

**REPORT ON CORPORATE GOVERNANCE
(from 01/01/2024 to 31/12/2024)**

Dear : - The State Securities Commission
- Hanoi Stock Exchange.

- Name of company: Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company

- Address of headoffice: Tran Nguyen Han Street, Tho Xuong Ward, Bac Giang City, Bac Giang Province.

- Telephone: 0204.3854.538; Fax: 0204.3855.018; Email: damhabac.vt@gmail.com; Website: www.damhabac.com.vn

- Charter capital: 2,722,000,000,000

- Stock symbol: DHB

- Governance model : General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.

- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company held the Annual General Meeting of Shareholders on April 24, 2024 with the following specific contents:

No.	Resolution/Decision No.	Date	Content
1	02/NQ-DHDCD	April 24, 2024	- Approving the Board of Directors' report on the results of task implementation in 2023; directions and tasks in 2024; - Approving the General Director's report on business production results in 2023 and key tasks in 2024; - Approving the audited 2023 financial report;



No.	Resolution/Decision No.	Date	Content
			<ul style="list-style-type: none"> - Approving the Board of Supervisors' performance report in 2023 and tasks in 2024; - Approving the selection of an auditing firm for the 2024 financial statements; - Approving the 2024 production and business plan; - Approving the remuneration payment of the Board of Directors (BOD) and the Board of Supervisors (BOS) in 2024; - Approving the dismissal of members of the Board of Directors for the 2021-2026 term from April 24, 2024 for Mr. Nguyen Phung Hung and Mr. Nguyen Duc Ninh. - Approving the election results of members of the Board of Directors for the 2021-2026 term: Mr. Nguyen Dinh Hong and Ms. Nguyen Tuyen Anh were elected as members of the Board of Directors for the 2021-2026 term from April 24, 2024.

II. Board of Directors

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position (<i>Independent members of the Board of Directors, Non-executive members of the Board of Directors</i>)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Van Thieu	Chairman of the Board (Non-executive member of Board of Directors)	April 27, 2021	
2	Mr. Nguyen Duc Ninh	Member of Board of Directors		April 24, 2024
3	Mr. Pham Van Trung	Member of Board of Directors	April 27, 2021	

No.	Board of Directors' members	Position (<i>Independent members of the Board of Directors, Non-executive members of the Board of Directors</i>)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
4	Mr. Nguyen Van Dung	Member of Board of Directors	April 27, 2021	
5	Mr. Nguyen Phung Hung	Non-executive member of Board of Directors		April 24, 2024
6	Mr. Nguyen Dinh Hong	Member of Board of Directors	April 24, 2024	
7	Ms. Nguyen Tuyen Anh	Independent member of Board of Directors	April 24, 2024	

2. Meetings of the Board of Directors

In 2024, the Board of Directors of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company held 12 regular meetings, specifically as follows:

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reason for absence
1	Mr. Nguyen Van Thieu	12/12	100%	
2	Mr. Nguyen Duc Ninh	5/5	100%	From January 1, 2024 to April 24, 2024, the Board of Directors held 5 meetings.
3	Mr. Pham Van Trung	11/12	92%	Due to urgent work, absent with permission

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reason for absence
4	Mr. Nguyen Van Dung	12/12	100%	
5	Mr. Nguyen Phung Hung	3/5	60%	Due to urgent work, absent with permission
6	Mr. Nguyen Dinh Hong	7/7	100%	From April 24, 2024 to December 31, 2024, the Board of Directors held 07 meetings.
7	Ms. Nguyen Tuyen Anh	6/7	86%	From April 24, 2024 to June 30, 2024, the Board of Directors held 07 meetings.

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

In 2024, the management of the Board of Directors has been carried out in accordance with the resolutions of the General Meeting of Shareholders and the Board of Directors, in compliance with the provisions of law, the Charter, the regulations and the rules of the Company; in performing tasks, always demonstrating a high sense of responsibility, dynamism, creativity, solidarity and striving to overcome difficulties to achieve the highest results, specifically:

- The Board of Directors has put forth reasonable business and market mechanisms and policies .

- The Company's products are always stable with high quality, trusted by domestic and foreign users.

- The implementation of the resolutions and decisions of the Board of Directors is strictly carried out by the Board of Management.

- The financial situation and expenses are well controlled by the Board of Management, causing no damage to the Company.

- Implement well the salary and bonus policies, and care about the lives of employees in many aspects; the working environment of employees continues to improve.

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

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/ Decision No.	Date	Content	Approval rate
I. Resolution				
1	02/NQ-HDQT	January 17, 2024	<ol style="list-style-type: none"> 1. Agreed to appoint Mr. Pham Quoc Hung - Deputy Director of Automation Measurement Workshop to hold the position of Director of Automation Measurement Workshop. 2. Approving the 2024 production and business plan. 3. Approving the major repair plan for 2024. 4. Approving the 2024 construction investment plan. 5. Approving the plan for overseas business trips and foreign delegations working at the Company in 2024. 6. Approving the 2024 labor and salary plan. 7. Approving the official technical norms in 2024, provisional in 2025. 8. Approving the production and business plan for the first quarter of 2024 with some key targets. 	100%
2	14/NQ-HDQT	March 1, 2024	The final registration date for the list of shareholders entitled to attend the 2024 Annual General Meeting of Shareholders is agreed to be March 22, 2024 .	100%
3	24/NQ-HDQT	March 28, 2024	<ol style="list-style-type: none"> 1. Approving the time and venue for the 2024 General Meeting of Shareholders. 2. Agree on the draft program and regulations for organizing the 2024 General Meeting of Shareholders. 3. Approving the notice of election of additional members of the Board of Directors; Draft of the election regulations; 	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			<p>instructions on nomination and election of additional members of the Board of Directors.</p> <p>4. Agree to establish a Shareholder Qualification Inspection Committee.</p> <p>5. Approving of documents submitted to the 2024 Shareholders' Meeting</p>	
4	25/NQ-HDQT	March 29, 2024	<p>1. Approving the plan to review and supplement the Company's leadership and management staff planning for the period 2021-2026 (review and supplement in 2024).</p> <p>2. Approving the plan to review and supplement the Company's leadership and management staff planning for the period 2026-2031.</p> <p>3. Regarding the appointment and authorization to act as the Company's capital representative at Ha Bac Liquefied Petroleum Gas Joint Stock Company</p> <p>- Agreed to terminate the appointment of Mr. Pham Van Trung and Mr. Le Anh Tuan as representatives of the Company's capital contribution at Ha Bac Liquefied Petroleum Gas Joint Stock Company.</p> <p>- Agreed to appoint and authorize Ms. Nguyen Thi Mong Dung - Head of Planning and Investment Department as the representative of the Company's capital contribution at Ha Bac Liquefied Petroleum Gas Joint Stock Company (Ms. Nguyen Thi Mong Dung represents 20% of the charter capital of Ha Bac Liquefied Petroleum Gas Joint Stock Company);</p> <p>- Agreed to appoint and authorize Mr. Dang Xuan Thuy - Company Secretary, Deputy Chief of Office to represent the Company's capital contribution at Ha Bac Liquefied Petroleum Gas Joint Stock Company (Mr. Dang Xuan Thuy represents 16% of the</p>	100%

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No.	Resolution/ Decision No.	Date	Content	Appr oval rate
			<p>charter capital of Ha Bac Liquefied Petroleum Gas Joint Stock Company);</p> <p>4. Regarding the personnel participating in the Board of Directors of Ha Bac Liquefied Petroleum Gas Joint Stock Company</p> <ul style="list-style-type: none"> - Proposing the 2024 Annual General Meeting of Shareholders of Ha Bac Liquefied Petroleum Gas Joint Stock Company consider dismissing Mr. Pham Van Trung and Mr. Le Anh Tuan from the positions of members of the Board of Directors; - Introducing Ms. Nguyen Thi Mong Dung - Head of Planning and Investment Department and Mr. Dang Xuan Thuy - Company Secretary, Deputy Chief of Office of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company to the General Meeting of Shareholders of Ha Bac Liquefied Petroleum Gas Joint Stock Company to elect to the Board of Directors of Ha Bac Liquefied Petroleum Gas Joint Stock Company; - Introducing Ms. Nguyen Thi Mong Dung - Head of Planning and Investment Department to the Board of Directors of Ha Bac Liquefied Gas Joint Stock Company to elect to hold the position of Chairwoman of the Board of Directors of the Company. <p>5. Regarding the content of requesting opinions from the representative of the Company's capital at Ha Bac Liquefied Petroleum Gas Joint Stock Company</p> <p>6. Approving the internal audit plan for 2024</p> <p>7. Agree to change the investment phase for the 29-seat car and 11-seat electric car projects.</p>	
5	41/NQ-HDQT	April 15, 2024	1. Agree on the policy of appointing the Director of the Gas Generation Workshop and the Director of the Thermal Workshop	100%

No.	Resolution/ Decision No.	Date	Content	Appr oval rate
			<p>from the Company's human resources, in the Company's planning list 2. Regarding the Plan to organize the 2024 Annual General Meeting of Shareholders.</p> <p>2. Approving the production and business plan for the second quarter of 2024 with some key targets.</p> <p>3. Authorizing the General Director of the Company to decide on the establishment of the Organizing Committee for the 2024 Annual General Meeting of Shareholders.</p>	
6	44/NQ-HDQT	April 22, 2024	<p>1. Agree on personnel to elect additional members of the Company's Board of Directors for the 2021-2026 term as independent members of the Board of Directors.</p> <p>2. Agree to introduce personnel to elect additional members of the Company's Board of Directors for the 2021-2026 term for Ms. Nguyen Tuyen Anh.</p>	100%
7	47/NQ-HDQT	April 24, 2024	<p>Unanimously approving the Proposal for the 2024 Annual General Meeting of Shareholders and the personnel proposed to elect additional members of the Company's Board of Directors for the 2021-2026 term.</p> <p>2. Unanimously approve the Proposal for the 2024 Annual General Meeting of Shareholders together with the Draft Regulations for the election of additional members of the Company's Board of Directors.</p>	100%
8	56/NQ-HDQT	June 19, 2024	<p>1. Agreed to temporarily appoint Mr. Doan Quang Hung, Deputy Director, in charge of the Gas Generation factory, to hold the position of Director of the Gas Generation factory.</p> <p>2. Agreed to temporarily appoint Mr. Than Van Nghi, Deputy Director, in charge of the Thermal factory, to hold the position of Director of the Thermal factory.</p>	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			<p>3. Agreed to complete the Price Council, Appraisal Council and Appraisal Board in the field of investment projects.</p> <p>4. Agreed to select Moore AISC Auditing and Informatics Services LLC to review the Company's 6-month Financial Statements and audit the Company's 2024 Financial Statements.</p> <p>5. Adding the Project "Investment in 7-seat 2-wheel drive cars" to the investment preparation list in the Company's 2024 Construction Investment plan.</p> <p>6. Adjustment of allowance for the concurrent position of the Company Secretary and the Corporate Governance Officer.</p>	
9	62/NQ-HDQT	June 26, 2024	<p>1. Agreed to let Mr. Nguyen Dinh Hong, Deputy General Director of the Company, stop holding the position of Head of Production Engineering Department.</p> <p>2. Agreed to temporarily transfer and appoint Mr. Mai The Hanh, Director of Ammonia Factory, to work at the Production Engineering Department, holding the position of Head of Production Engineering Department.</p> <p>3. Agreed to transfer Mr. Duong Nhu Son, Member of the Party Committee of the Company, Head of the Organization and Personnel Department to work at the Party - Union Organization Office.</p> <p>4. Agreed to temporarily transfer and appoint Mr. Nguyen Dinh Kien, Chief of the Company Office, to work at the Human Resources Department, holding the position of Head of Human Resources Department (replacing Mr. Duong Nhu Son who has transferred to another job).</p> <p>5. Agreed to temporarily transfer and appoint Mr. Nguyen Van Giang, Head of Security -</p>	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			<p>Military Department, to work at the Company Office, holding the position of Chief of the Company Office (replacing Mr. Nguyen Dinh Kien who has transferred to another job).</p> <p>6. Assigning the task to Mr. Than Trong Duong, Deputy Director of Ammonia Factory, in charge of Ammonia Workshop (replacing Mr. Mai The Hanh who has transferred).</p> <p>7. Agreed to temporarily transfer and appoint Mr. Nguyen Van Huu, Deputy Head of Production Engineering Department, to work at the Security - Military Department to hold the position of Deputy Head of Security - Military Department and assign him the task of being in charge of the Security - Military Department.</p>	
10	65/NQ-HDQT	July 11, 2024	<p>1. Approving the production and business plan for the third quarter of 2024.</p> <p>2. Adding Thahusa Group Joint Stock Company to the list of units participating in supplying 4a.1 coal dust for Shell coal gasifier.</p>	100%
11	73/NQ-HDQT	August 20, 2024	<p>1. Agreed to let Mr. Nguyen Duc Ninh resign from the position of General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company to retire according to the regime from November 1, 2024.</p> <p>2. Unify the functions, tasks and powers of the Company Office and the Human Resources Department.</p>	100%
12	80/NQ-HDQT	September 30, 2024	<p>1. Approving the policy on appointing the Company's General Director.</p> <p>2. Approving the review and supplementation of the Company's leadership and management staff planning for the 2021-2026 and 2026-2031 periods.</p>	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			3. Approving the investment transition from the "investment preparation" phase to the "investment implementation" phase for the project "Investment in 7-seat, 2-wheel drive cars".	
13	88/NQ-HDQT	October 21, 2024	Approving the production and business plan for the fourth quarter of 2024.	100%
14	91/NQ-HDQT	October 31, 2024	Agreed to appoint Mr. Nguyen Van Dung, Member of the Board of Directors, Deputy General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company, to hold the position of General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company for a fixed term.	100%
15	101/NQ-HDQT	December 10, 2024	Agreed on the assessment and classification of the Board of Directors in 2024: Successfully completed the task.	
II. Decision				
1	03/QĐ-HDQT	January 18, 2024	Decision on issuing the 2024 construction investment plan of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company	100%
2	04/QĐ-HDQT	January 18, 2024	Decision on issuing the labor and wage plan for 2024	100%
3	05/QĐ-HDQT	January 18, 2024	Decision on issuing the 2024 major repair plan of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company	100%
4	06/QĐ-HDQT	January 18, 2024	Decision on approving the plan for delegations to go on business trips abroad and foreign delegations to work at the Company in 2024	100%
5	09/QĐ-HDQT	January 26, 2024	Decision on official technical norms in 2024, provisional in 2025	100%
6	22/QĐ-HDQT	March 8, 2024	Decision on approving the settlement of the implemented salary fund of employees and	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			the salary and remuneration fund of the Company Manager in 2023	
7	31/QĐ-HDQT	March 29, 2024	Decision on establishing a Shareholder Qualification Inspection Committee in 2024.	100%
8	32/QĐ-HDQT	March 29, 2024	Decision on approving the internal audit plan for 2024 .	100%
9	35/QĐ-HDQT	March 29, 2024	Decision on approving the transfer of investment from the "investment preparation" phase to the "investment implementation" phase for the 29-seat car and 11-seat electric car projects.	100%
10	37/QĐ-HDQT	March 29, 2024	Decision on termination of Mr. Pham Van Trung and Mr. Le Anh Tuan as the capital representatives of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company at Ha Bac Liquefied Petroleum Gas Joint Stock Company	100%
11	38/QĐ-HDQT	March 29, 2024	Decision on appointing and authorizing the following persons as representatives of the capital of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company at Ha Bac Liquefied Petroleum Gas Joint Stock Company for Ms. Nguyen Thi Mong Dung and Mr. Dang Xuan Thuy .	100%
12	49/QĐ-HDQT	May 23, 2024	Decision on assigning tasks to members of the Board of Directors.	100%
13	58/QĐ-HDQT	June 19, 2024	Decision on strengthening the personnel of the Appraisal Team in the field of investment projects .	100%
14	59/QĐ-HDQT	June 19, 2024	Decision on strengthening the personnel of the Price Council and Appraisal Council .	100%
15	60/QĐ-HDQT	June 19, 2024	Decision on payment of allowance for the concurrent position of the Company Secretary and the Corporate Governance Officer.	100%
16	61/QĐ-HDQT	June 19, 2024	Decision to approve the addition of the project to the investment preparation list in	100%

No.	Resolution/ Decision No.	Date	Content	Appr oval rate
			the 2024 Construction Investment Plan: adding 7-seat 2-wheel drive cars.	
17	70/QĐ-HDQT	August 9, 2024	Decision on sending Mr. Nguyen Duc Ninh and Mr. Nguyen Van Dung on business trips abroad	100%
18	74/QĐ-HDQT	August 20, 2024	Decision on promulgating the functions and tasks of the Human Resources Department	100%
19	75/QĐ-HDQT	August 20, 2024	Decision on issuing the functions and tasks of the Company Office	100%
20	76/QĐ-HDQT	August 20, 2024	Decision on retirement to receive salary according to the regime of Mr. Nguyen Duc Ninh - General Director of the Company	100%
21	82/QĐ-HDQT	September 30, 2024	Decision on approving the investment transition from the "investment preparation" phase to the "investment implementation" phase for the project "Investment in 7-seat, 2-wheel drive cars".	100%
22	85/QĐ-HDQT	September 30, 2024	Decision on approving the list of planning for the Company's leaders and managers for the period 2021-2026 (reviewed and supplemented in 2024).	100%
23	86/QĐ-HDQT	September 30, 2024	Decision on approving the list of planning for Company leaders and managers for the period 2026-2031 (reviewed and supplemented in 2024).	100%
24	92/QĐ-HDQT	October 31, 2024	Decision on temporary appointment of Mr. Nguyen Van Dung, Member of the Board of Directors, Deputy General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company to hold the position of General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company	100%
25	95/QĐ-HDQT	November 15, 2024	Decision on completing the personnel of the Bidding Team in the field of equipment repair and detailed processing	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
26	96/QĐ-HDQT	November 15, 2024	Decision on completing the Bidding Expert Group in the field of investment projects and repair of architectural works	100%
27	97/QĐ-HDQT	November 15, 2024	Decision on completing suing the personnel of the Appraisal Team in the field of investment projects	100%

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		Qualification
			Date of appointment	Date of dismissal	
1	Mr. Ha Xuan Han	Head of the Board of Supervisors	April 27, 2021		Bachelor of Economics
2	Mr. Le Anh Tuan	Member	April 27, 2021		Engineer
3	Ms. Dang Thi Minh Ly	Member	April 27, 2021		Bachelor of Laws

2. Meeting of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attend ance rate	Voting rate	Reason for absence
1	Mr. Ha Xuan Han	2	100%	100%	
2	Mr. Le Anh Tuan	2	100%	100%	
3	Ms. Dang Thi Minh Ly	2	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors

In addition to regular activities as prescribed by the Enterprise Law and the Company Charter, the Board of Supervisors has performed the following tasks:

- Monitor the activities of the Board of Directors and the Board of General Directors in implementing the resolutions of the General Meeting of Shareholders;

- Coordinate with units in the Company to inspect the production and business activities, management of production and business costs, and operations of the Company;

- Control the company's 2024 production and business activities and the activities of the affiliated company;

- Regularly maintain contact with the Board of Directors and the Board of Management, update information to propose and recommend solutions to serve the Company's production management and administration;

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

- Coordination and information exchange between the Board of Supervisors, the Board of Directors and the Board of Management are maintained regularly in many forms of meetings, direct exchanges, and written exchanges;

- In the meetings of the Board of Directors and the Executive Board's briefings, the Supervisory Board always attended to improve the quality and independence of the control activities. In these meetings, the Supervisory Board gave opinions within the scope of the functions and powers of the Supervisory Board;

5. Other activities of the Board of Supervisors: none

IV. Board of Management

No.	Board Member	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
1	Mr. Nguyen Duc Ninh	October 2, 1963	Master of Business Administration	September 19, 2022 / October 31, 2024 retirement

No.	Board Member	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
				according to the regime
2	Mr. Pham Van Trung	December 12, 1967	Master of Business Administration	December 14, 2020
3	Mr. Nguyen Van Dung	February 12, 1968	Master of Business Administration	December 14, 2020
4	Mr. Nguyen Dinh Hong	February 22, 1978	Master of Business Administration	February 16, 2023

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Le Anh Tuan	November 2, 1981	Master of Business Administration	September 24, 2020

VI. Training courses on corporate governance

The company has not organized or participated in any management training courses in 2024 .

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

1. List of affiliated persons of the Company:

(Detailed appendix attached)

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:

No.	Name of organization/ individual	Relationship with the Company	NSH 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	Ha Anh Import Export Joint Stock Company	Affiliated person of an insider of the Company	0101328911	Group 3, Dong Anh town, Dong Anh district, Hanoi city	From June 4, 2024 to December 31, 2024	51/NQ-HDQT dated June 10, 2024	Approving the transaction contract between Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company and Ha Anh Import-Export Joint Stock Company. The time for signing and implementing the transaction contracts is from June 4, 2024 to December 31, 2024.	

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: *No*

4. Transactions between the Company and other objects:

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).

The Company has transactions with Ha Bac Liquefied Gas Joint Stock Company in 2024, specifically as follows:

Transaction of selling electricity, domestic water, metered gas, raw CO2 gas with value: 10.1 billion VND.

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): *None*

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

VIII. Stock transactions of insiders and related parties of insiders

1. List of internal persons and their affiliated persons of the Company

(Detailed appendix attached)

2. Transactions of internal persons and affiliated persons with shares of the company:

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 increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Ha Anh Import Export Joint Stock Company	Ms. Nguyen Tuyen Anh is Deputy General Director of Ha Anh Import Export Joint Stock Company.	100,200	0.0368%	449,500	0.1651%	Buy

IX. Other significant issues: *None*

Recipients:

- As Above
- Archived at Office desk,
Board of Directors.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Nguyen Van Thieu



LIST OF INTERNAL AND PERSONS/ ORGANIZATIONS RELATED TO INTERNAL

Company Name: Ha Bac Fertilizer and Chemical Joint Stock Company

Stock code: DHB

Closing date: December 31, 2024

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ ending to be affiliated person	Note
I	DHB	Nguyen Van Thieu	009C102907	Chairman of the Board		102,511,000	37.66%	April 27, 2021	
1	DHB	Nguyen Thien Chinh			Father - passed away				
2	DHB	Nguyen Thi Yem			Mother				
3	DHB	Dinh Thi Nhung	042C100104		Wife				
4	DHB	Nguyen Thu Thuy	026C088113		Child				
5	DHB	Nguyen Thien Thu Van	026C058810		Child				
6	DHB	Nguyen Thien Thuat			Older brother				

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ending to be affiliated person	Note
7	DHB	Nguyen Thi Ngoc			Older sister				
8	DHB	Dao Tien Thuong			Brother-in-law				
9	DHB	Nguyen Thi Le			Sister-in-law				
10	DHB	Dinh Van That			Father-in-law - Passed away				
11	DHB	Nguyen Thi Giam			Mother-in-law - Passed away				
12	DHB	Vietnam Chemical Group			Capital representative	265,831,000	97.66 %	January 1, 2016	
13	DHB	Binh Dien Fertilizer Joint Stock Company			Chairman of the Board of Directors				
II	DHB	Nguyen Van Dung		Member of the Board of Directors, General Director		54,440,000	20%	December 14, 2020	
1	DHB	Nguyen Van Phuong			Father - passed away				
2	DHB	Nguyen Thi Dac			Mother				

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ending to be affiliated person	Note
3	DHB	Vu Thi Phuong Yen			Wife				
4	DHB	Nguyen Ngoc Linh			Child				
5	DHB	Nguyen Duc Cuong			Child				
6	DHB	Nguyen Thi Dung			Older sister				
7	DHB	Nguyen Thi Huong			Younger sister				
8	DHB	Nguyen Thi Hang			Younger sister				
9	DHB	Nguyen Thi Hien			Younger sister				
10	DHB	Nguyen Thi Hao			Younger sister				
11	DHB	Nguyen Van Thanh			Younger brother				

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ending to be affiliated person	Note
12	DHB	Nguyen Van Son			Brother-in-law				
13	DHB	Nguyen Phuong Thuy			Sister-in-law				
14	DHB	Nguyen Khac Lan			Brother-in-law				
15	DHB	Nguyen Van Giang			Brother-in-law				
16	DHB	Nguyen Van Thuan			Brother-in-law				
17	DHB	Nguyen Van Tai			Brother-in-law				
18	DHB	Vu Dinh Chung			Father-in-law				
19	DHB	Vu Thi Tran			Mother-in-law				
III	DHB	Pham Van Trung		Member of the Board of Directors, Deputy General Director		54,440,000	20%	December 14, 2020	

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ending to be affiliated person	Note
1	DHB	Bui Thi Kim Huan			Wife	2,000			
2	DHB	Bui Van Van			Father-in-law				
3	DHB	Nguyen Thi My			Mother-in-law				
4	DHB	Pham Khanh Kien			Child				
5	DHB	Hoang Thi Quynh Tho			Daughter-in-law				
6	DHB	Pham Thu Huong			Child				
7	DHB	Pham Hung Thang			Brother - Passed away				
8	DHB	Pham Thi Binh			Sister				
9	DHB	Pham Thi Bich			Sister				
10	DHB	Nguyen Van Thanh			Brother-in-law				

No.	Stock code	Name of organization/ individual	Securities trading account	Position at the Company	Relationship with internal person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting/ ending to be affiliated person	Note
11	DHB	Nguyen Van Xuyen			Brother-in-law				
12	DHB	Vuong Thi Hoa			Sister-in-law				
IV	DHB	Nguyen Tuyen Anh		Member of the Board of Directors		0	0%	April 24, 2024	
1	DHB	Nguyen Ba Dao			Father - passed away				
2	DHB	Ta Thi Soan			Mother				
3	DHB	Vu Trong Hop			Husband				
4	DHB	Vu Thao Huong			Child				

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5	DHB	Tran Manh Kien			Son-in-law				
6	DHB	Vu Trung Hieu			Child				
7	DHB	Nguyen Thi Thuy Hong			Younger brother				
8	DHB	Nguyen Duy Thuc			Brother-in-law				
9	DHB	Nguyen Anh Dien			Younger brother				
10	DHB	Le Thanh Huong			Sister-in-law				
11	DHB	Nguyen Thi Hong Hanh			Younger brother				

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12	DHB	Le Van Hoa			Brother-in-law				
13	DHB	Nguyen Ba Thanh			Younger brother				
14	DHB	Tran Thi Thanh Thuy			Sister-in-law				
15	DHB	Nguyen Xuan Thuy			Younger brother				
16	DHB	Nguyen Thi Hanh			Sister-in-law				
17	DHB	Vu Viet Trinh			Father-in-law - passed away 2016				
18	DHB	Tran Thi Lam			Mother-in-law				
V	DHB	Nguyen Dinh Hong		Member of the Board of Directors, Deputy General Director		54,440,000	20%	February 16, 2023	
1	DHB	Nguyen Dinh Muoi			Father				
2	DHB	Nguyen Thi Thu			Mother				
3	DHB	Nguyen Thi May			Wife				

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4	DHB	Nguyen Dinh Hong Phong			Child				
5	DHB	Nguyen Dinh Ngoc Son			Child				
6	DHB	Nguyen Dinh Hai			Younger brother				
7	DHB	Pham Thi Ha			Sister-in-law				
8	DHB	Nguyen Thi Hien			Younger sister				
9	DHB	Nguyen Duc Dat			Brother-in-law				
10	DHB	Nguyen Dinh Quynh			Father-in-law (passed away)				
11	DHB	Tran Thi Mien			Mother-in-law				
VI	DHB	Ha Xuan Han		Head of the Board of Supervisors		4,900	0.0018%	April 27, 2021	
1	DHB	Ha Xuan Mao			Father - passed away				

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2	DHB	Le Thi Giao			Mother- passed away				
3	DHB	Chu Thi Ha			Wife				
4	DHB	Ha Minh Huyen			Daughter				
5	DHB	Ha Xuan Hung			Son				
6	DHB	Nguyen Minh Tuan			Son-in-law				
7	DHB	Ha Xuan Thuan			Older brother				
8	DHB	Le Thi Canh			Sister-in-law				
9	DHB	Ha Xuan Tho			Older brother - Lost				
10	DHB	Ha Xuan Huy			Older brother				

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11	DHB	Ngo Thi Hoa			Sister-in-law				
12	DHB	Chu Huu Vinh			Father-in-law - Passed away				
13	DHB	Pham Thi Tu			Mother-in-law - Passed away				
14	DHB	Chu Thi Van			Sister-in-law				
15	DHB	Chu Van Bac			Brother-in-law				
16	DHB	Chu Van Ninh			Brother-in-law				
17	DHB	Chu Van Binh			Brother-in-law				
18	DHB	Chu Thanh Nam			Sister-in-law				
VII	DHB	Le Anh Tuan	058C020875	Member of the Board of Supervisors		3,000	0.0011%	April 27, 2021	
1	DHB	Le Cong Ninh			Father - Passed away				

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2	DHB	Nguyen Thi Be			Mother				
3	DHB	Bach Thi Ngoc Hieu			Wife				
4	DHB	Le Phuong Thao			Child				
5	DHB	Le Phuong Thanh			Child				
6	DHB	Bach Van Nam			Mother-in-law - Passed away				
7	DHB	Tran Thi Hoi			Mother-in-law - Passed away				
8	DHB	Tran Van Minh			Brother-in-law				

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9	DHB	Le Thi Tu Oanh			Younger sister				
10	DHB	Le Anh Tu	003C103727		Younger brother				
11	DHB	Le Mai Loan			Sister-in-law				
12	DHB	Le Anh Ty	003C1421661		Younger brother				
13	DHB	Lai Thi Hai Van	D08027		Sister in law				
VIII	DHB	Dang Thi Minh Ly		Member of the Board of Supervisors				April 27, 2021	
1	DHB	Dang Van Thuyen			Father				
2	DHB	Luu Thi Quyet			Mother				
3	DHB	Dam Van Dat			Husband				

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4	DHB	Dam Kieu Anh			Child				
5	DHB	Dang Thi Minh Tam			Older sister				
6	DHB	Dang Thanh An			Younger brother				
7	DHB	Dam Van Dong			Father-in-law				
8	DHB	Nguyen Thi Du			Mother-in-law				
9	DHB	Ngo Van Hoa			Brother-in-law				
IX	DHB	Le Anh Tuan	026C510341	Chief Accountant				September 24, 2020	
1	DHB	Le Tri Dung			Father				
2	DHB	Dang Thi Nu			Mother				
3	DHB	Dao Quang Thanh			Father-in-law				

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4	DHB	Pham Thi Lan			Mother-in-law				
5	DHB	Dao Mai Phuong	026C855875		Wife				
6	DHB	Le Hien Trang			Child				
7	DHB	Le Thanh Ngan			Child				
8	DHB	Le Anh Tu	026C122570		Younger brother				
9	DHB	Nguyen Hong Anh	026C225317		Sister-in-law				
10	DHB	Le Trung Hieu	058C100839		Younger brother				

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11	DHB	Nguyen Thi Anh	021C452556		Sister-in-law				
X	DHB	Dang Xuan Thuy	0300931	Corporate Governance Officer		2,000	0.0023%	June 30, 2021	
1	DHB	Dang Ngoc Thang			Father				
2	DHB	Pham Kim Cuc			Mother				
3	DHB	Dao Thi Oanh			Wife				
4	DHB	Dang Khanh Ngoc			Daughter				
5	DHB	Dang Ngoc Ha			Daughter				
6	DHB	Dang Anh Dung			Son				
7	DHB	Dang Hong Thao			Older brother				

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8	DHB	Nguyen Thi Thu Huong			Sister-in-law				
9	DHB	Dang Thi Hong Tham			Younger sister				
10	DHB	Do Quang Trung			Brother-in-law				
11	DHB	Dang Thi Xuan Thuan			Younger sister				
12	DHB	Pham Thanh Hung			Brother-in-law				
13	DHB	Dao Ngoc Hoa			Father-in-law				
14	DHB	Dao Thi Chien			Mother-in-law				
15	DHB	Ha Bac Liquefied Petroleum Gas Joint Stock Company			Member of the Board of Directors				