

No.: 10 E...../CV.CPC

Can Tho, January 25, 2026

**REPORT ON CORPORATE GOVERNANCE YEAR
(Year 2025)**

To: - The State Securities Commission;
- The Stock Exchange Ha Noi

- Name of company: Can Tho Pesticides Joint Stock Company
- Address: 51 Truong Van Dien, Phuoc Thoi Ward, Can Tho City
- Telephone: (0292) 3861770 Fax: (0292) 3861 798
- Email: admin@tstcantho.com
- Charter capital: 43,030,500,000 VND
- Stock symbol: CPC
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.
- The implementation of internal audit: Implemented

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted via written consultation):

No.	Resolution/Decision No.	Date	Content
1	03/2025.NQ.ĐHĐCĐ.CPC	24/04/2025	Resolution of the 2025 Annual General Meeting of Shareholders
2	92/2025/NQ.CPC	29/12/2025	Approval of obtaining shareholder opinions in writing for 2025
3	93/2025/NQ.CPC	29/12/2025	Approval of obtaining shareholder opinions in writing for 2025

II. Board of Directors

1. Information on Member of the Board of Directors (BOD):

No.	Board of Directors' members	Position (<i>Independent members of the Board of Directors, Non-executive members of the Board of Directors</i>)	Date of commencement/cessation of being a member of the Board of Directors/Independent Board of Directors	
			Date of appointment	Date of dismissal
1	Vo Viet Thanh	Independent Chairman of the Board	April 26, 2022	
2	Nguyen Van Trung	Board of Directors' members, and General Director	April 26, 2022	
3	Ho Quang Thai	Independent members of the Board of Directors	April 26, 2022	
4	Nguyen Ngoc Minh	Board of Directors' members, and Deputy General Director	April 26, 2022	
5	Pham The Hung	Board of Directors' members, and Business Director	April 26, 2022	

2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended	Attendance rate	Reasons for absence
1	Vo Viet Thanh	11	100 %	
2	Nguyen Van Trung	11	100 %	
3	Ho Quang Thai	11	100 %	
4	Nguyen Ngoc Minh	11	100 %	
5	Pham The Hung	11	100 %	

3. Supervising the Board of Management by the Board of Directors: The Board of Directors' members also serves as the General Director, so management decisions are always consistent between the Board of Directors and the Board of Management

4. Activities of the Board of Directors' subcommittees (If any)

5. Resolutions/Decisions of the Board of Directors: (Report for 2025)

No.	Resolution/Decision Number	Date	Content	Approval rate
1	01/2025.NQ.HĐQT.CPC	22/01/2025	Regarding transactions with related organizations	100 %
2	02/2025.NQ.HĐQT.CPC	04/03/2025	Regarding the Organization of the 2025 Annual General Meeting of Shareholders	100 %
3	03/2025.NQ.HĐQT.CPC	05/05/2025	Regarding the Stipulation of Remuneration Levels for the Board of Directors & Member of the Board of Supervisors for 2024	100%

4	04/2025.NQ.HĐQT.CPC	05/05/2025	Regarding the regulations on bonus levels for exceeding the plan for the Board of General Directors & Employees in 2024	100 %
5	05/2025.NQ.HĐQT.CPC	05/05/2025	Regarding the regulations on bonus levels for exceeding the plan for the Board of Directors & Board of Supervisors in 2024	100 %
6	22/2025.NQ.HĐQT.CPC	05/05/2025	Regarding the regulations on dividend payment levels for 2024	100 %
7	27/2025.NQ.HĐQT.CPC	05/05/2025	Regarding the promulgation of CPC Charter 2025	100 %
8	30/2025.NQ.HĐQT.CPC	05/05/2025	Regarding the promulgation of the Board of Directors' internal governance regulations	100%
9	31/2025.NQ.HĐQT.CPC	05/05/2025	Regarding the promulgation of the Board of Directors' operating regulations	100%
10	33/2025.NQ.HĐQT.CPC	05/05/2025	Regarding the promulgation of the Board of Supervisors' operating regulations	100%
11	06/2025. NQ.HĐQT.CPC	09/07/2025	Regarding the selection of a securities company to execute treasury stock transactions according to the plan to use treasury shares to reward employees	100%
12	07/2025. NQ.HĐQT.CPC	09/07/2025	Regarding the implementation of the treasury share distribution plan	100%
13	08/2025. NQ.HĐQT.CPC	27/09/2025	Regarding the Approval of the Temporary Suspension of the Implementation of the Treasury Share Bonus Distribution Plan	100%
14	09/2025. NQ.CPC	26/11/2025	Regarding the Organization of Shareholder Consultation by Written Ballot for 2025	100%
15	10/2025. NQ.CPC	15/12/2025	Regarding the approval of documents for collecting shareholder opinions in writing in 2025	100%

III. Board of Supervisors:

1. Information on Member of the Board of Supervisors (BOS):

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Nguyen Van Thai	Head of the Supervisory Board	April 26, 2022	Bachelor of Finance and Accounting
2	Pham Thi Hong Lieu	Member	April 26, 2022	Bachelor of Finance and Accounting
3	Ho Van Hy	Member	April 26, 2022	Diploma in Pedagogy of Literature

2. Meetings of the Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended by Board of Supervisors	Attendance rate	Voting rate	Reasons for absence
1	Nguyen Van Thai	5	100%		
2	Pham Thi Hong Lieu	5	100%		
3	Ho Van Hy	5	100 %		

3. Supervision activities of the Board of Supervisors towards the Board of Directors, Board of Management and shareholders: Attended all meetings of the Board of Directors in 2025, provided feedback on the operations of the Board of Directors and the Board of Management, regarding the policies, Resolutions, and documents proposed by the Board of Directors, with the ultimate goal of achieving the targets set by the General Meeting of Shareholders in 2025

4. Coordination of activities between the Board of Supervisors and the operations of the Board of Directors, Board of Management and other managers: Participated in contributions, closely monitored the direction provided by the Board of Directors to the Board of Management and other managers, provided feedback on the Company's production and business activities monthly, quarterly, and annually, assessing the performance of the Board of Management regarding labor safety targets, sales targets, profit, and other matters as stipulated by the Enterprise Law 2014

5. Other activities of the Board of Supervisors (If any): Regularly checked the work of the Company's Head of Internal Audit to prevent material errors in financial accounting

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the BOM
1	Nguyen Van Trung	30/11/1956	- Bachelor's Degree in Business Administration - Bachelor's Degree in Electrical Engineering	26/04/2022
2	Nguyen Ngoc Minh	24/12/1968	- Bachelor's Degree in Electrical Engineering	26/04/2022

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the BOM
			- Bachelor's Degree in Business Administration	
3	Truong Vinh Le	02/01/1974	Bachelor's Degree in Chemistry	27/07/2020
4	Bui Anh Dung	17/02/1963	Master's Degree in Business Administration	26/04/2022
5	Pham The Hung	28/06/1971	Intermediate Accounting Degree	26/04/2022

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Quach Thi Thuy	19/06/1960	Bachelor of Economics	

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: Seminar on Enhancing Efficiency in Public Company Governance through Internal Regulations in Ho Chi Minh City organized by FPTs.

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

1. The list of affiliated 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 of NSH	Address of head office/ Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Nguyen Van Trung	-	General Director	-	-	-	-	-	Member BOD
1.1	Cao Thi Kim Tuyen	-	-	-	-	-	-	-	Wife
1.2	Nguyen Thi Thanh Truc	-	-	-	-	-	-	-	Daughter
1.3	Nguyen Thanh Tan	-	-	-	-	-	-	-	Son-in-law
1.4	Tran Ho Hai	-	-	-	-	-	-	-	Elder Brother
1.5	Tran Thi Huong	-	-	-	-	-	-	-	Elder sister-in-law
1.6	Nguyen Thanh Ha	-	-	-	-	-	-	-	Elder Brother
1.7	Tran Ngoc Diep	-	-	-	-	-	-	-	Elder sister-in-law
1.8	Nguyen Van Dung	-	-	-	-	-	-	-	Elder Brother
1.9	Nguyen Thi Hoang Hoanh	-	-	-	-	-	-	-	Elder sister-in-law
1.10	Nguyen Van Manh	-	-	-	-	-	-	-	Father Deceased
1.11	Ngo Thi Bai	-	-	-	-	-	-	-	Mother Deceased
1.12	Cao Van Hien	-	-	-	-	-	-	-	Father-in-law Deceased
1.13	Le Thi Thoai	-	-	-	-	-	-	-	Mother-in-law Deceased
2	Ho Quang Thai	-	-	-	-	June 24, 2020	-	-	Member of the Board of Directors

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2.1	Ho Van Nhan	-	-	-	-	-	-	-	Father
2.2	Nguyen Thi Nguyet	-	-	-	-	-	-	-	Mother
2.3	Ho Quang Thy	-	-	-	-	-	-	-	Younger Sister
2.4	Mai Thi Thanh Thao	-	-	-	-	-	-	-	Wife
2.5	Ho Ha Thu	-	-	-	-	-	-	-	Minor Child
2.6	Dao Thi Nhan	-	-	-	-	-	-	-	Mother-in-law
2.7	ADC Co., Ltd.	-	-	-	-	-	-	-	Mr. Q. Thai is the Deputy General Director
3	Vo Viet Thanh	-	Purchasing Manager	-	-	-	-	-	Chairman of the Board of Directors
3.1	Vo Thanh Than	-	-	-	-	-	-	-	Father
3.2	Vo Thi Kim An	-	-	-	-	-	-	-	Elder Sister
3.3	Vo Minh Son	-	-	-	-	-	-	-	Older brother
3.4	Vo Van Nam	-	-	-	-	-	-	-	Older Brother
3.5	Vo Minh Tan	-	-	-	-	-	-	-	Older Brother
3.6	Vo Thi Thanh Ha	-	-	-	-	-	-	-	Older Sister
3.7	Vo Thanh Tam	-	-	-	-	-	-	-	Younger Sibling
3.8	Vo Thanh Tung	-	-	-	-	-	-	-	Younger Sibling
3.9	Nguyen Thi Nhat Phuong	-	-	-	-	-	-	-	Wife
3.10	Vo Nhat Thanh	-	-	-	-	-	-	-	Child
3.11	Vo Tri Thanh	-	-	-	-	-	-	-	Child

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	NSH No*, date of issue, place of issue of NSH	Address of head office/ Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
3.12	Vo Phuong Thanh	-	-	-	-	-	-	-	Child
3.13	ADC Co., Ltd.	-	-	-	-	-	-	-	Mr. Thanh is a Member of the Board
4	Nguyen Ngoc Minh	-	Deputy General Director	-	-	-	-	-	Member Board of Directors
4.1	Nguyen Thanh Can	-	-	-	-	-	-	-	Father
4.2	Cao Kim Xoa	-	-	-	-	-	-	-	Mother
4.3	Huynh Van Den	-	-	-	-	-	-	-	Father-in-law
4.4	Nguyen Thi Thung	-	-	-	-	-	-	-	Mother-in-law (Deceased)
4.5	Nguyen Thi Le Hang	-	Treasurer	-	-	-	-	-	Older Sister
4.6	Nguyen Thanh Danh	-	-	-	-	-	-	-	Younger Sibling
4.7	Luu Nguyen Duong Thanh	-	-	-	-	-	-	-	Younger sister-in-law
4.8	Nguyen Thanh Tong	-	Deputy Head of Electrical and Mechanical Department	-	-	-	-	-	Younger Sibling
4.9	Nguyen Thi Thu Thai	-	-	-	-	-	-	-	Younger sister-in-law
4.10	Huynh Thi Kim Thanh	-	-	-	-	-	-	-	Wife
4.11	Nguyen Ngoc Truc Quynh	-	-	-	-	-	-	-	Child
4.12	Nguyen Chi Thanh	-	-	-	-	-	-	-	Son-in-law

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4.13	Nguyen Minh Khanh	-	-	-	-	-	-	-	Child
5	Pham The Hung	-	Sales Director	-	-	April 26, 2022	-	Electing new term	Member of the Board of Directors
5.1	Pham Van Thuong	-	-	-	-	-	-	-	Father (Deceased)
5.2	Bui Thi Liem	-	-	-	-	-	-	-	Mother
5.3	Phan Thi Chau	-	-	-	-	-	-	-	Mother-in-law
5.4	Pham Thi Nguyen	-	-	-	-	-	-	-	Elder Sister
5.5	Nguyen Van Van	-	-	-	-	-	-	-	Elder brother-in-law
5.6	Pham Van Giao	-	-	-	-	-	-	-	Elder Brother
5.7	Nguyen Thi Hien	-	-	-	-	-	-	-	Elder sister-in-law
5.8	Pham Thi Pha	-	-	-	-	-	-	-	Elder Sister
5.9	Tran Van Liem Anh	-	-	-	-	-	-	-	Elder brother-in-law
5.10	Pham Thi Huyen	-	-	-	-	-	-	-	Younger Sibling
5.11	Pham Thi Huyen	-	-	-	-	-	-	-	Younger brother-in-law
5.12	Pham Thi Diem	-	-	-	-	-	-	-	Younger Sibling
5.13	Phan Van Tuan Minh	-	-	-	-	-	-	-	Younger brother-in-law
5.14	Pham Hoa Thuan	-	-	-	-	-	-	-	Younger Sibling

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5.15	Nguyen Thi Hong Loan	-	-	-	-	-	-	-	Younger sister-in-law
5.16	Pham Thi Chien	-	-	-	-	-	-	-	Younger Sibling
5.17	Nguyen Thanh Dan	-	-	-	-	-	-	-	Younger brother-in-law
5.18	Pham Phu Thanh	-	-	-	-	-	-	-	Younger Sibling
5.19	Huynh Thi Em	-	-	-	-	-	-	-	Younger sister-in-law
5.20	Pham The Long	-	-	-	-	-	-	-	Younger Sibling (Deceased)
5.21	Huynh Ngoc Diem	-	-	-	-	-	-	-	Younger sister-in-law
5.22	Pham Thi My Tien	-	-	-	-	-	-	-	Wife
5.23	Pham Thien Ngan	-	-	-	-	-	-	-	Child
5.24	Pham The Cuong	-	-	-	-	-	-	-	Minor Child
6	Nguyen Van Thai	-	-	-	-	-	-	-	Head of the Board of Supervisors
6.1	Nguyen Thi My Loan	-	-	-	-	-	-	-	Wife
6.2	Nguyen Vu Thai Anh	-	-	-	-	-	-	-	Child
6.3	Bui Ngoc Khanh Doan	-	-	-	-	-	-	-	Daughter-in-law
7	Ho Van Hy	-	KCS	-	-	-	-	-	Member of the Board of Supervisors

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7.1	Nguyen Thi Ngoc Linh	-	-	-	-	-	-	-	Wife (Deceased)
7.2	Ho Nguyen Khac Huy	-	-	-	-	-	-	-	Child
7.3	Ho Nguyen Huy Hoang	-	-	-	-	-	-	-	Child
7.4	Pham Thi Hong Tham	-	-	-	-	-	-	-	Daughter-in-law
7.5	Ho Van Lanh	-	-	-	-	-	-	-	Father (Deceased)
7.6	Tran Kim Phung	-	-	-	-	-	-	-	Mother (Deceased)
7.7	Cao Dong Hai	-	-	-	-	-	-	-	Older brother
7.8	Ho Van Gia	-	-	-	-	-	-	-	Younger Sibling
7.9	Ho Van Phu	-	-	-	-	-	-	-	Younger Sibling
7.10	Ho Van Truong	-	-	-	-	-	-	-	Younger Sibling
7.11	Ho Thi Hong Cuc	-	-	-	-	-	-	-	Younger Sibling
7.12	Ho Van Tho	-	-	-	-	-	-	-	Younger Sibling
7.13	Ho Van Trung	-	-	-	-	-	-	-	Younger Sibling
7.14	Duong Thi Anh Thuy	-	-	-	-	-	-	-	Elder sister-in-law Deceased
7.15	Ngo Thi Kim Lien	-	-	-	-	-	-	-	Younger sister-in-law
7.16	Ta Anh Dao	-	-	-	-	-	-	-	Younger sister-in-law

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7.17	Tran Thanh Phuong	-	-	-	-	-	-	-	Younger brother-in-law
7.18	Ung Thi Loan	-	-	-	-	-	-	-	Younger sister-in-law
7.19	Pham Thi Bich Thao	-	-	-	-	-	-	-	Younger sister-in-law
8	Pham Thi Hong Lieu	-	-	-	-	26/04/2022	-	Electing new term	Member of the Board of Supervisors
8.1	Pham Van Minh	-	-	-	-	-	-	-	Father (Deceased)
8.2	Dinh Thi Hien	-	-	-	-	-	-	-	Mother
8.3	Pham Manh Hung	-	-	-	-	-	-	-	Younger sibling
8.4	Thanh Son Agro-Chemical Trading and Services Co., Ltd.	-	-	-	-	-	-	-	Ms. Lieu is the Head of the Board of Supervisors
9	Bui Anh Dung	-	Head of Marketing	-	-	-	-	-	Authorized Person for Information Disclosure
9.1	Luu Thi Thanh Hoa	-	-	-	-	-	-	-	Wife
9.2	Bui Thai Duong	-	-	-	-	-	-	-	Child
9.3	Bui Anh Dao	-	Sales Department Staff	-	-	-	-	-	Younger sibling
9.4	Vo Thi Nguyet Anh	-	-	-	-	-	-	-	Mother Deceased

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	NSH No*, date of issue, place of issue of NSH	Address of head office/ Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
9.5	Bui Anh Kiet	-	-	-	-	-	-	-	Younger sibling
9.6	Bui Anh Phuong	-	-	-	-	-	-	-	Younger sibling
9.7	Bui Anh Minh	-	-	-	-	-	-	-	Younger sibling
9.8	Bui Anh Son	-	-	-	-	-	-	-	Younger sibling
9.9	Bui Anh Khiem	-	-	-	-	-	-	-	Younger sibling
9.10	Bui Anh Mai	-	-	-	-	-	-	-	Younger sibling
9.11	Luu Van The	-	-	-	-	-	-	-	Father-in-law
9.12	Nguyen Thi De	-	-	-	-	-	-	-	Mother-in-law
9.13	Nguyen Hoai Nam	-	-	-	-	-	-	-	Younger brother-in-law
9.14	Huynh Ngoc Thanh Tam	-	-	-	-	-	-	-	Younger sister-in-law
10	Quach Thi Thuy	-	Chief Accountant	-	-	-	-	-	
10.1	Quach Nguon Long	-	-	-	-	-	-	-	Older Brother
10.2	Quach Thi Enh	-	-	-	-	-	-	-	Older Sister
10.3	Quach Thi Din Eng	-	-	-	-	-	-	-	Older Sister
10.4	Quach Xuyen	-	-	-	-	-	-	-	Older Brother
11	Truong Vinh Le	-	Production Director	-	-	-	-	-	
11.1	Chau My Hong	-	-	-	-	-	-	-	Wife
11.2	Truong Vinh Loc	-	-	-	-	-	-	-	Child

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11.3	Truong Vinh Khang	-	-	-	-	-	-	-	Child
11.4	Truong Thien Niem	-	-	-	-	-	-	-	Biological Father
11.5	Ngo Thi Kim Hoa	-	-	-	-	-	-	-	Deceased Mother
11.6	Truong Thi Thien Kim	-	-	-	-	-	-	-	Order Sister
11.7	Truong Vinh Huy	-	-	-	-	-	-	-	Order Brother
11.8	Truong Vinh Nghi	-	-	-	-	-	-	-	Order Brother
11.9	Chau Kim Hue	-	-	-	-	-	-	-	Father-in-law
11.10	Phan Thi Gam	-	-	-	-	-	-	-	Mother-in-law
11.11	Vu Thi My Linh	-	-	-	-	-	-	-	Daughter-in-law
11.12	Phan Van Nghiep	-	-	-	-	-	-	-	Elder brother-in-law
11.13	Nguyen Thi Song Chinh	-	-	-	-	-	-	-	Elder sister-in-law
12	Tran Thi Cam Tu	-	Company Secretary	-	-	April 22, 2024	-	-	Company Administrator concurrently Board of Directors Secretary
12.1	Tran Van Chau	-	-	-	-	-	-	-	Father
12.2	Nguyen Thi Cam Van	-	-	-	-	-	-	-	Mother
12.3	Nguyen Van Cong	-	-	-	-	-	-	-	Father-in-law (Deceased)
12.4	Nguyen Thi Phan	-	-	-	-	-	-	-	Mother-in-law (Deceased)

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12.5	Nguyen Thanh Hoa	-	-	-	-	-	-	-	Husband
12.6	Nguyen Khanh Ha	-	-	-	-	-	-	-	Child
12.7	Tran Nguyen Tuan	-	-	-	-	-	-	-	Elder Brother
12.8	Nguyen Gia Hoa Binh	-	-	-	-	-	-	-	Elder sister-in-law
12.9	Tran Nguyen Tung	-	-	-	-	-	-	-	Younger sibling
13	Thanh Son Hoa Nong Trading - Service Co., Ltd.	-	-	-	-	-	-	-	Major shareholder of CPC company
14	ADC Co., Ltd.	-	-	-	-	-	-	-	Company with close relationship with BOD Member

Note: NSH No. *: ID card No./Passpor (for individuals) or Business Registration Certificate No, License on Operations or equivalent legal documents (for organizations)/NSH.

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 NSH	Address of head office/ Address	Time of transaction with the Company	Resolution No./ Decision of the GMS/BOD... approved (If any, specify date of issue)	Content, total quantity, total value of transaction (VND)	Note
1	Thanh Son Hoa Nong Trading - Service Co., Ltd.	Major shareholder	0301760011 April 03, 2023	829 Tran Xuan Soan Street, Tan Hung	2025	Resolution 01/2025.NQ.HDQT.CPC dated January 22, 2025	2.038.279.950	Sales transaction

					Ward, Ho Chi Minh City				
2	ADC Co., Ltd.	Company with close relationship with BOD Member	1800348038 March 21, 2024	010 Phan Dinh Phung Street, Ninh Kieu Ward, Can Tho City	2025	01/2025.NQ.BOD.CPC dated January 22, 2025	275.695.350	Sales transaction	

Note: NSH No. *: ID card/Passport number (for individuals) or Business Registration Certificate No., License on Operations, or equivalent legal documents (for organizations)/NSH

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

No.	Transaction executor	Relationship with internal	Position at Listed Company	ID card No./Passpor, date of issue, place of issue	Address	Name of subsidiary, company controlled by the Listed Company	Time of transaction	Content, quantity, total value of transaction	Note

4. Transactions between the Company and other objects: none

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

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).

4.3. 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.

VIII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	ID Card /Business Registration No.	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Nguyen Van Trung	-	General Director	-	-	93,262	2.16%	Member Board of Directors
1.1	Cao Thi Kim Tuyen	-	-	-	-	59,658	1.38%	Wife
1.2	Nguyen Thi Thanh Truc	-	-	-	-	-	-	Child
1.3	Nguyen Thanh Tan	-	-	-	-	-	-	Son-in-law
1.4	Tran Ho Hai	-	-	-	-	-	-	Elder Brother
1.5	Tran Thi Huong	-	-	-	-	-	-	Elder sister-in-law
1.6	Nguyen Thanh Ha	-	-	-	-	-	-	Elder Brother
1.7	Tran Ngoc Diep	-	-	-	-	-	-	Elder sister-in-law
1.8	Nguyen Van Dung	-	-	-	-	-	-	Elder Brother
1.9	Nguyen Thi Hoang Hoanh	-	-	-	-	-	-	Elder sister-in-law
1.10	Nguyen Van Manh	-	-	-	-	-	-	Father Deceased
1.11	Ngo Thi Bai	-	-	-	-	-	-	Mother Deceased
1.12	Cao Van Hien	-	-	-	-	-	-	Father-in-law Deceased
1.13	Le Thi Thoai	-	-	-	-	-	-	Mother-in-law Deceased

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	ID Card /Business Registration No.	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2	Ho Quang Thai	-	-	-	-	-	-	Member of the Board of Directors
2.1	Ho Van Nhan	-	-	-	-	-	-	Father
2.2	Nguyen Thi Nguyet	-	-	-	-	-	-	Mother
2.3	Ho Quang Thy	-	-	-	-	-	-	Younger Relative
2.4	Mai Thi Thanh Thao	-	-	-	-	-	-	Wife
2.5	Ho Ha Thu	-	-	-	-	-	-	Minor Child
2.6	Dao Thi Nhan	-	-	-	-	-	-	Mother-in-law
2.6	ADC Co., Ltd.	-	-	-	-	-	-	Mr. Q. Thai is the Deputy General Director
3	Vo Viet Thanh	-	Head of Purchasing Department	-	-	360,543	8.37%	Chairman of the Board of Directors
3.1	Vo Thanh Than	-	-	-	-	-	-	Father
3.2	Vo Thi Kim An	-	-	-	-	-	-	Older Sister
3.3	Vo Minh Son	-	-	-	-	-	-	Older Brother
3.4	Vo Van Nam	-	-	-	-	-	-	Older Brother
3.5	Vo Minh Tan	-	-	-	-	-	-	Older Brother
3.6	Vo Thi Thanh Ha	-	-	-	-	-	-	Older Sister

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	ID Card /Business Registration No.	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.7	Vo Thanh Tam	-	-	-	-	-	-	Younger Sibling
3.8	Vo Thanh Tung	-	-	-	-	575,000	13.36%	Younger Sibling
3.9	Nguyen Thi Nhat Phuong	-	-	-	-	-	-	Wife
3.10	Vo Nhat Thanh	-	-	-	-	-	-	Child
3.11	Vo Tri Thanh	-	-	-	-	-	-	Child
3.12	Vo Phuong Thanh	-	-	-	-	-	-	Child
3.13	ADC Co., Ltd.	-	-	-	-	-	-	Mr. Thanh is a Member of the Member Council
4	Nguyen Ngoc Minh	-	Deputy General Director	-	-	46,333	1.07%	Member Board of Directors
4.1	Nguyen Thanh Can	-	-	-	-	-	-	Father
4.2	Cao Kim Xoa	-	-	-	-	-	-	Mother
4.3	Huynh Van Den	-	-	-	-	-	-	Father-in-law
4.4	Nguyen Thi Thung	-	-	-	-	-	-	Mother-in-law (Deceased)
4.5	Nguyen Thi Le Hang	-	Treasurer	-	-	10,505	0.2%	Older Sister
4.6	Nguyen Thanh Danh	-	-	-	-	-	-	Younger Sibling
4.7	Luu Nguyen Duong Thanh	-	-	-	-	-	-	Younger sister-in-law

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	ID Card /Business Registration No.	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.8	Nguyen Thanh Tong	-	Deputy Head of Mechanical and Electrical Department	-	-	91	0.002%	Younger sibling
4.9	Nguyen Thi Thu Thai	-	-	-	-	18,200	0.42%	Younger sister-in-law
4.10	Huynh Thi Kim Thanh	-	-	-	-	1,412	0.032%	Wife
4.11	Nguyen Ngoc Truc Quynh	-	-	-	-	-	-	Child
4.12	Nguyen Chi Thanh	-	-	-	-	-	-	Son-in-law
4.13	Nguyen Minh Khang	-	-	-	-	-	-	Child
5	Pham The Hung	-	Business Director	-	-	-	-	Member of the Board of Directors
5.1	Pham Van Thuong	-	-	-	-	-	-	Father (Deceased)
5.2	Bui Thi Liem	-	-	-	-	-	-	Mother
5.3	Phan Thi Chau	-	-	-	-	-	-	Mother-in-law
5.4	Pham Thi Nguyen	-	-	-	-	-	-	Elder sister
5.5	Nguyen Van Van	-	-	-	-	-	-	Elder brother-in-law
5.6	Pham Van Giao	-	-	-	-	-	-	Elder brother
5.7	Nguyen Thi Hien	-	-	-	-	-	-	Elder sister-in-law

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	ID Card /Business Registration No.	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.8	Pham Thi Pha	-	-	-	-	-	-	Elder sister
5.9	Tran Van Liem Anh	-	-	-	-	-	-	Elder brother-in-law
5.10	Pham Thi Huyen	-	-	-	-	-	-	Younger Sister/Brother
5.11	Le Huu Nghia	-	-	-	-	-	-	Younger brother-in-law
5.12	Pham Thi Diem	-	-	-	-	-	-	Younger Sister/Brother
5.13	Phan Van Tuan Minh	-	-	-	-	-	-	Younger brother-in-law
5.14	Pham Hoa Thuan	-	-	-	-	-	-	Younger Sister/Brother
5.15	Nguyen Thi Hong Loan	-	-	-	-	-	-	Younger sister-in-law
5.16	Pham Thi Chien	-	-	-	-	-	-	Younger Sister/Brother
5.17	Nguyen Thanh Dan	-	-	-	-	-	-	Younger brother-in-law
5.18	Pham Phu Thanh	-	-	-	-	-	-	Younger Sister/Brother
5.19	Huynh Thi Em	-	-	-	-	-	-	Younger sister-in-law
5.20	Pham The Long	-	-	-	-	-	-	Younger Sister/Brother (Deceased)
5.21	Huynh Ngoc Diem	-	-	-	-	-	-	Younger sister-in-law
5.22	Pham Thi My Tien	-	-	-	-	-	-	Wife

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	ID Card /Business Registration No.	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.23	Pham Thien Ngan	-	-	-	-	-	-	Child
5.24	Pham The Cuong	-	-	-	-	-	-	Minor Child
6	Nguyen Van Thai	-	-	-	-	134	0.003%	Head of the Board of Supervisors
6.1	Nguyen Thi My Loan	-	-	-	-	-	-	Wife
6.2	Nguyen Vu Thai Anh	-	-	-	-	-	-	Child
6.3	Bui Ngoc Khanh Doan	-	-	-	-	-	-	Daughter-in-law
7	Ho Van Hy	-	KCS	-	-	248	0.005%	Member of the Board of Supervisors
7.1	Nguyen Thi Ngoc Linh	-	-	-	-	-	-	Deceased Wife
7.2	Ho Nguyen Khac Huy	-	-	-	-	-	-	Child
7.3	Ho Nguyen Huy Hoang	-	-	-	-	-	-	Child
7.4	Pham Thi Hong Tham	-	-	-	-	-	-	Daughter-in-law
7.5	Ho Van Lanh	-	-	-	-	-	-	Father (Deceased)
7.6	Tran Kim Phung	-	-	-	-	-	-	Mother (Deceased)
7.7	Cao Dong Hai	-	-	-	-	-	-	Elder Brother
7.8	Ho Van Gia	-	-	-	-	-	-	Younger Sibling

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	ID Card /Business Registration No.	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.9	Ho Van Phu	-	-	-	-	-	-	Younger Sibling
7.10	Ho Van Truong	-	-	-	-	-	-	Younger Sibling
7.11	Ho Thi Hong Cuc	-	-	-	-	-	-	Younger Sibling
7.12	Ho Van Tho	-	-	-	-	-	-	Younger Sibling
7.13	Ho Van Trung	-	-	-	-	-	-	Younger Sibling
7.14	Duong Thi Anh Thuy	-	-	-	-	-	-	Deceased Elder sister-in-law
7.15	Ngo Thi Kim Lien	-	-	-	-	-	-	Younger sister-in-law
7.16	Ta Anh Dao	-	-	-	-	-	-	Younger sister-in-law
7.17	Tran Thanh Phuong	-	-	-	-	-	-	Younger brother-in-law
7.18	Ung Thi Loan	-	-	-	-	-	-	Younger sister-in-law
7.19	Pham Thi Bich Thao	-	-	-	-	-	-	Younger sister-in-law
8	Pham Thi Hong Lieu	-	-	-	-	-	-	Member of the Board of Supervisors
8.1	Pham Van Minh	-	-	-	-	-	-	Father (Deceased)
8.2	Dinh Thi Hien	-	-	-	-	-	-	Mother

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No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	ID Card /Business Registration No.	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
8.3	Pham Manh Hung	-	-	-	-	-	-	Younger Sibling
8.4	Thanh Son Hoa Nong Trading - Service Co., Ltd.	-	-	-	-	875,220	20.33 %	Ms. Lieu is the Head of the Board of Supervisors
9	Bui Anh Dung	-	Marketing Manager	-	-	15,428	0.35%	Authorized Person for Information Disclosure
9.1	Luu Thi Thanh Hoa	-	-	-	-	96	0.001%	Wife
9.2	Bui Thai Duong	-	-	-	-	-	-	Child
9.3	Bui Anh Dao	-	Sales Department Staff	-	-	58	0.001%	Younger Sibling
9.4	Vo Thi Nguyet Anh	-	-	-	-	-	-	Deceased Mother
9.5	Bui Anh Kiet	-	-	-	-	-	-	Younger Sibling
9.6	Bui Anh Phuong	-	-	-	-	-	-	Younger Sibling
9.7	Bui Anh Minh	-	-	-	-	-	-	Younger Sibling
9.8	Bui Anh Son	-	-	-	-	-	-	Younger Sibling
9.9	Bui Anh Khiem	-	-	-	-	-	-	Younger Sibling
9.10	Bui Anh Mai	-	-	-	-	-	-	Younger Sibling

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	ID Card /Business Registration No.	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
9.11	Luu Van The	-	-	-	-	-	-	Father-in-law
9.12	Nguyen Thi De	-	-	-	-	-	-	Mother-in-law
9.13	Nguyen Hoai Nam	-	-	-	-	182	0.004%	Younger Brother-in-law
9.14	Huynh Ngoc Thanh Tam	-	-	-	-	-	-	Younger sister-in-law
10	Quach Thi Thuy	-	Chief Accountant	-	-	37,876	0.88%	
10.1	Quach Nguon Long	-	-	-	-	-	-	Brother
10.2	Quach Thi Enh	-	-	-	-	-	-	Sister
10.3	Quach Thi Din Eng	-	-	-	-	-	-	Sister
10.4	Quach Xuyen	-	-	-	-	-	-	Brother
11	Truong Vinh Le	-	Production Director	-	-	-	-	
11.1	Chau My Hong	-	-	-	-	-	-	Wife
11.2	Truong Vinh Loc	-	-	-	-	-	-	Child
11.3	Truong Vinh Khang	-	-	-	-	-	-	Child
11.4	Truong Thien Niem	-	-	-	-	-	-	Father
11.5	Ngo Thi Kim Hoa	-	-	-	-	-	-	Mother (Deceased)
11.6	Truong Thi Thien Kim	-	-	-	-	-	-	Order Sister
11.7	Truong Vinh Huy	-	-	-	-	-	-	Order Brother

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	ID Card /Business Registration No.	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
11.8	Truong Vinh Nghi	-	-	-	-	-	-	Order Brother
11.9	Chau Kim Hue	-	-	-	-	-	-	Father-in-law
11.10	Phan Thi Gam	-	-	-	-	-	-	Mother-in-law
11.11	Vu Thi My Linh	-	-	-	-	-	-	Daughter-in-law
11.12	Phan Van Nghiep	-	-	-	-	-	-	Elder brother-in-law
11.13	Nguyen Thi Song Chinh	-	-	-	-	-	-	Elder sister-in-law
12	Tran Thi Cam Tu	-	Secretary	-	-	4,605	0.1%	Company Administrator cum Secretary of the Board of Directors
12.1	Tran Van Thau	-	-	-	-	-	-	Father
12.2	Nguyen Thi Cam Van	-	-	-	-	-	-	Mother
12.3	Nguyen Van Cong	-	-	-	-	-	-	Father-in-law (Deceased)
12.4	Nguyen Thi Phan	-	-	-	-	-	-	Mother-in-law (Deceased)
12.5	Nguyen Thanh Hoa	-	-	-	-	-	-	Husband
12.6	Nguyen Khanh Ha	-	-	-	-	-	-	Child
12.7	Tran Nguyen Tuan	-	-	-	-	-	-	Elder brother

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	ID Card /Business Registration No.	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
12.8	Nguyen Gia Hoa Binh	-	-	-	-	-	-	Elder sister-in-law
12.9	Tran Nguyen Tung	-	-	-	-	-	-	Younger sibling
13	Thanh Son Agro-Chemical Trading - Service Co., Ltd.	-	-	-	-	875,220	20.33 %	major shareholders of CPC company
14	ADC Co., Ltd.	-	-	-	-	-	-	Company with close relationship to a Member of the Board of Directors

2. Transactions of internal persons and affiliated persons with shares of the company: none

No.	Transaction executor	Relationship with internal	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reasons for increase, decrease (purchase, sale, conversion, bonus...)
			Number of shares	Percentage	Number of shares	Percentage	

IX. Other significant issues

- On April 24, 2025, CPC successfully held the 2025 Annual General Meeting of Shareholders
- On July 11, 2025, CPC completed the cash dividend payment (18%) for fiscal year 2024 to CPC shareholders
- On December 15, 2025, CPC announced the collection of shareholder opinions in writing
- On December 29, 2025, the written collection of shareholder opinions concluded, with the results showing over 72% approval

Recipients:

- ...;
- Archived:...

ON BEHALF OF THE CHAIRMAN OF THE BOARD

(Sign, full name and seal)



TỔNG GIÁM ĐỐC

Nguyễn Văn Trung