

**CORPORATE GOVERNANCE REPORT**  
**(Year 2024)****To: Ha Noi Stock Exchange**

- Company's name: **Hoang Anh Gia Lai Agricultural Joint Stock Company**
- Address of head office: 15 Truong Chinh, Phu Dong Ward, Pleiku City, Gia Lai Province
- Telephone: 0269.2222283
- Charter capital: VND 11,085,538,950,000
- Securities code: HNG
- Corporate Governance Model: General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS), Chief Executive Officer (CEO).
- The implementation of internal audit: Implemented

**I. GMS Activities**

Information on GMS Meetings and Resolutions (including the GMS resolutions that have been approved in the form of written consent):

No.	Resolution	Date	Content
1	01/24/NQ-ĐHĐCĐ/ HAGL Agrico	21/02/2024	<p>Resolution of the Extraordinary GMS in 2024 of Hoang Anh Gia Lai Agricultural Joint Stock Company ("Company") on the matter of obtaining shareholders' opinions in writing with the following matters:</p> <ul style="list-style-type: none"><li>- Approval of the investment project for large-scale fruit tree cultivation combined with cattle farming in Sekong Province, Lao People's Democratic Republic;</li><li>- Approval of authorizing the Board of Directors to implement the contents that have been approved by the GMS.</li></ul>
2	02/24/NQ-ĐHĐCĐ/ HAGL Agrico	04/05/2024	<p>Resolution of the Annual GMS in 2024 approved the following matters:</p> <ul style="list-style-type: none"><li>- Report of the Executive Board on the business and production results for 2023;</li><li>- Approved the Investment and Business Plan for 2024;</li><li>- The profit distribution plan and remuneration allocation for 2024;</li><li>- The audited financial statements for 2023;</li><li>- The BOD's report for 2023;</li></ul>

			<ul style="list-style-type: none"> <li>- Approval of the BOS's report for 2023;</li> <li>- Authorization for the BOD to select an auditing firm for the 2024 Financial Statements;</li> <li>- Approval of the transactions between the Company and related parties;</li> <li>- Approval of the resolution regarding land disputes with the local communities at the projects of Heng Brother Company, CRD Company and Hoang Anh Oyadav Company Limited;</li> <li>- Authorization for the BOD to implement the matters approved by the GMS.</li> </ul>
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## II. Board of Directors "BOD":

### 1. Information about the members of the BOD

No.	BOD member	Position	The start/ceasing date to be the member of the BOD	
			Appointment Date	Dismissal Date
1	Mr. Tran Ba Duong	BOD Chairman	08/01/2021	
2	Mr. Doan Nguyen Duc	BOD Vice Chairman	15/06/2010	
3	Mr. Tran Bao Son	BOD Member	08/01/2021	
4	Mr. Nguyen Phuc Thinh	Independent BOD Member	16/04/2022	
5	Mr. Nguyen Hoang Phi	BOD Member	26/06/2020	

### 2. BOD Meetings

No.	BOD Member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Tran Ba Duong	8	100%	
2	Mr. Doan Nguyen Duc	8	100%	
3	Mr. Tran Bao Son	8	100%	
4	Mr. Nguyen Hoang Phi	8	100%	
5	Mr. Nguyen Phuc Thinh	8	100%	



### 3. The BOD's supervision of the Executive Board

In accordance with the Company's Charter, the internal regulations on corporate governance, the BOD's operating regulations, and current state regulations, the BOD has effectively carried out its supervisory role and provided guidance to the Executive Board in managing and overseeing the Company's activities, specifically:

- Directed and supervised the timely submission of quarterly and annual financial reports, as well as the annual report, and organized the Annual GMS in 2024;
- Implemented the resolutions of the BOD and GMS;
- Monitored the process of developing the business plan and ensured that the targets set by the GMS were met;
- Supervised and directed the disclosure of information to ensure transparency and timeliness in compliance with legal regulations;
- Collaborated closely with BOS in monitoring and understanding the Company's operations status;
- The BOD and the Executive Board also worked closely together to manage and operate the Company in accordance with legal provisions, aiming to improve business performance and achieve the established targets.

### 4. Activities of Committees under the BOD (if any): None

### 5. BOD's Resolutions

No.	Resolution No	Date	Content	Approval rate
1	01/24/NQ-HĐQT/HAGL Agrico	05/01/2024	Approval of the final registration date to prepare a shareholders list for the written opinion solicitation process.	100%
2	02/24/NQ-HĐQT/HAGL Agrico	01/02/2024	Approval of the content for conducting the written opinion solicitation from shareholders.	100%
3	04/24/NQ-HĐQT/HAGL Agrico	06/03/2024	Approval of the final registration date to prepare a shareholders list for participation in the Annual GMS in 2024.	100%
4	05/24/NQ-HĐQT/HAGL Agrico	13/03/2024	Approval of the policy to execute Contracts/Transactions between the Company and related parties in 2024.	100%
5	06/24/NQ-HĐQT/HAGL Agrico	05/04/2024	Approval of the extension of timelines and plan for organizing the Annual GMS in 2024.	100%
6	08/24/NQ-HĐQT/HAGL Agrico	10/07/2024	Approval of selecting Ernst & Young Vietnam Co., Ltd. as the firm to review the semi-annual financial statements and audit the annual financial statements in 2024.	100%
7	09/24/NQ-HĐQT/HAGL Agrico	19/11/2024	Approval of the issuance of the Information Disclosure Regulation.	100%
8	10/24/NQ-HĐQT/HAGL Agrico	25/11/2024	Approval of the remuneration allocation for members of the BOD and BOS for 2024.	100%

### III. Board of Supervisors (“BOS”)

#### 1. Information on the BOS members

No.	BOS Members	Position	The start/ceasing date to be the member of the BOS		Professional Qualifications
			Appointment Date	Dismissal Date	
1	Mr. Bui Minh Khoa	BOS Head	08/01/2021		Bachelor in Finance and Banking
2	Mr. Dang Cong Truc	Member	17/09/2018		Master in Business Administration
3	Ms. Bui Thi Lieu	Member	16/04/2022		Bachelor in Accounting

#### 2. BOS meetings

No.	BOS Members	Professional Qualifications	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Bui Minh Khoa	Bachelor in Finance and Banking	2	100%	100%	
2	Mr. Dang Cong Truc	Master in Business Administration	2	100%	100%	
3	Ms. Bui Thi Lieu	Bachelor in Accounting	2	100%	100%	

#### 3. Supervisory activities of BOS over the BOD, Executive Board, and Shareholders

- Monitored compliance with the legal regulations and the Company's Charter, as well as overseeing the implementation of the Resolutions of the GMS and BOD;
- Supervised the BOD in organizing the Annual GMS in 2024 to ensure full compliance with regulations;
- Attended and participated in discussions at the GMS and BOD Meetings, and reviewed the appropriateness of decisions made by the BOD and Executive Board;
- Audited the financial statements to obtain the truth and fair view, ensure alignment with current accounting standards and finance policies in Vietnam;
- Reviewed and verified significant transactions between the Company and related parties;
- Monitored the implementation of regulations and the disclosure of information by the Company in accordance with the Securities Law and related legal provisions.

#### 4. Collaboration between the BOS and the BOD, Executive Board, and Other Management Departments

The BOS has closely coordinated with the BOD and Executive Board to stay updated on the Company's business operations. The BOS has regularly communicated and contributed feedback to the Executive Board whenever issues arise.



## 5. Other Activities of BOD

- Coordinated with the Company's Accounting Department to discuss the audited financial statements with the Independent Auditor;
- Monitored financial data and provided feedback on the matters presented by the Executive Board to the BOD, as well as those presented by the BOD to the Annual GMS in 2024;
- The BOS regularly monitored the Company's information disclosure to ensure that Shareholders received accurate, complete, and timely information.

## IV. Executive Board

No.	Executive Board Members	Date of birth	Professional Qualifications	The start/ceasing date to be the member of the EB	
				Appointment date	Dismissal Date
1	Mr. Tran Bao Son CEO	28/04/1973	Bachelor in Business Administration	18/03/2021	
2	Mr. Nguyen Hoang Phi Deputy CEO	11/03/1980	Bachelor in Finance and Accounting	09/12/2020	

## V. Chief Accountant

Full Name	Date of birth	Professional Qualifications	The start/ceasing date	
			Appointment Date	Dismissal Date
Ms. Do Vu Hai ha	16/07/1986	Bachelor in Economics	06/03/2023	

## VI. Corporate Governance Training

The Company always encourages and provides opportunities for members of the BOD, Executive Board, BOS, management managers, and individuals responsible for corporate governance to participate in Corporate Governance Training programs.

## VII. List of Related Parties of the Public Company and Related Parties Transactions

1. **List of the Company's Related Parties:** *Appendix 1 attached*
2. **Transactions between the Company and its Related Parties; Transactions between the Company and Major Shareholders, Internal Persons and Related Parties of Internal Persons:** *Appendix 2 attached*
3. **Transaction between Internal Persons of the Company, Related Parties of Internal Persons, and the Subsidiaries or Companies Controlled by the Company:** None
4. **Transactions between the Company and Other Entities:**
  - 4.1. Transactions between the Company and Companies where Members of BOD, BOS, CEO have been or are Founding Members, Members of BOD, or CEOs in the past three (03) years: **transactions in Item 2, section VII.**
  - 4.2. Transactions between the Company and Companies where Related Parties of BOD, BOS, CEO are Member of BOD, or CEOs: None

- 4.3. Other Transactions (if any) that may result in material or non-material benefits for the Members of BOD, BOS or CEOs: None

**VIII. Transactions involving share by Internal Persons and Related Parties**

1. List of Internal Persons and their Related Parties: *Appendix 3 attached*
2. Transactions by Internal Persons and Related Parties with the Company's shares

No.	Transaction executor	Relationship with Internal Persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase/decrease
			Number of shares	Percentage	Number of shares	Percentage	
1	Ms. Tran Thi Thao Tram	Related Parties of Internal Person Mr. Tran Bao Son	100.127	0,01%	0	0%	sell

**IX. Other Matters to note: None**

**CHAIRMAN OF THE BOARD OF DIRECTORS**

**Recipients:**

- As above;
- Record archive.



**TRAN BA DUONG**



**APPENDIX 01**  
**LIST OF RELATED PERSONS OF THE COMPANY**

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.	Date of issue	Place of issue	Head office/child tact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relation with the internal person/ Company
<b>A</b>	<b>INDIVIDUAL</b>										
1	Tran Ba Duong		Chairman of the board					08/01/2021			
2	Doan Nguyen Duc		Vice Chairman of the Board					15/06/2010			
3	Tran Bao Son		BOD Member					08/01/2021			
4	Nguyen Hoang Phi		BOD Member					04/04/2020			
5	Nguyen Phuc Thinh		Independent BOD Member					16/04/2022			
6	Bui Minh Khoa		BOS Head					08/01/2021			
7	Dang Cong Truc		Member					17/09/2018			
8	Bui Thi Lieu		Member					16/04/2022			
9	Do Vu Hai Ha		Chief accountant					06/03/2023			
10	Tran Thi Minh Phuong		Person in charge of corporate governance and secretary of the Board of Directors					12/10/2022			
<b>B.</b>	<b>ORGANIZATION</b>										
1	Hoang Anh - Quang Minh Rubber Industry & Agriculture Co., Ltd			418/DĐK	24/05/2016	Ministry of Industry and Trade - Laos	Attapeu province, Laos				Direct subsidiary
2	Hoang Anh Attapeu Agricultural Development Co., Ltd			370/DĐK	11/05/2016	Ministry of Industry and Trade - Laos	Attapeu province, Laos				Direct subsidiary
3	Hoang Anh Rattanakiri Co., Ltd			7001 PN.CBD	23/11/2012	Ministry of Commerce - Cambodia	Rattanakiri Province, Cambodia				Direct subsidiary
4	Heng Brothers Co., Ltd			2828 TM.ĐKD	10/05/2013	Ministry of Commerce - Cambodia	Rattanakiri Province, Cambodia				Direct subsidiary
5	Công ty TNHH Hoàng Anh Oyadav Hoang Anh Oyadav Co., Ltd			0904	27/01/2015	Ministry of Commerce - Cambodia	Rattanakiri Province, Cambodia				Direct subsidiary
6	Công ty TNHH CRD CRD Co., Ltd			4255	29/05/2014	Ministry of Commerce - Cambodia	Rattanakiri Province, Cambodia				Direct subsidiary
7	Bidiphar Rubber Joint Stock Company			3503000155	14/09/2007	Department of Planning and Investment of Binh Dinh province	498 Nguyen Thai Hoc, Quang Trung Ward, Quy Nhon City, Binh Dinh Province				Affiliated company
8	Truong Hai Group Joint stock Company			03600252847	04/01/2018	Department of Planning and Investment of Dong Nai province	No. 19, Bien Hoa 2 Industrial Park, Street 2A, An Binh Ward, Bien Hoa City, Dong Nai Province	Owning over 10% of HNG			Major shareholder

*Appendix 2*

**TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PERSONS; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND PERSONS RELATED TO INSIDERS**

No.	Name of organization/individual	Relationship	Number of NSH*	Date of issue	Place of issue	Head office address/ Contact address	Time of transaction with the Company	Number of Resolutions/ Decisions of board of Directors (if so, state the date of issue)	Transaction content	Total transaction value (Thousand Dong)
1	Truong Hai Agriculture Joint Stock Company	Company with the same members of BOD	4001174655	18/03/2019	Department of Planning and Investment of Quang Nam Province	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Loan	3.790.420.000
									Interest expense	535.779.028
									Offsetting	411.891.561
									Purchase of materials, goods and services	395.433.626
									Sale of goods	369.493.578
									Loan repayment	179.400.000
2	Hoang Anh Gia Lai Joint Stock Company	Company with the same members of BOD	5900377720	01/06/2006	Department of Planning and Investment of Gia Lai Province	15 Truong Chinh, Phu Dong Ward, Pleiku City, Gia Lai Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Loan repayment	1.133.930.797
2	Hoang Anh Andongmeas Co., Ltd	Subsidiary of company with the same member of BOD	MOC-39751851	07/11/2012	Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Lend	108.503.168
									Loan collection	23.396.667
									Purchase of materials	144.817
									Offsetting	155.783.662
3	Hoang Anh Lumphat Co., Ltd	Subsidiary of company with the same member of BOD	4535	06/06/2014	Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Lend	17.776.183
									Offsetting	34.485.698
4	Daun Penh Agrico One member Co., Ltd	Subsidiary of company with the same member of BOD	00015897	15/06/2015	Ministry of Commerce - Cambodia	Village 3, Highway 78, Laban Siek Ward, Banlung City, Ratanakiri	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Lend	60.250.835
									Offsetting	173.557.761
5	Trung Nguyen Cow Livestock Co., Ltd	Subsidiary of company with the same member of BOD	5901139976	25/03/2020	Department of Planning and Investment of Gia Lai Province	15 Truong Chinh, Phu Dong Ward, Pleiku City, Gia Lai Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of asset	171.904.437
									Offsetting	69.660
6	Hoang Anh Dak Lak Joint Stock Company	Subsidiary of company with the same member of BOD	6000642921	17/05/2007	Department of Planning and Investment of Dak Lak Province	40 Hung Vuong Street, Tu An Ward, Buon Ma Thuot City, Dak Lak Province, Viet Nam	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Offsetting	711.150
7	Eastern Rubber Co., Ltd (Cambodia)	Subsidiary of company with the same member of BOD	00017063	10/01/2014	Ministry of Commerce - Cambodia	Cheung Kle Village, 2 Thnu Commune, Snuol District, Kratie Province,	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Lend	33.410.395
									Offsetting	135.057.275
8	Cao Su Trung Nguyen Rubber Co., Ltd	Subsidiary of company with the same member of BOD	5900985126	28/04/2014	Department of Planning and Investment of Gia Lai Province	15 Truong Chinh, Phu Dong Ward, Pleiku City, Gia Lai Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Offsetting	342.653
9	Hoang Anh - Quang Minh Rubber Industrial and Agricultural Company Limited	Subsidiary	418/DDK	24/05/2016	Ministry of Industry and Trade - Laos	Attapeu Province, Laos	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Offsetting	167.435.978
									Purchase of goods	78.767.126
									Interest income	37.658.108



No.	Name of organization/individual	Relationship	Number of NSH*	Date of issue	Place of issue	Head office address/ Contact address	Time of transaction with the Company	Number of Resolutions/ Decisions of board of Directors (if so, state the date of issue)	Transaction content	Total transaction value (Thousand Dong)
10	Hoang Anh Attapeu Agriculture Development Co., Ltd	Subsidiary	370/DDK	11/05/2016	Ministry of Industry and Trade - Laos	Attapeu Province, Laos	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Interest income	396.764.885
									Sale of goods and rendering of services	388.018.840
									Offsetting	316.391.149
									Borrowings (Offsetting)	233.031.130
									Purchase of goods	99.287.666
									Payment on behalf	8.690
11	Southern Laos Agricultural Investment and Business Production Co., Ltd	Subsidiary	0005/DKDN	05/01/2024	Department of Industry and Commerce	Attapeu Province, Laos	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Sale of goods and rendering of services	26.087.916
									Payment on behalf	9.714
12	Hoang Anh Oyadav One Member Co., Ltd	Subsidiary	0904	27/01/2015	Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Offsetting	394.332.017
									Investment	160.042.000
									Interest income	63.537.513
13	Hoang Anh Rattanakiri Co., Ltd	Subsidiary	7001 PN.CBD	23/11/2012	Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Interest income	49.112.567
14	CRD Co., Ltd	Subsidiary	4255	29/05/2014	Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Offsetting	7.445.106
15	Heng Brothers Co., Ltd	Subsidiary			Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Offsetting	10.044.778
16	Thaco Chu Lai Mechanical Complex Limited Liability Company	Subsidiary of company with the same member of BOD	4000481861	30/10/2009	Department of Planning and Investment of Quang Nam Province	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Payment on behalf	41.211.465
									Purchase of goods and services	2.456.809
17	Thaco Auto Distribution Company Limited	Subsidiary of company with the same member of BOD	4000779880	27/10/2010	Department of Planning and Investment of Quang Nam Province	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of goods and services	8.258.889
18	Truong Hai International Logistics Limited Liability Company	Subsidiary of company with the same member of BOD	4001207438	19/05/2020	Department of Planning and Investment of Quang Nam Province	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of services	8.089.824
									Payment on behalf	64.977
19	Thaco Chu Lai Packaging Manufacturing Co., Ltd	Subsidiary of company with the same member of BOD	4001240121	20/10/2021	Department of Planning and Investment of Quang Nam Province	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of goods	4.122.350
20	Thaco Industrial Plastics Manufacturing Co., Ltd	Subsidiary of company with the same member of BOD	4000845815	15/02/2012	Department of Planning and Investment of Quang Nam Province	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of goods	2.522.870
21	Thaco Special Vehicles Manufacturing Co., Ltd	Subsidiary of company with the same member of BOD	4001262894	16/02/2023	Department of Planning and Investment of Quang Nam Province	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of goods and services	9.965.582

No.	Name of organization/individual	Relationship	Number of NSH*	Date of issue	Place of issue	Head office address/ Contact address	Time of transaction with the Company	Number of Resolutions/ Decisions of board of Directors (if so, state the date of issue)	Transaction content	Total transaction value (Thousand Dong)
22	Thilogi Transportation Limited Liability Company	Subsidiary of company with the same member of BOD	4000980719	08/04/2014	Department of Planning and Investment of Quang Nam Province	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of services	338.914
23	Thadico Construction Of Agriculture And Industry Company Limited	Subsidiary of company with the same member of BOD	4000697821	27/10/2009	Department of Planning and Investment of Quang Nam Province	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Payment on behalf	3.817.626
24	Thiso Sala Trading Center And Office Building Co., Ltd	Subsidiary of company with the same member of BOD	0317601810	09/12/2022	Department of Planning and Investment of Ho Chi Minh City	8 - 10 Mai Chi Tho Street, Thu Thiem Ward, Thu Duc City, Ho Chi Minh City, Viet Nam	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of services	217.529
25	THADICO E&C Civil Construction Electromechanics Co., Ltd	Subsidiary of company with the same member of BOD	0317625924	28/12/2022	Department of Planning and Investment of Ho Chi Minh City	8-10 Mai Chi Tho Street, Thu Thiem Ward, Thu Duc City, Ho Chi Minh City, Viet Nam	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of services	7.336
26	THACO INDUSTRIES Mechanical And Electrical Refrigeration Limited Liability Company	Subsidiary of company with the same member of BOD	4001268254	30/05/2023	Department of Planning and Investment of Quang Nam Province Quang Nam	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of goods and services	276.911.703
									Payment on behalf	3.686.975
27	Chu Lai Truong Hai Composite Components Manufacturing Company Limited	Subsidiary of company with the same member of BOD	4001060778	22/12/2025	Department of Planning and Investment of Quang Nam Province Quang Nam	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of goods	420.022
28	Chu Lai - Truong Hai Steel Co., Ltd	Subsidiary of company with the same member of BOD	4001031142	06/07/2015	Department of Planning and Investment of Quang Nam Province Quang Nam	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of services	14.318.562
29	Thaco Special Vehicles Manufacturing Co., Ltd	Subsidiary of company with the same member of BOD	4001049929	23/11/2015	Department of Planning and Investment of Quang Nam Province Quang Nam	Tam Hiep Industry Park, Nui Thanh District, Quang Nam Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of goods and services	1.577.069
30	Dai Quang Minh Real Estate Investment Corporation	Subsidiary of company with the same member of BOD	0310713219	22/03/2011	Department of Planning and Investment of Ho Chi Minh City	8-10 Mai Chi Tho Street, Thu Thiem Ward, Thu Duc City, Ho Chi Minh City, Viet Nam	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Purchase of goods and services	4.052.625
31	Bidiphar Rubber Joint Stock Company	Associate	0310713219	22/03/2011	Department of Planning and Investment of Binh Dinh Province	498 Nguyen Thai Hoc, Quy Nhon City, Binh Dinh Province	01/01/2024 - 31/12/2024	05/24/NQ-HDQT/HAGL Agrico dated 13 March 2024	Dividend received	26.144.558

22/ 60 2025 10.11



## APPENDIX 03

## LIST OF INTERNAL PEOPLE AND PEOPLE RELATED TO INTERNAL PERSONS

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	Relation with the internal person/ Company	ID card/Passport No.	Date of issue	place of issue	Head office/child tact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
<b>I</b>	<b>BOARD OF DIRECTORS</b>										
1	Tran Ba Duong		Chairman of the board						50.760.000	4,58%	
1.01	Vien Dieu Hoa			wife							
1.02	Tran Vien Ngoc Tran			Daughter							
1.03	Tran Vien Ngoc Oanh			Daughter							
1.04	Tran Ba Truong Hai			Son							
1.05	Tran Thi Kim Tien			Sister							
1.06	Ho Dac Thuong			Brother in-law							
1.07	Tran Ba Hung			Broher							
1.08	Tran Ba Cuong			Broher							
1.09	Tran Ba Cuong			Broher							
1.10	Tran Thi Bach Tuyet			Sister							
1.11	Tran Thi Kim Phuong			Sister							
1.12	Tran Thi Kim Thu			Sister							
1.13	Truong Hai Group Joint Stock Company			Related organization					306.346.880	27,63%	Chairman of the board
1.14	Truong Hai Agriculture Joint Stock Company			Related organization							Chairman of the board
1.15	Tran Oanh Trading & Production Company Limited			Related organization					54.980.000	4,96%	Chairman of the board
1.16	Dai Quang Minh Real Estate Investment Joint Stock Company			Related organization							Chairman of the board

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	Relation with the internal person/ Company	ID card/Passport No.	Date of issue	place of issue	Head office/child tact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2	Doan Nguyen Duc		Vice Chairman of the Board								
2.01	Doan Tien Quyet			Father							
2.02	Nguyen Thi Thom			Mother							
2.03	Le Thi Ngoc An			Mother in-law							
2.04	Hoang Thi Ngoc Bich			Wife							
2.05	Doan Hoang Anh			Daughter							
2.06	Doan Hoang Nam			Son							
2.07	Doãn Hoang Nam Anh			Son							
2.08	Doan Nguyen Loc			Brother							
2.09	Nguyen Thi Lanh			Sister in-law							
2.10	Doan Thi Nguyen Dung			Sister							
2.11	Tran Huu Phuoc			Brother in-law							
2.12	Doan Nguyen Ngon			Brother							
2.13	Dao Thi Phuong Mai			Sister in-law							
2.14	Doan Thi Nguyen Vinh			Em ruột Sister							
2.15	Le Van Ke			Brother in-law							
2.16	Doan Nguyen Thinh			Brother							
2.17	Le Thi Diem			Sister in-law							
2.18	Doan Thi Nguyen Xuan			Sister							
2.19	Than Quang Vinh			Brother in-law							



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2.20	Doan Nguyen Thu			Brother							
2.21	Nguyen Thi Huynh Le			Sister in-law							
2.22	Doan Thi Nguyen Thao			Sister					57.500	0,005%	
2.23	Nguyen Cao Hoang			Brother in-law							
2.24	Doan Thi Nguyen Nguyen			Sister							
2.25	Nguyen Minh Trung			Brother in-law							
2.26	Hoang Anh Gia Lai Joint stock Company			Related organization					91.375.000	8,24%	Chairman of the board
3	<b>Tran Bao Son</b>		<b>BOD Member</b>								
3.01	Tran Dinh Nhan			Father							
3.02	Tran Thi Kim Hoai			Mother							
3.03	Bach Thi Bao Minh			wife							
3.04	Tran Bach Ky Duyen			Daughter							
3.05	Tran Bao Long			Son							
3.06	Tran Bao Nam			Brother							
3.07	Ta Thi Thanh Lam			Sister in-law							
3.08	Tran Bao Chau			Brother							
3.09	Trinh Thi Ninh			Sister in-law							
3.10	Tran Thi Thao Tram			Sister							
3.11	Dinh Vu Tan Nghia			Brother in-law							
3.12	Truong Hai Agriculture Joint Stock Company			Related organization							General Director

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5	Nguyen Hoang Phi		BOD Member								
5.01	Nguyen Van Hoang			Father							
5.02	Nguyen Thi Cho			Mother							
5.03	Nguyen Dinh Ly			Father in - law							
5.04	Nguyen Thi Nguyen			Mother in-law							
5.05	Nguyen Phuong Thao			Wife							
5.06	Nguyen Hoang Quan			Son							immature
5.07	Nguyen Phi Hai			Brother							
5.08	Nguyen Hoang Oanh			Sister							
5.09	Truong Hai Group Joint Stock Company			Related organization					306.346.880	27,63%	Chief accountant
5.10	Truong Hai Agriculture Joint Stock Company			Related organization							Deputy General Manager
II	EXECUTIVE BOARD										
1	Tran Bao Son (See item I.3)		General Director								
2	Nguyen Hoang Phi (See item I.5)		Deputy General Manager								
III	BOARD OF SUPERVISORS										
1	Bui Minh Khoa		BOS Head								
1.01	Bui Long Xuyen			Father							
1.02	Duong Thi Hong Le			Mother							
1.03	Le Quoc Viet			Father in - law							
1.04	Hoang Thi Thanh Tam			Mother in-law							

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1.05	Le Thi Viet Anh			wife							
1.06	Bui Anh Minh			Son							immature
1.07	Bui Minh Triet			Brother							
1.08	Nong Thi Thu Bang			Sister in - law							
1.09	Bui Minh Toan			Brother							
1.10	Nguyen Thi Thanh Thao			Sister in - law							
1.11	Truong Hai Group Joint Stock Company			Related organization					306.346.880	27,63%	Member BOS
1.12	Truong Hai Agriculture Joint Stock Company			Related organization							Chief Accountant
<b>2</b>	<b>Dang Cong Truc</b>		<b>Member</b>								
2.01	Dang Chau			Father							
2.02	Huynh Thi Tuyet			Mother in-law							
2.03	Le Thi Bang Linh			wife							
2.04	Dang Cong Chanh			Son							
2.05	Dang Cong Trung			Son							
2.06	Dang Thi Ngoc Thao			Sister							
2.07	Dang Thi Kim Anh			Sister							
2.08	Dang Cong Tuan			Brother							
2.09	Truong Hai Group Joint Stock Company			Related organization					306.346.880	27,63%	Head of Internal Control Committee
<b>3</b>	<b>Bui Thi Lieu</b>		<b>Member</b>								
3.01	Bui Quang Dien			Father							



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3.02	Ha Thi Dinh			Mother							
3.03	Nguyen Van Phao			Father in-law							
3.04	Duong Thi Nga			Mother in-law							
3.05	Nguyen Van Hai			Husband							
3.06	Nguyen Bui Phuong Anh			Daughter							immature
3.07	Nguyen Minh Hoang			Son							immature
3.08	Bui Thi Xuan			Sister							
3.09	Vu Ngoc Khanh			Brother in - law							
3.10	Bui Thi Van			Sister							
3.11	Bui Thi Nuong			Sister							
3.12	Nguyen Quoc Hieu			Brother in - law							
3.13	Bui Thi Ninh			Sister							
3.14	Đinh Viet Bon			Brother in - law							
3.15	Truong Hai Group Joint Stock Company			Related organization					306.346.880	27,63%	Vice president Accounting Department
3.16	Phu Nhuan Services Joint Stock Company			Related organization							Chief Control Board
<b>VI.</b>	<b>CHIEF ACCOUNTANT</b>										
<b>1</b>	<b>Do Vu Hai Ha</b>		<b>Chief accountant</b>								
1.1	Do Truong Son			Father							
1.2	Vu Thi Tuyet			Mother							
1.3	Nguyen Huy Cu			Father in-law							

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1.4	Dao Thi Huong			Mother in-law							
1.5	Nguyen Huy Cuong			Husband							
1.6	Nguyen Ha Anh			Daughter							immature
1.7	Do Vu Phuong Ngoc			Sister							
1.8	Tran Viet Hung			Brother-in-law							
1.9	Do Thi Binh Minh			Sister							
1.10	Nguyen Bac Nam			Brother-in-law							
1.11	Do Vu Dinh Tung			Brother							
<b>VI.</b>	<b>PERSON IN CHARGE OF GOVENANCE &amp; SECRETARY</b>										
<b>1</b>	<b>Tran Thi Minh Phuong</b>										
1.1	Tran Van Minh			Father							
1.2	Tran Thi Sau			Mother							
1.3	Phan Van Tri			Father-in-law							Died
1.4	Le Thi Lieu			Mother-in-law							
1.5	Phan Xuan Duong			Husband							
1.6	Phan Tran Hoang Anh			Son							immature
1.7	Phan Tran Minh Anh			Son							immature
1.8	Tran Thi Minh Phuong			Sister							
1.9	Quang Van Di			Brother in - law							



No.	Full name	Securities trading account (if any)	Position at the Company (if any)	Relation with the internal person/ Company	ID card/Passport No.	Date of issue	place of issue	Head office/child tact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.10	Tran Thi Minh Tam			Sister							
1.11	Doan Van Trinh			Brother in - law							
1.12	Tran Minh Hieu			Brother							
1.13	Tran Van Dung			Brother							
1.14	Nguyen Thi Lieu			Sister in - law							