



No.: 01/26/BC - HAGL Agrico

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Gia Lai, January 30, 2026

## CORPORATE GOVERNANCE REPORT (Year 2025)

To: Ha Noi Stock Exchange

- Company's name: **Hoang Anh Gia Lai Agricultural Joint Stock Company**
- Address of head office: 15 Truong Chinh, Pleiku Ward, Gia Lai Province
- Telephone: 0269.2222283
- Charter capital: 11.085.538.950.000 VND
- 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 consultation):

No.	Date	Content
01/25/NQ-DHĐCD/HAGL Agrico	April 25, 2025	<p>Resolution of the Annual GMS in 2025 approved the following matters:</p> <ul style="list-style-type: none"><li>- Report of the Executive Board on the business and production results for 2024;</li><li>- Approved the Investment and Business Plan for 2025;</li><li>- The profit distribution plan and remuneration allocation for 2025;</li><li>- The audited financial statements for 2024;</li><li>- The BOD's report for 2024;</li><li>- Approval of the authorization for the Board of Directors to select the auditing firm for the 2024 financial statements;</li><li>- Approval of the amendments and supplements to the Charter, the Board of Directors' Operating Regulations, and the Internal Corporate Governance Regulations;</li><li>- Approval of the transactions between the Company and related parties;</li><li>- Approval of the BOS's report for 2024;</li><li>- Approval of the list of members of the BOD and the BOS for the 2025–2030 term;</li><li>- Authorization for the BOD to implement the matters approved by the GMS.</li></ul>

## 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	Chairman of BOD	January 8, 2021	
2	Mr. Doan Nguyen Duc (*)	Vice Chairman of BOD	June 15, 2010	April 25, 2025
3	Mr. Tran Bao Son	Member of BOD	January 8, 2021	
4	Mr. Nguyen Phuc Thinh (*)	Independence member of BOD	April 16, 2022	April 25, 2025
5	Mr. Nguyen Hoang Phi (*)	Member of BOD	June 26, 2020	April 25, 2025
6	Ms. Vo Thi My Hanh (*)	Non-executive member of the BOD	April 25, 2025	

(\*): On April 25, 2025 the Company convened the 2025 Annual GMS and approved the election of members of the BOD for the 2025–2030 term. Specifically, Mr. Tran Ba Duong and Mr. Tran Bao Son were re-elected, and Ms. Vo Thi My Hanh was elected as a Member of the BOD for the 2025–2030 term.

The Board members whose 2020–2025 term expired include Mr. Doan Nguyen Duc, Mr. Nguyen Hoang Phi, and Mr. Nguyen Phuc Thinh.

### 2. BOD Meetings

No.	Member of BOD	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Tran Ba Duong	9/9	100%	
2	Mr. Doan Nguyen Duc	3/3	100%	Term expired
3	Mr. Tran Bao Son	9/9	100%	
4	Mr. Nguyen Hoang Phi	3/3	100%	Term expired
5	Mr. Nguyen Phuc Thinh	3/3	100%	Term expired
6	Ms. Vo Thi My Hanh	6/6	100%	

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

Based on the Company’s Charter, the Internal Corporate Governance Regulations, the Board of Directors’ Operating Regulations, and the prevailing laws and regulations, the Board of Directors (BOD) effectively performed its supervisory and executive oversight functions over the General Director and the Executive Board in the management and operation of the Company. Specifically:

- Directed and supervised the strict implementation of quarterly and annual financial reporting, annual reporting, and the organization of the 2025 Annual General Meeting of Shareholders;
- Prepared and submitted the 2025 business and investment plan to the 2025 General Meeting of Shareholders for approval;
- Implemented the resolutions of the BOD and the resolutions of the 2025 General Meeting of Shareholders;
- Continuously monitored, supervised, and directed information disclosure to ensure transparency and timeliness in accordance with legal requirements;
- Coordinated closely with the Supervisory Board in reviewing and monitoring the Company's operations;
- Ensured effective coordination between the BOD and the Executive Board in the management and operation of the Company in compliance with the law;
- Supervised organizational restructuring, human resource arrangements, and the enhancement of the management capacity of the Executive Board, while maintaining a dynamic, modern, and professional working environment.

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

**5. BOD's Resolutions**

No.	Resolution No.	Date	Content	Approval rate
1	01/25/NQ-HĐQT/HAGL Agrico	March 5, 2025	Approval of the final registration date to prepare a shareholders list for participation in the Annual GMS in 2025.	100%
2	02/25/NQ-HĐQT/HAGL Agrico	April 4, 2025	Approval of the extension of timelines and plan for organizing the Annual GMS in 2025.	100%
3	03/25/NQ-HĐQT/HAGL Agrico	April 18, 2025	Approval of the policy to execute Contracts/Transactions between the Company and related parties in 2025.	100%
4	04/25/NQ-HĐQT/HAGL Agrico	April 26, 2025	Approval of the election of the Chairman of the Board of Directors for the 2025 - 2030 term	100%
5	05/25/NQ-HĐQT/HAGL Agrico	April 26, 2025	Approval of the promulgation of the amended Charter, the Board of Directors' Operating Regulations, and the Internal Corporate Governance Regulations.	100%
6	06/25/NQ-HĐQT/HAGL Agrico	July 17, 2025	The BOD approved providing a loan guarantee at TPBank	100%
7	07/25/NQ-HĐQT/HAGL Agrico	July 21, 2025	The BOD approved Ernst & Young Vietnam Co., Ltd. as the auditor for the Company's 2025 financial statements	100%

No.	Resolution No.	Date	Content	Approval rate
8	08/25/NQ-HĐQT/HAGL Agrico	August 1, 2025	The dismissal and appointment of the Company's Deputy General Director were approved	100%
9	09/25/NQ-HĐQT/HAGL Agrico	November 4, 2025	The BOD approved the remuneration of the Board members, Supervisory Board, and Board Secretary for 2025	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	Head of BOS	January 8, 2021		Bachelor in Finance and Banking
2	Mr. Dang Cong Truc	Member of BOS	September 17, 2018		Master in Business Administration
3	Ms. Bui Thi Lieu	Member of BOS	April 16, 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	2/2	100%	100%	
2	Mr. Dang Cong Truc	Master in Business Administration	2/2	100%	100%	
3	Ms. Bui Thi Lieu	Bachelor in Accounting	2/2	100%	100%	

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

In 2025, the Supervisory Board carried out its oversight of the activities of the BOD and the Executive Board, specifically as follows:

- Reviewed compliance with applicable laws and the Company's Charter, and monitored the implementation of resolutions of the GMS and the BOD;
- Supervised the BOD in organizing the 2025 Annual GMS to ensure full compliance with legal regulations and the Company's Charter;
- Monitored the Company's business operations and financial performance during the reporting period;
- Attended and participated in discussions at meetings of the GMS and the BOD, assessing the appropriateness of decisions made by the BOD and the Executive Board;

- Reviewed and verified the truthfulness, accuracy, and legality of the figures presented in the Financial Statements, ensuring their compliance with prevailing Vietnamese accounting standards and financial regulations;
- Reviewed and assessed significant transactions between the Company and related parties;
- Regularly supervised and evaluated the effectiveness and compliance level of the internal control system;
- Monitored the Company's compliance with information disclosure requirements in accordance with the Law on Securities and relevant legal regulations.

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

The Supervisory Board has worked closely with the BOD and the General Director to promptly grasp the situation of production and business activities, while regularly exchanging views and providing input to the Executive Board whenever significant issues arise.

The Supervisory Board focuses on maintaining regular coordination through direct discussions or internal emails. The BOD and relevant departments have facilitated the Supervisory Board's inspection and supervision work by providing complete and timely documentation and explanations of relevant matters. As a result, the Supervisory Board's inspection and supervision activities have been carried out with focus, accuracy, completeness, and high effectiveness.

#### **5. Executive Board: None**

#### **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	Appointment date
1	Mr. Tran Bao Son General Director	April 28, 1973	Bachelor in Business Administration	March 18, 2021	
2	Mr. Nguyen Hoang Phi Deputy General Director	March 11, 1980	Bachelor in Finance and Accounting	December 9, 2020	August 1, 2025
3	Mr Phan Ba Cuong Deputy General Director	April 20, 1977	Bachelor of Accounting	August 1, 2025	

#### **V. Chief Accountant**

Full Name	Date of birth	Professional Qualifications	Date of appointment/dismissal.	
			Appointment Date	Dismissal Date
Ms. Do Vu Hai Ha	July 16, 1986	Bachelor in Economics	March 6, 2023	

#### **VI. Corporate Governance Training**

The Company always encourages and facilitates members of the BOD, the Supervisory Board, the Executive Board, management personnel, and the Corporate Governance Officer to participate in training courses and specialized seminars on corporate governance, legal compliance, and management skill enhancement.

In 2025, members of the BOD and the Executive Board appointed representatives to attend the conference on securities law compliance and common errors in financial reporting, organized by the State Securities Commission in coordination with the Accounting and Auditing Management Department (Ministry of Finance) and the Vietnam Association of Certified Public Accountants. This activity helped participants update their legal knowledge, enhance governance skills, and contribute to ensuring the Company's operations are transparent and effective.

## **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 any company in which a member of the Board of Directors, a member of the Supervisory Board, or the Chief Executive Officer has been or is currently a founding member, a member of the Board of Directors, or the Chief Executive Officer within 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 beginning of the period		Reasons for increase/decrease
			Number of shares	Number of shares	Number of shares	Percentage	
1	Ms. Doan Thi Nguyen Thao	Related Parties of Internal Person Mr. Doan Nguyen Duc (Term expired on April 25, 2025)	57.500	0,005%	0	0%	Sell

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**

**Recipients:**

- As above;
- Archive: VT.

*(signed)*

**TRAN BA DUONG**



**Appendix I**  
**LIST OF RELATED PARTIES OF THE COMPANY**  
*(Attached herewith is the Report on Corporate Governance for the year 2025, No. 01/26/BC-HAGL Agrico, dated January 30, 2026)*

No.	Name of organisation/individual ★ QUỐC TẾ HOÀNG ANH ★ ★ GIA LAI ★ ★ T.PLEIKU - T.GIA LAI ★	Securities trading account (if any)	Position at the Company (if any)	Owner's No.	Date of issue	Place of issue	Registered Address/Contact Address	Time of starting to be related person	Time of ending to be related person	Reasons	Relationship with the Company
<b>A INDIVIDUAL</b>											
1	Tran Ba Duong		Chairman of the board						January 8, 2021		
2	Doan Nguyen Due		Vice Chairman of the Board						June 15, 2010	April 25, 2025	Term ended, as reported in the Semi-Annual Corporate Governance Report.
3	Tran Bao Son		BOD Member cum General Director						January 8, 2021		
4	Nguyen Hoang Phi		BOD Member cum Deputy General Director						April 4, 2020	April 25, 2025	Term ended, as reported in the Semi-Annual Corporate Governance Report.
5	Nguyen Phuc Thinh		Independent BOD Member						April 16, 2022	April 25, 2025	Term ended, as reported in the Semi-Annual Corporate Governance Report.
6	Vo Thi My Hanh		BOD Member						April 25, 2025		
7	Bui Minh Khon		Head of BOS						January 8, 2021		
8	Dang Cong Truc		BOS Member						September 17, 2018		
9	Bui Thi Lieu		BOS Member						April 16, 2022		
10	Do Vu Hai Ha		Chief accountant						March 6, 2023		
11	Tran Thi Minh Phuong		Person in charge of corporate governance and secretary of the BOD						October 12, 2022		
<b>B. ORGANIZATION</b>											
1	Hoang Anh - Quang Minh Rubber Industry & Agriculture Co., Ltd			418/DDK	May 24, 2016	Ministry of Industry and Trade - Laos	Attapeu province, Laos				Direct subsidiary
2	Hoang Anh Attapeu Agricultural Development Co., Ltd			370/DDK	May 11, 2016	Ministry of Industry and Trade - Laos	Attapeu province, Laos				Direct subsidiary
3	Hoang Anh Rattanakiri Co., Ltd			7001 PN.CBD	November 23, 2012	Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia				Direct subsidiary
4	Heng Brothers Co., Ltd			2828 TM.DKD	May 10, 2013	Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia				Direct subsidiary
5	Công ty TNHH Hoang Anh Oyadav Hoang Anh Oyadav Co., Ltd			0904	January 27, 2015	Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia				Direct subsidiary
6	Công ty TNHH CRD CRD Co., Ltd			4255	May 29, 2014	Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia				Direct subsidiary
7	Southern Laos Agricultural Investment and Business Production Co., Ltd			0005/ĐKDN	January 5, 2024	Department of Industry and Commerce of Attapeu Province, Laos	18B Road, Hatsu Village, Saysettha District, Attapeu Province, Laos				Direct subsidiary
8	Bidiphar Rubber Joint Stock Company			3503000155	September 14, 2007	Gia Lai Department of Finance	498 Nguyen Thai Hoc, Quy Nhon Nam Ward, Gia Lai Province				Affiliated company
9	Truong Hai Group Corporation			03600252847	January 4, 2018	Department of Planning and Investment	No. 19, Bien Hoa 2 Industrial Park, Street 2A, Tran Bien Ward, 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

(Attached herewith is the Report on Corporate Governance for the year 2025, No. 01/26/BC-HAGL Agrico, dated January 30, 2026)

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	March 18, 2019	Department of Finance of Da Nang City	Tam Hiep Industry Park, Nui Thanh, Da Nang, Vietnam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Advances from customers	1,764,801,791
									Interest expense	736,381,867
									Sale of goods and rendering of services	550,033,389
									Purchase of materials, goods and services	478,749,302
									Loan	512,573,527
									Purchase of assets	3,754,640
2	Hoang Anh Andongmeas Co., Ltd.	Subsidiary of company with the same member of BOD	MOC-39751851	November 7, 2012	Ministry of Commerce - Cambodia	Village 3, Sre Angkrong Ward, Konnum District, Rattanakiri Province, Cambodia	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Loan collections	2,587,645
									Lend	1,937,023
3	Hoang Anh Lumphat Co., Ltd	Subsidiary of company with the same member of BOD	4535	Jun 6, 2014	Ministry of Commerce - Cambodia	Srepok Thom Village, Serei Moungkol Ward, Konnum District, Rattanakiri Province, Cambodia	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Loan collections	2,639,405
									Lend	4,752,281
4	Daun Penh Agrico One member Co., Ltd.	Subsidiary of company with the same member of BOD	00015897	Jun 15, 2015	Ministry of Commerce - Cambodia	Chey Odom Commune, Lumphat District, Rattanakiri Province, Cambodia	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Lend	30,039,826
									Loan collections	12,790,238
5	Trung Nguyen Cow Livestock Co., Ltd.	Subsidiary of company with the same member of BOD	5901139976	March 25, 2020	Department of Finance of Gia Lai Province	15 Truong Chinh, Pleiku Ward, Gia Lai Province, Vietnam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Sale of materials, fix asset	122,902
									Purchase of assets	148,015,393
6	Eastern Rubber Co., Ltd (Cambodia)	Subsidiary of company with the same member of BOD	00017063	January 10, 2014	Ministry of Commerce - Cambodia	Cheung Kle Village, 2 Thnu Ward, Snoul District, Kratie Province, Cambodia	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of tools and equipment	1,024,079
7	Hoang Anh - Quang Minh Rubber Industrial & Agricultural Co., Ltd.	Subsidiary	418/DDK	May 24, 2016	Ministry of Industry and Trade - Laos Bộ Công thương - Lào	Chalammay Village, Thateng District, Sekong Province, Laos	January 1, 2025 - December 31, 2025	'03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of goods	88,647,135
									Interest income	37,555,217

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)
8	Hoang Anh Attapeu Agriculture Development Co., Ltd.	Subsidiary	370/DDK	May 11, 2016	Ministry of Industry and Trade - Laos	Laksam Village, Samakkhixay District, Attapeu Province, Laos	January 1, 2025 - December 31, 2025	'03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Interest income	427.814.680
									Sale of goods	221.402.846
									Purchase of goods	152.469.270
									Payment on behalf	84.108.900
									Borrowings (Offsetting)	59.393.846
									Lending goods	29.110.644
									Offsetting	300.000
9	Southern Laos Agricultural Investment and Production Co., Ltd.	Subsidiary	0005/ĐKDN		Department of Industry and Trade - Laos	18B Street, Hatsu Village, Saysettha District, Attapeu Province, Laos	January 1, 2025 - December 31, 2025	'03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Sale of goods and rendering of services	347.720.978
									Payment on behalf	32.977.195
									Borrowings (Offsetting)	19.119.781
									Interest income	996.272
									Offsetting	42.683
10	Hoang Anh Oyadav One Member Co., Ltd	Subsidiary	0904	January 27, 2015	Ministry of Commerce - Cambodia	Tes Anlong Commune, Bocung Kanseng Ward, Ban Lung City, Rattanakiri Province, Cambodia	January 1, 2025 - December 31, 2025	'03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Interest income	62.702.299
									Payment on behalf	684.742
11	Hoang Anh Rattanakiri Co., Ltd	Subsidiary	7001 PN,CBD	November 23, 2012	Ministry of Commerce - Cambodia	Tes Anlong Commune, Bocung Kanseng Ward, Ban Lung City, Rattanakiri Province, Cambodia	January 1, 2025 - December 31, 2025	'03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Interest income	48.978.380
									Payment on behalf	790.585
12	Thaco Auto Distribution Co., Ltd.	Subsidiary of company with the same member of BOD	4000779880	October 27, 2010	Department of Finance of Da Nang City	Village 4, Nui Thanh Commune, Da Nang City, Vietnam	January 1, 2025 - December 31, 2025	'03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of assets	6.394.444
13	Truong Hai International Logistics Co., Ltd.	Subsidiary of company with the same member of BOD	4001207438	May 19, 2020	Department of Finance of Da Nang City	Chu Lai Truong Hai Port Industrial and Logistics Park, Nui Thanh Commune, Da Nang City, Vietnam	January 1, 2025 - December 31, 2025	'03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of services	2.801.380
14	Thaco Chu Lai Packaging Manufacturing Co., Ltd.	Subsidiary of company with the same member of BOD	4001240121	October 20, 2021	Department of Finance of Da Nang City	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	January 1, 2025 - December 31, 2025	'03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of materials	5.274.336
15	Thaco Special Vehicles Manufacturing Co., Ltd.	Subsidiary of company with the same member of BOD	4001262894	February 16, 2023	Department of Finance of Da Nang City	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	January 1, 2025 - December 31, 2025	'03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of materials	2.972.726
									Purchase of assets	1.778.528

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)
16	Thilogi Transportation Co., Ltd.	Subsidiary of company with the same member of BOD	4000980719	April 8, 2014	Department of Finance of Da Nang City	Tam Hiep Port Industrial and Logistics Park, Nui Thanh Commune, Da Nang City, Vietnam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Payment on behalf	524.751
									Purchase of services	816.985
17	Thadico Agriculture and Industry Construction Co., Ltd.	Subsidiary of company with the same member of BOD	4000697821	October 27, 2009	Department of Finance of Da Nang City	Village 4, Nui Thanh Commune, Da Nang City, Viet Nam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of services	73.445.910
									Payment on behalf	3.303.069
18	THADICO E&C Civil and M&E Construction Co., Ltd.	Subsidiary of company with the same member of BOD	0317625924	December 28, 202	Department of Finance of Ho Chi Minh City	18th Floor, Office - Commercial - Service Building at Lot 5.5, No. 8-10 Mai Chi Tho Street, An Khanh Ward, Ho Chi Minh	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of services	13.450
19	Thaco Industries Mechanical & Electrical Refrigeration Co., Ltd.	Subsidiary of company with the same member of BOD	4001268254	May 30, 2023	Department of Finance of Da Nang City	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of goods and services	285.853.646
									Payment on behalf	2.628.395
20	Chu Lai - Truong Hai Steel Co., Ltd.	Subsidiary of company with the same member of BOD	4001031142	Junly 6, 2015	Department of Finance of Da Nang City	Village 4, Nui Thanh Commune, Da Nang City, Viet Nam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of goods	33.300.663
21	Thaco Special Vehicles Manufacturing Co., Ltd.	Subsidiary of company with the same member of BOD	4001049929	November 23, 2015	Department of Finance of Da Nang City	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of goods and services	1.311.059
									Purchase of assets	4.56.012
22	Thaco Industries Trailers & Heavy Steel Structures Manufacturing Co., Ltd.	Subsidiary of company with the same member of BOD	4001252511	Jun 2, 2022	Department of Finance of Da Nang City	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of assets	1.736.364
23	Chu Lai Gloves Manufacturing Joint Stock Company	Subsidiary of company with the same member of BOD	4001182818	Jun 18, 2019	Department of Finance of Da Nang City	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of goods	2.145.727
24	Truong Hai Group Corporation	Company with the same member of BOD	3600252847	Arpil 6, 2007	Department of Finance of Da Nang City	No. 19, Bien Hoa 2 Industrial Park, Road 2A, Tran Bien Ward, Dong Nai Province, Vietnam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of assets	4.390.909
25	Thaco Plastic Components Manufacturing Limited Liability Company	Subsidiary of company with the same member of BOD	4001123925	October 16, 2017	Department of Finance of Da Nang City	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of goods	28.477.586
26	Thilogi Indochina Cross Border Trucking Co., Ltd.	Subsidiary of company with the same member of BOD	4001290764	January 3, 2025	Department of Finance of Da Nang City	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of services	5.432.580
27	Thac Auto Gia Lai Co., Ltd.	Subsidiary of company with the same member of BOD	5901185683	January 7, 2022	Department of Finance of Gia Lai Province	No. 244, Nguyen Tat Thanh Street, Pleiku Ward, Gia Lai Province, Vietnam.	January 1, 2025 - December 31, 2025	03/25/NQ-HĐQT/HAGL Agrico dated April 18, 2025	Purchase of goods	2.925.926

Appendix 3

LIST OF INSIDERS AND PERSONS RELATED TO INSIDERS

(Attached herewith is the Report on Corporate Governance for the year 2025, No. 01/26/BC-HAGL Agrico, dated January 30, 2026)

No.	Full name Securities trading account (if any)	Position at the Company (if any)	Relationship with the insiders/ Company	ID Card/ Passport No.	Date of issue	Place of issue	Registered Address/Contact Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
<b>I 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		Brother							
1.08	Tran Ba Cuong		Brother							Elderly person
1.09	Tran Ba Cuong		Brother							Elderly person
1.10	Tran Thi Bach Tuyet		Sister							
1.11	Tran Thi Kim Phuong		Sister							
1.12	Tran Thi Kim Thu		Sister							Elderly person
1.13	Truong Hai Group Corporation		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							Ceased to hold the position of Chairman of the Board of Directors as of 7 November 2025
1.17	THISO International Trading and Services Joint Stock Company		Related organization							Chairman of the board
2	Tran Bao Son	BOD Member								
2.01	Tran Dinh Nhan		Father							





No.	Full name	Securities trading account (if any)	Position at the Company (if any)	Relationship with the insiders/ Company	ID Card/ Passport No.	Date of issue	Place of issue	Registered Address/Contact Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
2.25	Thagri Ratanakiri Agriculture Co., Ltd.			Related organization							Director
2.26	THAGRI Agricultural Construction Co., Ltd.			Related organization							Chairman of the Members' Council
2.27	Viet Thang An Giang Breeding & Livestock Co., Ltd.			Related organization							Chairman of the Members' Council
2.28	Dong Penh Co., Ltd.			Related organization							Chairman of the Members' Council
3	Vo Thi My Hanh		BOD Member								
3.01	Vo Van Dung			Father							
3.02	Huynh Thi Hong			Mother							
3.03	Lê Dinh Quoc			Father in law							
3.04	Le Thi Thu			Mother-in-law							
3.05	Le Dai Quang			Husband							
3.06	Le Dai Minh Long			Son							Still a child
3.07	Le Dai Hoang Long			Son							Still a child
3.08	Vo Dinh Phuc			Younger brother							
3.09	Phung Thi Nguyen Trang			Sister-in-law							
3.10	Vo Thi Kim Thuy			Younger sister							
3.11	Le Hoai Lam			Brother-in-law							
3.12	Hoang Anh Gia Lai Joint Stock Company			Related organization					91,375,000	8,24%	Deputy General Director and Member of the BOD
3.13	Hung Thang Loi Co.,Ltd.			Related organization							Director
II	EXECUTIVE BOARD										
1	Tran Bao Son (See item 1.3)		General Director								
2	Nguyen Hoang Phi		Deputy General Manager								Dismissed on August 1, 2025
2.01	Nguyen Van Hoang			Father							
2.02	Nguyen Thi Cho			Mother							

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No.	Full name	Securities trading account (if any)	Position at the Company (if any)	Relationship with the insiders/ Company	ID Card/ Passport No.	Date of issue	Place of issue	Registered Address/Contact Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
2.03	Nguyen Dinh Ly			Father in - law							
2.04	Nguyen Thi Nguyen			Mother in-law							
2.05	Nguyen Phuong Thao			Wife							
2.06	Nguyen Hoang Quan			Son							Still a child
2.07	Nguyen Phi Hai			Brother							
2.08	Nguyen Hoang Oanh			Sister							
2.09	Truong Hai Group Corporation			Related organization					306,346,880	27,63%	Chief accountant
2.10	Truong Hai Agriculture Joint Stock Company			Related organization							Dismissed from the position of Deputy General Director as of August 1, 2025
3	Phan Ba Cuong		Deputy General Director								Appointed effective August 1, 2025
3.01	Phan Thi Hien			Me Vợ							
3.02	Phan Thi Lan Trang			Vợ							
3.03	Phan Ngoc Minh			Con ruột							
3.04	Phan Ngoc Anh			Con ruột							still a child
3.05	Phan Ba Phuc			Con ruột							still a child
3.06	Phan Ba Phu			Con ruột							still a child
3.07	Phan Thi Loan			Chị ruột							
3.08	Phan Thi Anh			Em ruột							
3.09	Mai The Khai			Em rể							
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							

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	Relationship with the insiders/ Company	ID Card/ Passport No.	Date of issue	Place of issue	Registered Address/Contact Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
1.04	Hoang Thi Thanh Tam			Mother in-law							
1.05	Le Thi Viet Anh			wife							
1.06	Bui Anh Minh			Son							still a child
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 Corporation			Related organization					306,346,880		Member BOS
1.12	Truong Hai Agriculture Joint Stock Company			Related organization							Chief Accountant
2	Dang Cong Truc		Member								
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 Corporation			Related organization					306,346,880	27,63%	Relieved from the position of Head of Internal Control Committee as of September 19, 2025
3	Bui Thi Lieu		Member								
3.01	Bui Quang Dien			Father							
3.02	Ha Thi Dinh			Mother							
3.03	Nguyen Van Phao			Father in-law							

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No.	Full name	Securities trading account (if any)	Position at the Company (if any)	Relationship with the insiders/ Company	ID Card/ Passport No.	Date of issue	Place of issue	Registered Address/Contact Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
3.04	Duong Thi Nga			Mother in-law							
3.05	Nguyen Van Hai			Husband							
3.06	Nguyen Bui Phuong Anh			Daughter							still a child
3.07	Nguyen Minh Hoang			Son							still a child
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	Dinh Viet Bon			Brother in - law							
3.15	Truong Hai Group Corporation			Related organization					306.346.880	27,63%	Vice president Accounting Department
3.16	Phu Nhan Services Joint Stock Company			Related organization							Head of the Supervisory Board
<b>VI. CHIEF ACCOUNTANT</b>											
1	Do Vu Hai Ha		Chief accountant								
1.1	Do Truong Son			Father							
1.2	Vu Thi Tuyet			Mother							
1.3	Nguyen Huy Cu			Father in-law							
1.4	Dao Thi Huong			Mother in-law							
1.5	Nguyen Huy Cuong			Husband							
1.6	Nguyen Ha Anh			Daughter							still a child
1.7	Do Vu Phuong Ngoc			Sister							
1.8	Tran Viet Hung			Brother-in-law							

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	Relationship with the insiders/ Company	ID Card/ Passport No.	Date of issue	Place of issue	Registered Address/Contact Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
1.9	Do Thi Binh Minh			Sister							
1.10	Nguyen Bac Nam			Brother-in-law							
1.11	Do Vu Dinh Tung			Brother							
VL	<b>PERSON IN CHARGE OF GOVERNANCE &amp; SECRETARY</b>										
1	Tran Thi Minh Phuong										
1.1	Tran Van Minh			Father							
1.2	Tran Thi Sau			Mother							
1.4	Le Thi Lieu			Mother-in-law							
1.5	Phan Xuan Duong			Husband							
1.6	Phan Tran Hoang Anh			Son						still a child	
1.7	Phan Tran Minh Anh			Son						still a child	
1.8	Tran Thi Minh Phuong			Sister							
1.9	Quang Van Di			Brother in - law							
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							

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