



No. 12/25/BC - HAGL Agrico

Gia Lai, July 30, 2025

CORPORATE GOVERNANCE REPORT (The first half of 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: VND 11,085,538,950,000
- Securities code: HNG
- Corporate Governance Model: General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS), Chief Executive Officer (CEO).
- The implementation of internal audit: Implemented

I. GMS Activities

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

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

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	Member of BOD	April 25, 2025	

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	5/5	100%	
2	Mr. Doan Nguyen Duc	3/3	100%	No longer a member of the BOD for the 2020–2025 term as of April 25, 2025
3	Mr. Tran Bao Son	5/5	100%	
4	Mr. Nguyen Hoang Phi	3/3	100%	No longer a member of the BOD for the 2020–2025 term as of April 25, 2025
5	Mr. Nguyen Phuc Thinh	3/3	100%	
6	Ms. Vo Thi My Hanh	2/2	100%	member of the BOD for the 2025–2030 term as of April 25, 2025

3. The BOD’s supervision of the Executive Board

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

- Directed and supervised the timely submission of quarterly and annual financial reports, as well as the annual report, and organized the Annual GMS in 2025;

- Preparation of the 2025 business and investment plan for submission to the 2025 Annual General Meeting of Shareholders for approval;
- Implementation of the resolutions of the BOD and the GMS that have been issued;
- Execution of the business and investment plans approved by the GMS and the BOD;
- Regularly monitored, supervised, and directed information disclosure to ensure transparency and timeliness in accordance with legal regulations;
- Closely coordinated with the Supervisory Board in inspecting and monitoring the Company's operations;
- The Board of Directors and the Executive Board also closely coordinated in managing and operating the Company in compliance with legal regulations;
- Supervision of the organization and personnel restructuring to continuously enhance the management capacity of the Executive Board, and to maintain a dynamic, modern, and scientific 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%

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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	1	100%	100%	
2	Mr. Dang Cong Truc	Master in Business Administration	1	100%	100%	
3	Ms. Bui Thi Lieu	Bachelor in Accounting	1	100%	100%	

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

In the first six months of 2025, the Supervisory Board carried out oversight activities over the operations of the Board of Directors and the Executive Board, as detailed below:

- Reviewed compliance with legal regulations and the Company's charter; monitored the implementation status and outcomes of the resolutions of the General Meeting of Shareholders and the Board of Directors;
- Oversaw the Board of Directors in organizing the 2025 Annual General Meeting of Shareholders in accordance with applicable regulations;
- Monitored the Company's business operations and financial position during the reporting period;
- Attended and participated in discussions at meetings of the General Meeting of Shareholders and the Board of Directors; reviewed the appropriateness of decisions made by the Board of Directors and the Executive Board;
- Reviewed and assessed the truthfulness, accuracy, and legality of the figures in the financial statements in accordance with the current Vietnamese accounting standards and financial policies;
- Reviewed and assessed material transactions between the Company and related parties;
- Regularly monitored and evaluated the effectiveness and compliance level of the internal control system;
- Monitored the Company's compliance with regulations and information disclosure requirements in accordance with the Securities Law and other relevant legal provisions.

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

The Supervisory Board closely coordinated with the Board of Directors and the Executive Board to promptly grasp the Company's business operations and regularly engaged in discussions and provided feedback to the management when issues arose.

The Supervisory Board has focused on maintaining regular coordination through direct discussions and internal email communication. The Board of Directors and relevant departments have also facilitated the Supervisory Board's inspection and supervision activities by providing full access to necessary documents and timely explanations, thereby ensuring that the Supervisory Board's oversight is focused, comprehensive, accurate, and effective.

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 Vice General Director	March 11, 1980	Bachelor in Finance and Accounting	December 9, 2020	

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 consistently encourages and facilitates members of the Board of Directors, members of the Supervisory Board, members of the Executive Board, management personnel, and the Corporate Governance Officer to participate in corporate governance training programs.

Members of the Board of Directors and the Executive Board delegated representatives to attend the Conference on Compliance with Securities Laws and Common Errors in Financial Reporting, jointly organized by the State Securities Commission, the Department of Accounting and Auditing Supervision – Ministry of Finance, and the Vietnam Association of Certified Public Accountants.

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

- List of the Company's Related Parties:** *Appendix 1 attached*
- 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*
- Transaction between Internal Persons of the Company, Related Parties of Internal Persons, and the Subsidiaries or Companies Controlled by the Company:** *None*
- Transactions between the Company and Other Entities:**
 - 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.**
 - Transactions between the Company and Companies where Related Parties of BOD, BOS, CEO are Member of BOD, or CEOs: *None*
 - 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

- 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	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

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Appendix 1
LIST OF RELATED PARTIES OF THE COMPANY

(Attached to the report on Corporate Governance for the first six months of 2025 No. 02/25/BC-HAGL Agrico date July 30, 2025)

No.	Name of organization/individual	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
A	INDIVIDUAL										
1	Tran Ba Duong		Chairman of the board					January 8, 2021			
2	Doan Nguyen Duc		Vice Chairman of the Board					June 15, 2010	April 25, 2025	No longer a Member of the Board of Directors for the 2020–2025 term	
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	No longer a Member of the Board of Directors for the 2020–2025 term	
5	Nguyen Phuc Thinh		Independent BOD Member					April 16, 2022	April 25, 2025	No longer a Member of the Board of Directors for the 2020–2025 term	
6	Vo Thi My Hanh		BOD Member					April 25, 2025		Serving as a Member of the Board of Directors for the 2025–2030 term	
7	Bui Minh Khoa		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 Board of Directors					October 12, 2022			
B	ORGANIZATION										
1	Hoang Anh - Quang Minh Rubber Industry & Agriculture Co., Ltd			418/ĐBK	May 24, 2016	Ministry of Industry and Trade - Laos	Attapeu province, Laos				Direct subsidiary
2	Hoang Anh Attapeu Agricultural Development Co., Ltd			370/ĐBK	May 11, 2016	Ministry of Industry and Trade - Laos	Attapeu province, Laos				Direct subsidiary
3	Hoang Anh Ratanakiri Co., Ltd			7001 PN.CBD	November 23, 2012	Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia				Direct subsidiary
4	Heng Brothers Co., Ltd			2828 TM.ĐKD	May 10, 2013	Ministry of Commerce - Cambodia	Ratanakiri Province, Cambodia				Direct subsidiary

No.	Name of organization/individual	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
5	Công ty TNHH Hoàng 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/DKDN	January 5, 2024	Department of Industry and Commerce of Attapeu Province, Laos	18B Road, Hatsan Village, Saysetha 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

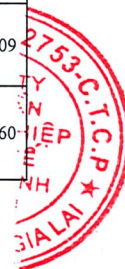
TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND PERSONS RELATED TO INSIDERS

(Attached to the report on Corporate Governance for the first six months of 2025 No. 02/25/BC-HAGL Agrico date July 30, 2025)

No.	Name of organization/individual	Relationship with the Company	Owner's No.*	Date of issue	Place of issue	Registered Address/ Contact Address	Time of transaction with the Company	Number of Resolutions/ Decisions of GMS/BOD (if so, state the date of issue)	Transaction details	Total transaction value (Unit: Thousand Dong)
1	Truong Hai Agriculture Joint Stock Company	Company with the same member(s) of BOD	4001174655	March 18, 2019	Da Nang Department of Finance	Tam Hiep Industry Park, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Interest expense Loan Purchase of materials, goods and services Sale of goods and rendering of services Sale advanced	362.991.096 273.658.627 215.490.649 178.778.201 631.406.550
2	Hoang Anh Andongmeas Co., Ltd	Subsidiary of company with the same member(s) of BOD	MOC-39751851	November 7, 2012	Ministry of Commerce of Cambodia	Village 3, Sre Angkrong Ward, Kounmum District, Ratanakiri Province, Cambodia	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Lend Loan collection	32.250 264.457
3	Hoang Anh Lumphat Co., Ltd	Subsidiary of company with the same member(s) of BOD	4535	June 6, 2014	Ministry of Commerce of Cambodia	Srepok Thom Village, Serei Moungkol Ward, Kounmum District, Ratanakiri Province, Cambodia	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Loan collection	2.540.105
4	Daun Penh Agrico One member Co., Ltd	Subsidiary of company with the same member(s) of BOD	00015897	June 15, 2015	Ministry of Commerce of Cambodia	CheyOdom Commune, Lumphat District, Ratanakiri Province, Cambodia	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Lend Loan collection	7.445.175 10.655.737
5	Trung Nguyen Cow Livestock Co., Ltd	Subsidiary of company with the same member(s) of BOD	5901139976	March 25, 2020	Gia Lai Department of Finance	15 Truong Chinh, Pleiku Ward, Gia Lai Province, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Sale of materials, fix asset	122.902
6	Eastern Rubber Co., Ltd (Cambodia)	Subsidiary of company with the same member(s) of BOD	00017063	January 10, 2014	Ministry of Commerce of Cambodia	Cheung Kle Village, 2 Thnu Commune, Snuol District, Kratie Province, Cambodia	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of materials	1.024.079
7	Hoang Anh - Quang Minh Rubber Industrial and Agricultural Company Limited	Subsidiary	418/DĐK	May 24, 2016	Ministry of Industry and Commerce of Laos	Chalammay Village, Thateng District, Sekong Province, Laos	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of goods Interest income	25.052.759 18.623.272
8	Hoang Anh Attapeu Agriculture Development Co., Ltd	Subsidiary	370/DĐK	May 11, 2016	Ministry of Industry and Commerce of Laos	Laksam Village, Samakkhixay District, Attapeu Province, Laos	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Sale of goods Interest income Borrowings (Offsetting) Purchase of goods	218.257.406 211.073.628 59.393.846 20.428.745
9	Southern Laos Agricultural Investment and Business Production Co., Ltd	Subsidiary	0005/DKDN	January 05, 2024	Department of Industry and Trade of Laos	18B Street, Hatsan Village, Saysettha District, Attapeu Province, Laos	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Borrowings (Offsetting) Sale of goods and rendering of services Interest income	19.119.781 9.583.167 254.110

No.	Name of organization/individual	Relationship with the Company	Owner's No.*	Date of issue	Place of issue	Registered Address/ Contact Address	Time of transaction with the Company	Number of Resolutions/ Decisions of GMS/BOD (if so, state the date of issue)	Transaction details	Total transaction value (Unit: Thousand Dong)
10	Hoang Anh Oyadav One Member Co., Ltd	Subsidiary	0904	January 27, 2015	Ministry of Commerce of Cambodia	Tes Anlong Village, Boeung Kanseng Ward, Ban Lung City, Ratanakiri Province, Cambodia	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Interest income	31.093.469
11	Hoang Anh Rattanakiri Co., Ltd	Subsidiary	7001 PN.CBD	November 23, 2012	Ministry of Commerce of Cambodia	Tes Anlong Village, Boeung Kanseng Ward, Ban Lung City, Ratanakiri Province, Cambodia	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Interest income	24.287.909
12	Thaco Auto Distribution Company Limited	Subsidiary of company with the same member(s) of BOD	4000779880	October 27, 2010	Da Nang Department of Finance	Village 4, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of assets	1.659.259
13	Truong Hai International Logistics Limited Liability Company	Subsidiary of company with the same member(s) of BOD	4001207438	May 19, 2020	Da Nang Department of Finance	Chu Lai Truong Hai Port Industrial and Logistics Park, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of services	1.575.691
14	Thaco Chu Lai Packaging Manufacturing Co., Ltd	Subsidiary of company with the same member(s) of BOD	4001240121	October 20, 2021	Da Nang Department of Finance	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of materials	5.274.336
15	Thaco Special Vehicles Manufacturing Co., Ltd	Subsidiary of company with the same member(s) of BOD	4001262894	February 16, 2023	Da Nang Department of Finance	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of materials	2.972.726
16	Thilogi Transportation Limited Liability Company	Subsidiary of company with the same member(s) of BOD	4000980719	April 8, 2014	Da Nang Department of Finance	Tam Hiep Port Industrial and Logistics Park, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Payment on behalf	395.660
									Purchase of services	280.092
17	Thadico Construction Of Agriculture And Industry Company Limited	Subsidiary of company with the same member of BOD	4000697821	October 27, 2009	Da Nang Department of Finance	Village 4, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Payment on behalf	1.847.456
18	THADICO E&C Civil Construction and Electromechanics Co., Ltd	Subsidiary of company with the same member(s) of BOD	0317625924	December 28, 2022	Da Nang Department of Finance	18th Floor, Office - Commercial - Service Building at Lot 5.5, No. 8-10 Mai Chi Tho Street, An Khanh Ward, Ho Chi Minh City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of services	13.450
19	Thaco Industries Mechanical and Electrical Refrigeration Limited Liability Company	Subsidiary of company with the same member(s) of BOD	4001268254	May 30, 2023	Da Nang Department of Finance	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of goods and services	135.117.147
									Payment on behalf	1.601.457
20	Chu Lai - Truong Hai Steel Co., Ltd	Subsidiary of company with the same member of BOD	4001031142	July 6, 2015	Da Nang Department of Finance	Village 4, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of goods	33.730.392
21	Thaco Special Vehicles Manufacturing Co., Ltd	Subsidiary of company with the same member(s) of BOD	4001049929	November 23, 2015	Da Nang Department of Finance	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of goods and services	2.050.559

No.	Name of organization/individual	Relationship with the Company	Owner's No.*	Date of issue	Place of issue	Registered Address/ Contact Address	Time of transaction with the Company	Number of Resolutions/ Decisions of GMS/BOD (if so, state the date of issue)	Transaction details	Total transaction value (Unit: Thousand Dong)
22	Thaco Industries Trailers and Heavy Steel Structures Manufacturing Limited Liability Company	Subsidiary of company with the same member(s) of BOD	4001252511	June 2, 2022	Da Nang Department of Finance	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of assets	1.111.566
23	Chu Lai Gloves Manufacturing Joint Stock Company	Subsidiary of company with the same member(s) of BOD	4001182818	June 18, 2019	Da Nang Department of Finance	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of goods	830.650
24	Truong Hai Group Corporation	Company with the same member(s) of BOD	3600252847	April 6, 2007	Dong Nai Department of Finance	No. 19, Bien Hoa 2 Industrial Park, Road 2A, Tran Bien Ward, Dong Nai Province, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of assets	4.390.909
25	Thaco Plastic Components Manufacturing Limited Liability Company	Subsidiary of company with the same member(s) of BOD	4001123925	October 16, 2017	Da Nang Department of Finance	Chu Lai Truong Hai Automobile Mechanical Industrial Park, Nui Thanh Commune, Da Nang City, Vietnam	01/01/2025 - 30/06/2025	03/25/NQ-HĐQT/HAGL Agrico dated 18 April 2025	Purchase of goods	6.100.360





Appendix 3

LIST OF INSIDERS AND PERSONS RELATED TO INSIDERS

(Attached to the report on Corporate Governance for the first six months of 2025 No. 02/25/BC-HAGL Agrico date July 30, 2025)

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	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
I	BOARD OF DIRECTORS										
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							
1.09	Tran Ba Cuong			Brother							
1.10	Tran Thi Bach Tuyet			Sister							
1.11	Tran Thi Kim Phuong			Sister							
1.12	Tran Thi Kim Thu			Sister							
1.13	Truong Hai Group Corporation			Related organization	3600252847	April 6, 2007	Dong Nai Department of Finance	No. 19, Bien Hoa Industrial Park, Road No. 2A Bien Hoa, Tran Bien Ward, Dong Nai Province	306,346,880	27,63%	Chairman of the board
1.14	Truong Hai Agriculture Joint Stock Company			Related organization	4001174655	March 18, 2019	Da Nang Department of Finance	Tam Hiep Industrial Park, Nui Thanh Commune, Da Nang City			Chairman of the board
1.15	Tran Oanh Trading & Production Company Limited			Related organization	0306454378	July 26, 2012	Ho Chi Minh City Department of Finance	19th Floor, Sofie Building, No. 10 Mai Chi Tho, An Khanh Ward, Ho Chi Minh City	54,980,000	4,96%	Chairman of the board
1.16	Dai Quang Minh Real Estate Investment Joint Stock Company			Related organization	0310713219	March 22, 2011	Ho Chi Minh City Department of Finance	10 Mai Chi Tho, An Khanh Ward, Ho Chi Minh City			Chairman of the board



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
1.17	THISO International Trading and Services Joint Stock Company			Related organization	316884080	May 28, 2021	Ho Chi Minh City Department of Finance	10 Mai Chi Tho, An Khanh Ward, Ho Chi Minh City			Chairman of the board
2	Doan Nguyen Duc		Vice Chairman of the Board								No longer a member of the Board of Directors for the 2020–2025 term as of April 25, 2025
2.01	Doan Tien Quyet			Father							
2.02	Nguyen Thi Thom			Mother							
2.03	Le Thi Ngoc An			Mother in-law							
2.04	Hoang Thi Ngoc Bich			Wife							
2.05	Doan Hoang Anh			Daughter							
2.06	Doan Hoang Nam			Son							
2.07	Doan Hoang Nam Anh			Son							
2.08	Doan Nguyen Loc			Brother							
2.09	Nguyen Thi Lanh			Sister in-law							
s	Doan Thi Nguyen Dung			Sister							
2.11	Tran Huu Phuoc			Brother in-law							
2.12	Doan Nguyen Ngon			Brother							
2.13	Dao Thi Phuong Mai			Sister in-law							
2.14	Doan Thi Nguyen Vinh			Sister							
2.15	Le Van Ke			Brother in-law							
2.16	Doan Nguyen Thinh			Brother							
2.17	Le Thi Diem			Sister in-law							
2.18	Doan Thi Nguyen Xuan			Sister							

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
2.19	Than Quang Vinh			Brother in-law							
2.20	Doan Nguyen Thu			Brother							
2.21	Nguyen Thi Huynh Le			Sister in-law							
2.22	Doan Thi Nguyen Thao			Sister							
2.23	Nguyen Cao Hoang			Brother in-law							
2.24	Doan Thi Nguyen Nguyen			Sister							
2.25	Nguyen Minh Trung			Brother in-law							
2.26	Hoang Anh Gia Lai Joint stock Company			Related organization	5900377720	June 01, 2006	Gia Lai Department of Finance	15 Truong Chinh, Pleiku ward, Gia Lai province	91.375.000	8,24%	Chairman of the board
3	Tran Bao Son		BOD Member								
3.01	Tran Dinh Nhan			Father							
3.02	Tran Thi Kim Hoai			Mother							
3.03	Bach Thi Bao Minh			wife							
3.04	Tran Bach Ky Duyen			Daughter							
3.05	Tran Bao Long			Son							
3.06	Tran Bao Nam			Brother							
3.07	Ta Thi Thanh Lam			Sister in-law							
3.08	Tran Bao Chau			Brother							
3.09	Trinh Thi Ninh			Sister in-law							
3.10	Tran Thi Thao Tram			Sister							
3.11	Dinh Vu Tan Nghia			Brother in-law							

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
3.12	Truong Hai Agriculture Joint Stock Company			Related organization	4001174655	March 18, 2019	Da Nang Department of Finance	Tam Hiep Industrial Park, Nui Thanh Commune, Da Nang City			General Director
3.13	Trung Nguyen Rubber Co., Ltd.			Related organization	5900186159	February 18, 2008	Gia Lai Department of Finance	15 Truong Chinh, Pleiku ward, Gia Lai Province			General Director
3.14	Trung Nguyen Cow Breeding Co., Ltd.			Related organization	5901139976	March 25, 2020	Gia Lai Department of Finance	15 Truong Chinh, Pleiku ward, Gia Lai Province			Manager
3.17	Viet Dan Pig Breeding and Animal Feed Production Co., Ltd.			Related organization	4101456396	May 15, 2020	Long An Department of Finance	Lot P, Nhut Chanh Industrial Park, Binh Duc Commune, Tay Ninh Province			General Director
3.18	Nam Laos Agricultural Investment, Production and Trading Co., Ltd.			Related organization	17-00001909	January 5, 2024	Department of Industry and Commerce of Attapeu Province, Laos	18B Road, Hatsan Village, Saysetha District, Attapeu Province, Laos			Director
3.19	Truong Hai Gia Lai Cattle Farming Co., Ltd.			Related organization	5901178284	May 10, 2021	Gia Lai Department of Finance	15 Truong Chinh, Pleiku ward, Gia Lai Province			General Director
3.20	THAGRI Livestock Farming Co., Ltd.			Related organization	4001259281	November 15, 2022	Da Nang Department of Finance	Tam Hiep Industrial Park, Nui Thanh commune, Da Nang City			Chairman of the Members' Council
3.21	Hoang Anh Dak Lak Joint Stock Company			Related organization	6000642921	May 17, 2007	Dak Lak Department of Finance	No. 40 Hung Vuong Street, Buon Ma Thuot Ward, Dak Lak Province			Director
3.22	Indochina Rubber Investment and Development Co., Ltd.			Related organization	311181334	September 23, 2011	Ho Chi Minh City Department of Finance	SOFIC Building, 10 Mai Chi Tho Street, An Khanh Ward, Ho Chi Minh City, Vietnam			General Director
3.23	An Dong Mia Co., Ltd			Related organization	5900910258	July 10, 2012	Gia Lai Department of Finance	15 Truong Chinh, Pleiku ward, Gia Lai Province			General Director
3.24	Daun Penh Agrico Co., Ltd			Related organization	15897	June 15, 2015	Ministry of Commerce of Cambodia	Chey Otdam, Lumphat District, Ratanakiri Province, Campuchia			Director
3.25	Hoang Anh Quang Minh Rubber Co., Ltd.			Related organization	5900405470	February 01, 2007	Gia Lai Department of Finance	15 Truong Chinh, Pleiku ward, Gia Lai Province			General Director
3.26	Thagri Kratie Agriculture Co., Ltd.			Related organization	1000365203	February 20, 2024	Ministry of Commerce of Cambodia	Srae Thmei Hamlet, Khsum Commune, Snuol District, Kratie Province, Cambodia			Director
3.27	Thagri Ratanakiri Agriculture Co., Ltd.			Related organization	1000365346	February 20, 2024	Ministry of Commerce of Cambodia	Srae Pok Thum Hamlet, Serei Mongkol Commune, Koun Mom District, Ratanakiri Province, Cambodia			Director
4	Nguyen Phuc Thinh		Independent BOD Member								No longer a member of the Board of Directors for the 2020–2025 term as of April 25, 2025
4.01	Nguyen Van Thau			Father							
4.02	Vo Thi Nu			Mother							
4.03	Diep Minh Luan			Father in - law							
4.04	Duong Thi My Mieu			Mother in-law							
4.05	Diep Thi My Linh			Wife							
4.06	Nguyen Anh Phuc			Son							immature

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
4.07	Nguyen Truc Lam			Daughter							immature
4.08	Nguyen Truc Ly			Daughter							immature
4.09	Nguyen Quoc Hung			Brother							
4.10	Nguyen Thi Huynh Hoa			Sister in - law							
4.11	Nguyen Phuc Cuong			Brother							
4.12	Ly Nhu Thao			Sister in - law							
4.13	Nguyen Phu Tho			Brother							
4.14	Pham Truong Phan			Sister in - law							
4.15	Viet Dan Binh Dinh Breeding and Breeding Company Limited			Related organization	4101456396	January 07, 2016	Gia Lai Department of Finance	Dai Khoan Village, Hoi Son Commune, Gia Lai Province			General Director
5	Nguyen Hoang Phi		BOD Member								No longer a member of the Board of Directors for the 2020-2025 term as of April 25, 2025
5.01	Nguyen Van Hoang			Father							
5.02	Nguyen Thi Cho			Mother							
5.03	Nguyen Dinh Ly			Father in - law							
5.04	Nguyen Thi Nguyen			Mother in-law							
5.05	Nguyen Phuong Thao			Wife							
5.06	Nguyen Hoang Quan			Son							immature
5.07	Nguyen Phi Hai			Brother							
5.08	Nguyen Hoang Oanh			Sister							
5.09	Truong Hai Group Corporation			Related organization	3600252847	January 4, 2018	Dong Nai Department of Finance	No. 19, Bien Hoa 2 Industrial Park, Street 2A, Tran Bien Ward, Dong Nai Province	306.346.880	27,63%	Chief accountant
5.10	Truong Hai Agriculture Joint Stock Company			Related organization	4001174655	March 18, 2019	Da Nang Department of Finance	Tam Hiep Industrial Park, Nui Thanh commune, Da Nang City			Deputy General Manager

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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
6	Vo Thi My Hanh		BOD Member								Serving as a member of the Board of Directors for the 2025–2030 term since April 25, 2025
6.01	Vo Van Dung			Father							
6.02	Huynh Thi Hong			Mother							
6.03	Lê Dinh Quoc			Father in law							
6.04	Le Thi Thu			Mother-in-law							
6.05	Le Dai Quang			Husband							
6.06	Le Dai Minh Long			Son							
6.07	Le Dai Hoang Long			Son							
6.08	Vo Dinh Phuc			Younger brother							
6.09	Phung Thi Nguyen Trang			Sister-in-law							
6.10	Vo Thi Kim Thuy			Younger sister							
6.11	Le Hoai Lam			Brother-in-law							
6.12	Hoang Anh Gia Lai Joint Stock Company			Related organization	5900377720	June 1, 2006	Gia Lai Department of Finance	15 Truong Chinh, Pleiku Ward, Gia Lai province	91.375.000	8,24%	Deputy General Director and Member of the BOD
6.13	Hung Thang Loi Co.,Ltd.			Related organization	5901046432	October 12, 2016	Gia Lai Department of Finance	15 Truong Chinh, Pleiku Ward, Gia Lai province			Director
II	EXECUTIVE BOARD										
1	Tran Bao Son (See item I.3)		General Director								
2	Nguyen Hoang Phi (See item I.5)		Deputy General Manager								
III	BOARD OF SUPERVISORS										
1	Bui Minh Khoa		BOS Head		068082002864	October 28, 2022	Police Department for Administrative Management of Social Order	346 Ben Van Don, Vinh Hoi Ward, Ho Chi Minh City			
1.01	Bui Long Xuyen			Father	051045004698	August 10, 2021	Police Department for Administrative Management of Social Order	Nam Ha Lam Ha Commune, Lam Dong Province			

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1.02	Duong Thi Hong Le			Mother							
1.03	Le Quoc Viet			Father in - law							
1.04	Hoang Thi Thanh Tam			Mother in-law							
1.05	Le Thi Viet Anh			wife							
1.06	Bui Anh Minh			Son							immature
1.07	Bui Minh Triet			Brother							
1.08	Nong Thi Thu Bang			Sister in - law							
1.09	Bui Minh Toan			Brother							
1.10	Nguyen Thi Thanh Thao			Sister in - law							
1.11	Truong Hai Group Corporation			Related organization	3600252847	January 04, 2018	Dong Nai Department of Finance	No. 19, Bien Hoa 2 Industrial Park, Street 2A, Tran Bien Ward, Dong Nai Province	306.346.880	27,63%	Member BOS
1.12	Truong Hai Agriculture Joint Stock Company			Related organization	4001174655	March 18, 2019	Da Nang Department of Finance	Tam Hiep Industrial Park, Nui Thanh commune, Da Nang City			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							

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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
2.09	Truong Hai Group Corporation			Related organization	3600252847	January 4, 2018	Dong Nai Department of Finance	No. 19, Bien Hoa 2 Industrial Park, Street 2A, Tran Bien Ward, Dong Nai Province	306.346.880	27,63%	Head of Internal Control Committee
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							
3.04	Duong Thi Nga			Mother in-law							
3.05	Nguyen Van Hai			Husband							
3.06	Nguyen Bui Phuong Anh			Daughter							immature
3.07	Nguyen Minh Hoang			Son							immature
3.08	Bui Thi Xuan			Sister							
3.09	Vu Ngoc Khanh			Brother in - law							
3.10	Bui Thi Van			Sister							
3.11	Bui Thi Nuong			Sister							
3.12	Nguyen Quoc Hieu			Brother in - law							
3.13	Bui Thi Ninh			Sister							
3.14	Dinh Viet Bon			Brother in - law							
3.15	Truong Hai Group Corporation			Related organization	03600252847	January 4, 2018	Dong Nai Department of Finance	No. 19, Bien Hoa 2 Industrial Park, Street 2A, Tran Bien Ward, Dong Nai Province	306.346.880	27,63%	Vice president Accounting Department
3.16	Phu Nhuan Services Joint Stock Company			Related organization	302416364	October 2, 2001	Ho Chi Minh City Department of Finance	07 Hoang Minh Giam, Duc Nhuan ward, Ho Chi Minh City			Chief Control Board
VI.	CHIEF ACCOUNTANT										
1	Do Vu Hai Ha		Chief accountant								
1.01	Do Truong Son			Father							

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1.02	Vu Thi Tuyet			Mother							
1.03	Nguyen Huy Cu			Father in-law							
1.04	Dao Thi Huong			Mother in-law							
1.05	Nguyen Huy Cuong			Husband							
1.06	Nguyen Ha Anh			Daughter							immature
1.07	Do Vu Phuong Ngoc			Sister							
1.08	Tran Viet Hung			Brother-in-law							
1.09	Do Thi Binh Minh			Sister							
1.10	Nguyen Bac Nam			Brother-in-law							
1.11	Do Vu Dinh Tung			Brother							
VI.	PERSON IN CHARGE OF GOVENANCE & SECRETARY										
1	Tran Thi Minh Phuong										
1.01	Tran Van Minh			Father							
1.02	Tran Thi Sau			Mother							
1.03	Le Thi Lieu			Mother-in-law							
1.04	Phan Xuan Duong			Husband							
1.05	Phan Tran Hoang Anh			Son							immature
1.06	Phan Tran Minh Anh			Son							immature
1.07	Tran Thi Minh Phuong			Sister							
1.08	Quang Van Di			Brother in - law							



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1.09	Tran Thi Minh Tam			Sister							
1.10	Doan Van Trinh			Brother in - law							
1.11	Tran Minh Hieu			Brother							
1.12	Tran Van Dung			Brother							
1.13	Nguyen Thi Lieu			Sister in - law							