien Kim Ngan | | Secretary of the Board of Directors | | | 23/10/2024 | | | |
| 6.1 | Pelio Group Corporation | | Deputy Head of Finance | | | | | | Related Functional Group |
| 6.2 | Bien Van Ni | | | | | | | | Mrs Bien Kim Ngan's Biological Father |
| 6.3 | Lý Kim Lien | | | | | | | | Mrs Bien Kim Ngan's Biological Mother |
| 6.4 | Nguyen Nhat Cuong | | | | | | | | Mrs Bien Kim Ngan's Husband |
| 6.5 | Bien Ly Huynh | | | | | | | | Mrs Bien Kim Ngan's biological brother |
| 6.6 | Nguyen Kha Vy | | | | | | | Minor | Mrs Bien Kim Ngan's Biological Child |
| 7 | Vo Thi Quynh Tien | | Head of the Board of Supervisors | | | 28/6/2024 | | | |

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|-----|-----------------------------|--|--|--|--|--|--|-------|---|
| 7.1 | DONG NAI RUBBER CORPORATION | | Deputy Head of Finance – Accounting Department | | | | | | Related Functional Group |
| 7.2 | Nguyen Thi Chau | | | | | | | | Mrs Vo Thi Quynh Tien's Biological Mother |
| 7.3 | Nguyen Ngoc Khanh | | | | | | | | Mrs Vo Thi Quynh Tien's father-in-law |
| 7.4 | Nguyen Thi Hiem | | | | | | | | Mrs Vo Thi Quynh Tien's Mother-in-law |
| 7.5 | Nguyen Ngoc Khiem | | | | | | | | Mrs Vo Thi Quynh Tien's Husband |
| 7.6 | Nguyen Cat Tuong Van | | | | | | | Minor | Mrs Vo Thi Quynh Tien's Biological Child |
| 7.7 | Nguyen Ngoc Han | | | | | | | Minor | Mrs Vo Thi Quynh Tien's Biological Child |
| 7.8 | Nguyen Ngoc Lam | | | | | | | Minor | Mrs Vo Thi Quynh Tien's Biological Child |

| 8 | Le Minh Chuong | | Member of the Board of Supervisors | | | 28/6/2024 | 21/3/2025 | Dismissed | |
|-----|---|--|------------------------------------|--|--|-----------|-----------|-----------|-----------------------------------|
| 8.1 | TIN NGHIA CORPORATION | | Director of Risk Management | | | | | | Related Functional Group |
| 8.2 | TIN NGHIA - ASIA INVESTMENT JOINT STOCK COMPANY | | Head of the Board of Supervisors | | | | | | Related Functional Group |
| 8.3 | TINNGHIA PETROL JOINT STOCK COMPANY | | Head of the Board of Supervisors | | | | | | Related Functional Group |
| 8.4 | Dinh Thi Minh Chinh | | | | | | | | Mr Le Minh Chuong's Wife |
| 8.5 | Le Minh Dao | | | | | | | | Mr Le Minh Chuong's Child |
| 8.6 | Le Minh Thien Nhan | | | | | | | | Mr Le Minh Chuong's Child |
| 8.7 | Le Minh Hoang | | | | | | | | Mr Le Minh Chuong's Elder Brother |
| 8.8 | Le Minh Nghia | | | | | | | | Mr Le Minh Chuong's Elder Brother |
| 8.9 | Le Minh Luong | | | | | | | | Mr Le Minh Chuong's Elder Brother |

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|------|-----------------------------|--|---|--|--|------------------|--|--|-------------------------------------|
| 8.10 | Le Thi Minh Tam | | | | | | | | Mr Le Minh Chuong's Elder Sister |
| 8.11 | Le Minh Chung | | | | | | | | Mr Le Minh Chuong's Younger Sibling |
| 8.12 | Le Minh Phuong | | | | | | | | Mr Le Minh Chuong's Younger Sibling |
| 8.13 | Dinh Huy Uong | | | | | | | | Mr Le Minh Chuong's Father-in-law |
| 8.14 | Dinh Huy Chung | | | | | | | | Mr Le Minh Chuong's Brother-in-law |
| 8.15 | Dinh Thi Minh Chinh | | | | | | | | Mr Le Minh Chuong's Sister-in-law |
| 8.16 | Dinh Huy Hieu | | | | | | | | Mr Le Minh Chuong's Brother-in-law |
| 9 | Nguyen Chi Hieu | | Member of the Board of Supervisors | | | 28/6/2024 | | | |
| 9.1 | DONG NAI RUBBER CORPORATION | | Staff of the Investment Planning Department | | | | | | Related Functional Group |
| 9.2 | Nguyen Thi Cuc | | | | | | | | Mr Nguyen Chi Hieu's Mother |

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|------|-------------------------------------|--|------------------------------------|--|--|-----------|--|--|--------------------------------------|
| 9.3 | Nguyen Thi Hien | | | | | | | | Mr Nguyen Chi Hieu's Sister |
| 9.4 | Nguyen Thi Hoa | | | | | | | | Mr Nguyen Chi Hieu's Sister |
| 9.5 | Nguyen Duc Huong | | | | | | | | Mr Nguyen Chi Hieu's Younger Sibling |
| 9.6 | Nguyen Duy Hoang | | | | | | | | Mr Nguyen Chi Hieu's Younger Sibling |
| 9.7 | Nguyen Duc Hieu | | | | | | | | Mr Nguyen Chi Hieu's Younger Sibling |
| 9.8 | Diep Thi Ngoc Anh | | | | | | | | Mr Nguyen Chi Hieu's Wife |
| 9.9 | Nguyen Chi Anh Tai | | | | | | | | Mr Nguyen Chi Hieu's Child |
| 9.10 | Nguyen Chi Tien Thinh | | | | | | | | Mr Nguyen Chi Hieu's Child |
| 10 | Tang Tran Tien Khai | | Member of the Board of Supervisors | | | 21/3/2025 | | | |
| 10.1 | Hiep Phu Joint Stock Company | | Chairman of the Board of Directors | | | | | | Related Functional Group |
| 10.2 | Tin Nghia (Lao) Joint Stock Company | | Chairman of the Board of Directors | | | | | | Related Functional Group |

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| 10.3 | ICD Bien Hoa - Logistics Tin Nghia Joint Stock Company | | Head of the Board of Supervisors | | | | | | Related Functional Group |
| 10.4 | Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company | | Head of the Board of Supervisors | | | | | | Related Functional Group |
| 10.5 | Japanese SMES Developments Joint Stock Company | | Head of the Board of Supervisors | | | | | | Related Functional Group |
| 10.6 | Nhon Trach Investment Joint Stock Company | | Head of the Board of Supervisors | | | | | | Related Functional Group |
| 10.7 | Toan Thinh Phat Investment - Construction Joint Stock Company | | Head of the Board of Supervisors | | | | | | Related Functional Group |
| 10.8 | Trần Thị Bích Phương | | | | | | | | Mr Tang Tran Tan Khai's Wife |
| 10.9 | Tăng Trần Tân Anh | | | | | | | | Mr Tang Tran Tan Khai's Child |
| 10.10 | Tăng Trần Khải Anh | | | | | | | | Mr Tang Tran Tan Khai's Child |
| 10.11 | Trần Kim Hoa | | | | | | | | Mr Tang Tran Tan Khai's biological mother |
| 10.12 | Tăng Trần Kim Phượng | | | | | | | | Mr Tang Tran Tan Khai's Sister |

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| 10.13 | Tăng Trần Tuấn Khanh | | | | | | | | Mr Tang Tran Tan Khai's Brother |
| 10.14 | Phan Thị Tuyết Nhung | | | | | | | | Mr Tang Tran Tan Khai's Sister-in-law |
| 10.15 | Trần Văn Hiệp | | | | | | | | Mr Tang Tran Tan Khai's Father-in-law |
| 10.16 | Nguyễn Kim Cúc | | | | | | | | Mr Tang Tran Tan Khai's Mother-in- law |
| 11 | Tran Huu Trung | Deputy General Director | | | | 1/7/2024 | | | |
| 11.1 | Dang Thi Hien | | | | | | | | Mr Tran Huu Trung's Mother |
| 11.2 | Duong Thi Yen | | | | | | | | Mr Tran Huu Trung's Mother-in- law |
| 11.3 | Ly Ngoc Tran | | | | | | | | Mr Tran Huu Trung's Wife |
| 11.4 | Tran Xuan Nghi | | | | | | | | Mr Tran Huu Trung's Child |

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| 11.5 | Tran Huu Tri | | | | | | | | | Mr Tran Huu Trung's Child |
| 11.6 | Tran Thi Kim Oanh | | | | | | | | | Mr Tran Huu Trung's Elder Sister |
| 11.7 | Tran Huu Thanh | | | | | | | | | Mr Tran Huu Trung's Younger Sibling |
| 11.8 | Tran Thi Kim Lan | | | | | | | | | Mr Tran Huu Trung's Younger Sibling |
| 11.9 | Tran Thi Khanh Linh | | | | | | | | | Mr Tran Huu Trung's Younger Sibling |
| 11.10 | Truong Van Mung | | | | | | | | | Mr Tran Huu Trung's Brother-in- law |
| 11.11 | Nguyen Nhu Trinh | | | | | | | | | Mr Tran Huu Trung's Sister-in-law |
| 11.12 | Tran My Tien | | | | | | | | | Mr Tran Huu Trung's Brother-in- law |
| 11.13 | Phan Duc Huy | | | | | | | | | Mr Tran Huu Trung's Brother-in- law |
| 12 | Nguyen Huu Tri | Director of General Accounting cum Chief | | | | 25/2/2025 | | | | |

| | | Accountan, authorized person to disclose informatio, Corporate Governance Officer | | | | | | | | |
|------|-------------------------|--|--|--|--|--|--|--|--|---|
| 12.1 | Pham Thi Be | | | | | | | | | Mr Nguyen Huu Tri's Mother |
| 12.2 | Nguyen Phuoc Truong | | | | | | | | | Mr Nguyen Huu Tri's Brother |
| 12.3 | Nguyen Thi Phuong Tuyen | | | | | | | | | Mr Nguyen Huu Tri's Sister |
| 12.4 | Le Linh Phung | | | | | | | | | Mr Nguyen Huu Tri's Wife |
| 12.5 | Nguyen Nhat Nam Phuong | | | | | | | | | Mr Nguyen Huu Tri's Child |
| 12.6 | Nguyen Tri Nguyen | | | | | | | | | Mr Nguyen Huu Tri's Child |
| 12.7 | Le Van Sang | | | | | | | | | Mr Nguyen Huu Tri's Father-in-law |
| 12.8 | Khuat Thi Lanh | | | | | | | | | Mr Nguyen Huu Tri's Mother-in- law |
| 12.9 | Le Phuong Loan | | | | | | | | | Mr Nguyen Huu Tri's Sister-in-law |

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| 12.10 | Le Hoai Phong | | | | | | | | | Mr Nguyen Huu Tri's Brother-in- law |
| 12.11 | Nguyen Thi Diem Thuy | | | | | | | | | Mr Nguyen Huu Tri's Sister-in-law |
| 12.12 | Huynh The Minh | | | | | | | | | Mr Nguyen Huu Tri's Brother-in- law |

APPENDIX 2
TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES, MAJOR SHAREHOLDERS, INSIDERS, AND PERSONS RELATED TO INSIDERS

(Attached to the Corporate Governance Report No. 02 /BC-BOD on Jan 20th 2026)

| No. | Name of organization/ individual | Relationship with the Company | No.* date of issue, place of issue | Address | Time of transactions with the Company | Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue) | Content, quantity, total value of transaction | Note |
|-----|--|---|------------------------------------|---------|---------------------------------------|---|--|------|
| 1 | TIN NGHIA CORPORATION | Founding Shareholder | | | Year 2025 | 01/NQ-BOD at 17/1/2025 | Company Advertising Activities Value: 39.686.976 | |
| 2 | TINNGHIA PETROL JOINT STOCK COMPANY | Mr. Tran Trung Tuan serves as a Member of the Board of Directors. | | | Year 2025 | 01/NQ-BOD at 17/1/2025 | Purchase of Gasoline and Diesel Oil (DO) Value 172.723.800 | |
| 3 | TIN NGHIA PROFESSIONAL SECURITY SERVICES CORPORATION | Subsidiary of Tin Nghia Corporation Joint Stock Company | | | Year 2025 | 01/NQ-BOD at 17/1/2025 | Hire of Security Services Value 2.042.207.989 | |
| 4 | TIN NGHIA PROJECT MANAGEMENT JOINT-STOCK COMPANY | Subsidiary of Tin Nghia Group Joint Stock Company | | | Year 2025 | 01/NQ-BOD at 17/1/2025 | Consultancy and Supervision of Construction Works Value: 414.424.000 | |

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| 5 | JAPANESE SMES DEVELOPMENT JS COMPANY | Subsidiary of Tin Nghia Group Joint Stock Company | | | Year 2025 | 01/NQ-BOD at 17/1/2025 | Land Rent, Contract Amendment for Business Expansion, Water Fees, Wastewater Treatment Value: 882.407.774 | |
| 6 | NHON TRACH GREEN TREES CORPORATION | Associate Company of Tin Nghia Group Joint Stock Company | | | Year 2025 | 01/NQ-BOD at 17/1/2025 | Hire of Cleaning Services, Greenery Maintenance, and Tree Planting Value: 1.016.699.561 | |
| 7 | PELIO GROUP CORPORATION | Company Related to Major Shareholder, Mr. Quach Trong Nguyen | | | Year 2025 | 01/NQ-BOD at 17/1/2025 | Purchase of Fuel Value: 47.404.208 Land Lease, Infrastructure Usage Fees, Management Fees, Water Fees, and Wastewater Treatment Fees Value: 167.839.900 | |

APPENDIX 3

LIST OF INSIDERS AND RELATED PERSONS AS OF Dec 31, 2025

(Attached to Corporate Governance Report No. BC-HDQT on Jan 20th, 2026)

Tên doanh nghiệp: CÔNG TY CỔ PHẦN THÔNG NHÁT

Mã chứng khoán: BAX

| No. | Stock Code | Name of organization / individual | Securities trading account (if any) | Position at the Company (if any) | Relationship with insiders | No(*) (CCCD/Passport/Business registration certificate | | | Address | Number of shares owned at the end of the period | Percentage of shares owned at the end of the period | Ghi chép Notes (regarding the absence of NSH Certificate number and other notes) |
|------|------------|--|-------------------------------------|----------------------------------|---|--|---------------|----------------|---------|---|---|--|
| | | | | | | No.* | date of issue | place of issue | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 1 | TID | Tin Nghia Corporation | | Founding shareholder | Related Functional Group | | | | | 2,420,400 | 29.52% | |
| 2 | | Dong Nai Rubber Corporation | | Founding shareholder | Related Functional Group | | | | | 2,957,760 | 36.07% | |
| 3 | | Tran Trung Tuan | | | Chairman of the Board of Directors | | | | | | | |
| 3.1 | TID | Tin Nghia Corporation | | | Member of the Board of Directors/General Director | | | | | 2,420,400 | 29.52% | |
| 3.2 | | Tin Nghia Petrol Joint Stock Company | | | Member of the Board of Directors | | | | | | 0.00% | |
| 3.3 | NIC | Nhon Trach Investment JSC | | | Chairman of the Board of Directors | | | | | | 0.00% | |
| 3.4 | | ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company | | | Chairman of the Board of Directors | | | | | | 0.00% | |
| 3.6 | | Truong Thi Ngoc Trang | | | Mr. Tran Trung Tuan's wife | | | | | | 0.00% | |
| 3.7 | | Tran Thuy Anh | | | Mr. Tran Trung Tuan's Child | | | | | | 0.00% | Minor |
| 3.8 | | Tran Thuy Han | | | Mr. Tran Trung Tuan's Child | | | | | | 0.00% | Minor |
| 3.9 | | Nguyen Huu Hanh | | | Mr. Tran Trung Tuan's Biological Mother | | | | | | 0.00% | |
| 3.10 | | Tran Thanh Thao | | | Mr. Tran Trung Tuan's Elder Sister | | | | | | 0.00% | |
| 3.11 | | Tran Trung Hau | | | Mr. Tran Trung Tuan's Either Sister | | | | | | 0.00% | |
| 3.12 | | Tran Trung Binh | | | Younger Sibling | | | | | | 0.00% | |
| 3.13 | | Tran Trung Hoa | | | Mr. Tran Trung Tuan's Younger Sibling | | | | | | 0.00% | |
| 3.14 | | Truong Van Thuc | | | Mr. Tran Trung Tuan's Father in law | | | | | | 0.00% | |
| 3.15 | | Doan Thi Tam | | | Mr. Tran Trung Tuan's Mother in | | | | | | 0.00% | |
| 3.16 | | Tran Thi Tuyet Anh | | | Mr. Tran Trung Tuan's Sister in law | | | | | | 0.00% | |

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| 3.17 | | Nguyen Thi Ai Luyen | | | Mr. Tran Trung Tuan's Sister in law | | | | | | 0.00% | |
| 3.18 | | Duong Thi Thuy Nhuan | | | Mr. Tran Trung Tuan's Sister in law | | | | | | | |
| 4 | | Tran Thanh | | | Vice Chairman of the Board of Directors | | | | | | | |
| 4.1 | | Dong Nai Rubber Corporation | | | Deputy Head in Charge of Quality Management Department | | | | | 2,957,760 | 36.07% | |
| 4.2 | | Nguyen Thi Hoan | | | Mr Tran Thanh's Mother | | | | | | 0.00% | |
| 4.3 | | Vu Thi Quynh Chi | | | Mr Tran Thanh's Wife | | | | | | 0.00% | |
| 4.4 | | Tran Vu Nha Uyen | | | Mr Tran Thanh's Child | | | | | | 0.00% | Minor |
| 4.5 | | Tran Vu Uyen Phuong | | | Mr Tran Thanh's Child | | | | | | 0.00% | Minor |
| 4.6 | | Tran Van Hai | | | Mr Tran Thanh's Elder Brother | | | | | | 0.00% | |
| 4.7 | | Tran Thi Van | | | Mr Tran Thanh's Elder Sister | | | | | | 0.00% | |
| 4.8 | | Tran Van Thuan | | | Mr Tran Thanh's Elder Brother | | | | | | 0.00% | |
| 4.9 | | Tran Thi Lan | | | Mr Tran Thanh's Elder Sister | | | | | | 0.00% | |
| 4.10 | | Tran Van Hoa | | | Mr Tran Thanh's Elder Brother | | | | | | 0.00% | |
| 5 | | Nguyen Hoang Dung | | | Member of the Board of Directors | | | | | | | |
| 5.1 | | Vo Duy Nha Doan | | | Mr Nguyen Hoang Dung's Wife | | | | | | 0.00% | |
| 5.2 | | Truong Thi Cam | | | Mr Nguyen Hoang Dung's Mother | | | | | | 0.00% | |
| 5.3 | | Nguyen Hoang Luan | | | Mr Nguyen Hoang Dung's Child | | | | | | 0.00% | |
| 5.4 | | Nguyen Hoang Nha Khue | | | Mr Nguyen Hoang Dung's Child | | | | | | 0.00% | |
| 5.5 | | Nguyen Duc Dung | | | Mr Nguyen Hoang Dung's Brother | | | | | | 0.00% | |
| 5.6 | | Nguyen Tri Dung | | | Mr Nguyen Hoang Dung's Brother | | | | | | 0.00% | |
| 5.7 | | Nguyen Thi Huyen Trang | | | Mr Nguyen Hoang Dung's Sister | | | | | | 0.00% | |
| 5.8 | | Nguyen Thi Phuong Trang | | | Mr Nguyen Hoang Dung's Younger Sibling | | | | | | 0.00% | |
| 5.9 | | Nguyen Thi Doan Trang | | | Mr Nguyen Hoang Dung's Younger Sibling | | | | | | 0.00% | |
| 5.10 | | Nguyen Thi Thu Trang | | | Mr Nguyen Hoang Dung's Younger Sibling | | | | | | 0.00% | |

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| 6 | Tran Nhan | | | Non-Executive Member of the Board of Directors | | | | | | | 0.00% | |
| 6.1 | Dong Nai Rubber Corporation | | | Deputy Head of Finance- Accounting | | | | | | 2,957,760 | 36.07% | |
| 6.2 | Tran Thi Thao | | | Mr Tran Nhan's Wife | | | | | | | 0.00% | |
| 6.3 | Tran Gia Huy | | | Mr Tran Nhan's Child | | | | | | | 0.00% | Minor |
| 6.4 | Tran Bao Long | | | Mr Tran Nhan's Younger Sibling | | | | | | | 0.00% | |
| 6.5 | Tran Cong Hoan | | | Mr Tran Nhan's Father in law | | | | | | | 0 | |
| 6.6 | Luong Thi Bich | | | Mr Tran Nhan's Mother in law | | | | | | | 0 | |
| 6.7 | Tran Thi Phuong | | | Mr Tran Nhan's Sister in law | | | | | | | 0 | |
| 6.8 | Tran Ba Trinh | | | Mr Tran Nhan's Brother in law | | | | | | | 0 | |
| 7 | Huynh Nguyen Tuan Anh | | | Independent Member of the Board of Directors | | | | | | | | |
| 7.1 | America LLC | | | Related Functional Group | | | | | | 1,369,400 | 16.07% | |
| 7.2 | Tin Nghia Industrial Park Development Joint Stock Company | | | Related Functional Group | | | | | | | 0.00% | |
| 7.3 | Huynh Thanh Tam | | | Mr Huynh Nguyen Tuan Anh's Father | | | | | | | 0.00% | |
| 7.4 | Nguyen Thi Xoa | | | Mr Huynh Nguyen Tuan Anh's Mother | | | | | | | 0.00% | |
| 8 | Bien Kim Ngan | | | Secretary Of the Board of Directors | | | | | | | 0.00% | |
| 8.1 | Pelio Group Corporation | | | Deputy Head of Finance- Accounting | | | | | | | 0.00% | |
| 8.2 | Bien Van Ni | | | Mrs Bien Kim Ngan's Father | | | | | | | 0.00% | |
| 8.3 | Ly Kim Kien | | | Mrs Bien Kim Ngan's Mother | | | | | | | 0.00% | |
| 8.4 | Nguyen Nhat Cuong | | | Mrs Bien Kim Ngan's Husband | | | | | | | 0.00% | |
| 8.5 | Bien Ly Huynh | | | Mrs Bien Kim Ngan's Brother | | | | | | | 0.00% | |
| 8.6 | Nguyen Kha Vy | | | Mrs Bien Kim Ngan's Child | | | | | | | 0.00% | Minor |
| 9 | Vo Thi Quynh Tien | | | Head of the Board of Supervisors | | | | | | | | |
| 9.1 | Dong Nai Rubber Corporation | | | Deputy Head of Finance- Accounting | | | | | | 2,957,760 | 36.07% | |
| 9.2 | Nguyen Thi Chau | | | Mrs Vo Thi Quynh Tien's Mother | | | | | | | 0.00% | |
| 9.3 | Nguyen Ngoc Khanh | | | Mrs Vo Thi Quynh Tien's Father in law | | | | | | | 0.00% | |
| 9.4 | Nguyen Thi Hiem | | | Mrs Vo Thi Quynh Tien's Mother in law | | | | | | | 0.00% | |

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| 9.5 | | Nguyen Ngoc Khiem | | | Mrs Vo Thi Quynh Tien's Husband | | | | | | 0.00% | |
| 9.6 | | Nguyen Cat Tuong Van | | | Mrs Vo Thi Quynh Tien's Child | | | | | | 0.00% | Minor |
| 9.7 | | Nguyen Ngoc Han | | | Mrs Vo Thi Quynh Tien's Child | | | | | | 0.00% | Minor |
| 9.8 | | Nguyen Ngoc Lam | | | Mrs Vo Thi Quynh Tien's Child | | | | | | 0.00% | Minor |
| 10 | | Tang Tran Tan Khai | | | Member of the Board of Supervisors | | | | | | 0.00% | |
| 10.1 | | Hiep Phu Joint stock Company | | | Chairman of the Board of Directors | | | | | | 0.00% | |
| 10.2 | | Tin Nghia (Lao) Joint stock Company | | | Chairman of the Board of Directors | | | | | | 0.00% | |
| 10.3 | | ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company | | | Head of the Board of Supervisors | | | | | | 0.00% | |
| 10.4 | | Dong Nai Import Export Processing Agricultural Products anh Foods Joint stock Company | | | Head of the Board of Supervisors | | | | | | 0.00% | |
| 10.5 | | Japanese SMES Developments Joint stock Company | | | Head of the Board of Supervisors | | | | | | 0.00% | |
| 10.6 | | Nhon Trach Investment Joint stock Company | | | Head of the Board of Supervisors | | | | | | 0.00% | |
| 10.7 | | Toan Thinh Phat Investment- Construction Joint stock Company | | | Head of the Board of Supervisors | | | | | | 0.00% | |
| 10.8 | | Tran Thi Bich Phuong | | | Mr Tang Tran Tan Khai's Wife | | | | | | 0.00% | |
| 10.9 | | Tang Tran Tan Anh | | | Mr Tang Tran Tan Khai's Child | | | | | | 0.00% | Minor |
| 10.10 | | Tang Tran Khai Anh | | | Mr Tang Tran Tan Khai's Child | | | | | | 0.00% | Minor |
| 10.11 | | Tran Kim Hoa | | | Mr Tang Tran Tan Khai's Mother | | | | | | 0.00% | |
| 10.12 | | Tang Tran Kim Phuong | | | Mr Tang Tran Tan Khai's Sister | | | | | | 0.00% | |
| 10.13 | | Trang Tran Tuan Khanh | | | Mr Tang Tran Tan Khai's Brother | | | | | | 0.00% | |
| 10.14 | | Phan Thi Tuyet Nhung | | | Mr Tang Tran Tan Khai's Sister in law | | | | | | 0.00% | |
| 10.15 | | Tran Van Hiep | | | Mr Tang Tran Tan Khai's Father in law | | | | | | 0.00% | |
| 10.16 | | Nguyen Kim Cuc | | | Mr Tang Tran Tan Khai's Mother in law | | | | | | 0.00% | |
| 11 | | Nguyen Chi Hieu | | | Member of the Board of the supervisors | | | | | | | |
| 11.1 | | Dong Nai Rubber Corporation | | | Staff of the Investment Planning Department | | | | | 2,957,760 | 36.07% | |
| 11.2 | | Nguyen Thi Cuc | | | Mr Nguyen Chi Hieu's Mother | | | | | | 0.00% | |

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| 11.3 | Diep Thi Ngoc Anh | | | Mr Nguyen Chi Hieu's Wife | | | | | | | 0.00% | |
| 11.4 | Nguyen Chi Anh Tai | | | Mr Nguyen Chi Hieu's Child | | | | | | | 0.00% | |
| 11.5 | Nguyen Chi Tien Thinh | | | Mr Nguyen Chi Hieu's Child | | | | | | | 0.00% | |
| 11.6 | Nguyen Thi Hien | | | Mr Nguyen Chi Hieu's Sister | | | | | | | 0.00% | |
| 11.7 | Nguyen Thi Hoa | | | Mr Nguyen Chi Hieu's Sister | | | | | | | 0.00% | |
| 11.8 | Nguyen Duc Huong | | | Mr Nguyen Chi Hieu's younger brother | | | | | | | 0.00% | |
| 11.9 | Nguyen Duy Hoang | | | Mr Nguyen Chi Hieu's younger brother | | | | | | | 0.00% | |
| 11.10 | Nguyen Duc Hien | | | Mr Nguyen Chi Hieu's younger brother | | | | | | | 0.00% | |
| 12 | Tran Huu Trung | | | Deputy General Director | | | | | | | 0.00% | |
| 12.1 | Dang Thi Hien | | | Mr Tran Huu Trung's Mother | | | | | | | 0.00% | |
| 12.2 | Duong Thi Yen | | | Mr Tran Huu Trung's Mother in law | | | | | | | 0.00% | |
| 12.3 | Ly Ngoc Tran | | | Mr Tran Huu Trung's Wife | | | | | | | 0.00% | |
| 12.4 | Tran Xuan Nghi | | | Mr Tran Huu Trung's Child | | | | | | | 0.00% | |
| 12.5 | Tran Huu Tri | | | Mr Tran Huu Trung's Child | | | | | | | 0.00% | |
| 12.6 | Tran Thi Kim Oanh | | | Mr Tran Huu Trung's Elder sister | | | | | | | 0.00% | |
| 12.7 | Tran Huu Thanh | | | Mr Tran Huu Trung's Younger Sibling | | | | | | | 0.00% | |
| 12.8 | Tran Thi Kim Lan | | | Mr Tran Huu Trung's Younger Sibling | | | | | | | 0.00% | |
| 12.9 | Tran Thi Khanh Linh | | | Mr Tran Huu Trung's Younger Sibling | | | | | | | 0.00% | |
| 12.10 | Truong Van Mung | | | Mr Tran Huu Trung's Brother in law | | | | | | | 0.00% | |
| 12.11 | Nguyen Nhu Trinh | | | Mr Tran Huu Trung's Sister in law | | | | | | | 0.00% | |
| 12.12 | Tran My Tien | | | Mr Tran Huu Trung's Brother in law | | | | | | | 0.00% | |
| 12.13 | Phan Duc Huy | | | Mr Tran Huu Trung's Brother in law | | | | | | | 0.00% | |
| 13 | Nguyen Huu Tri | | | Director of General Accounting cum Chief Accountant, authorized person to disclose information | | | | | | | 0.00% | |
| 13.1 | Pham Thi Be | | | Mr Nguyen Huu Tri's Mother | | | | | | | 0.00% | |

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| 13.2 | | Nguyen Phuoc Truong | | | Mr Nguyen Huu Tri's Brother | | | | | | 0.00% | |
| 13.3 | | Nguyen Thi Phuong Tuyen | | | Mr Nguyen Huu Tri's Sister | | | | | | 0.00% | |
| 13.4 | | Le Linh Phung | | | Mr Nguyen Huu Tri's Wife | | | | | | 0.00% | |
| 13.5 | | Nguyen Nhat Nam Phuong | | | Mr Nguyen Huu Tri's Child | | | | | | 0.00% | |
| 13.6 | | Nguyen Tri Nguyen | | | Mr Nguyen Huu Tri's Child | | | | | | 0.00% | |
| 13.7 | | Le Van Sang | | | Mr Nguyen Huu Tri's Father in law | | | | | | 0.00% | |
| 13.8 | | Khuat Thi Lanh | | | Mr Nguyen Huu Tri's Mother in law | | | | | | 0.00% | |
| 13.9 | | Le Phuong Loan | | | Mr Nguyen Huu Tri's Sister in law | | | | | | 0.00% | |
| 13.10 | | Le Hoai Phong | | | Mr Nguyen Huu Tri's Brother in law | | | | | | 0.00% | |
| 13.11 | | Nguyen Thi Diem Thuy | | | Mr Nguyen Huu Tri's Sister in law | | | | | | 0.00% | |
| 13.12 | | Huynh The Minh | | | Mr Nguyen Huu Tri's Brother in law | | | | | | 0.00% | |