

**CÔNG TY CỔ PHẦN CAO SU SAO VÀNG**  
**SAO YANG RUBBER JOINT STOCK COMPANY**

Số/Ng: 115 /CV-HĐQT

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**  
**Độc lập - Tự do - Hạnh phúc**  
**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

Hà Nội, ngày 28 tháng 07 năm 2025  
Ha Noi, July 28, 2025

**CÔNG BỐ THÔNG TIN**  
**DISCLOSURE OF INFORMATION**

**Kính gửi:** - Ủy ban Chứng khoán Nhà nước  
- Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh  
- Các Cổ đông  
**To:** - *State Securities Commission*  
- *Ho Chi Minh City Stock Exchange*  
- *Shareholders*

1. Tên tổ chức: **Công ty Cổ Phần Cao Su Sao Vàng**

1. *Organization name: Sao Vang Rubber Joint Stock Company*

- Mã chứng khoán: SRC

- Stock code: SRC

- Địa chỉ: Số 231 đường Nguyễn Trãi, phường Khương Đình, TP.Hà Nội.

- Address: No. 231 Nguyen Trai Street, Khuong Dinh Ward, Ha Noi City.

- Điện thoại liên hệ: 0912622226

Fax: 024.35580383

- Phone: 0912622226

Fax: 024.35580383

- E-mail: vietthang4784@gmail.com

2. Nội dung thông tin công bố: Báo cáo tình hình quản trị Công ty 6 tháng đầu năm 2025.

2. *Information disclosure content: Company's Report on Corporate Governance for the first 6 months of 2025.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 28/07/2025 tại đường dẫn: [www.src.com.vn](http://www.src.com.vn)

3. *This information was published on the company's website on July 28, 2025 at the link: [www.src.com.vn](http://www.src.com.vn)*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

*We hereby commit that the information published above is accurate and are fully legally responsible for the content of the published information.*



**Tài liệu đính kèm**

**Attached documents**

Tài liệu liên quan đến nội dung thông tin công bố gồm:

*Documents related to the information disclosure content include:*

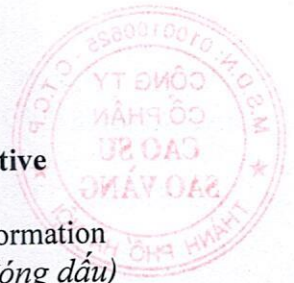
*Báo cáo số: 108A/BC-HĐQT.*

*Report no. 108A/BC-HĐQT.*

**Đại diện tổ chức**  
**Organization Representative**

**Người UQ CBTT**

Party authorized to disclose information  
(Ký, ghi rõ họ tên, chức vụ, đóng dấu)  
(Signature, full name, position, and seal)



**Nguyễn Việt Thắng**  
*Nguyen Viet Thang*

SAO VANG RUBBER JOINT  
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

No: 10.8A.

Hanoi, July 18, 2025

**REPORT ON CORPORATE GOVERNANCE**  
(6 months of year 2025)

To: - The State Securities Commission;  
- Ho Chi Minh City Stock Exchange.

- Name of company: Sao Vang Rubber Joint Stock Company
- Address of headoffice: No. 231 Nguyen Trai Street, Khuong Dinh, Hanoi City
- Telephone: 0243.8583.656 Fax: 0243.8583.644 Email: caosusaovang@src.com.vn
- Charter capital: VND 280,657,650,000
- Stock symbol: SRC
- Governance model:

General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director.

- The implementation of internal audit: Implemented.

**I. Activities of the General Meeting of Shareholders**

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1	60 /NQ-ĐHĐCĐ	April 21, 2025	<ol style="list-style-type: none"><li>1. 2024 financial statements have been audited by Ernst &amp; Young Vietnam Co., Ltd.;</li><li>2. Report of the Board of Directors evaluating the production management and business performance at the 2025 Annual General Meeting of Shareholders;</li><li>3. Report of the Board of Management evaluating the business results in 2024, solutions to implement the business plan in 2025;</li><li>4. Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders;</li><li>5. Report of the Board of Supervisors on the selection of an independent auditing company in 2025;</li><li>6. Report on profit and dividend distribution in 2024;</li><li>7. Report on production and business plan, profit and dividend for 2025;</li></ol>



			8. Report on income and remuneration of the Board of Directors, Board of Supervisors, Company's Corporate Governance Officer and Company Secretary in 2024; 9. Report on income and remuneration plan of the Board of Directors, Board of Supervisors, Company's Corporate Governance Officer, and Company Secretary in 2025; 10. Proposal regarding the Change in the Number, Titles, and Responsibilities of Legal Representatives; Amendment and Supplementation of the Company Charter Regarding Legal Representatives and Company Logo 11. Proposal regarding the Policy on transactions between the Company and related parties arising in 2025 until the next Annual General Meeting in 2026 12. Proposal regarding the Dismissal and Additional Election of One (01) Member of the BOS for the Remaining Term of 2021-2026.
--	--	--	---

## II. Board of Directors:

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

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors))	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Pham Hoanh Son	Chairman of the Board	December 16, 2019	
2	Nguyen Viet Hung	Members of the Board of Directors, General Director	February 22, 2022	
3	Nguyen Thanh Tung	Members of the Board of Directors, Deputy General Director	June 8, 2020	
4	Nguyen Dinh Son	Members of the Board of Directors	April 26, 2021	
5	Luong Xuan Hoang	Members of the Board of Directors	April 26, 2021	

### 2. Meetings of the Board of Directors:

No.	Board of Director'	Number of meetings	Attendance rate	Reasons for
-----	--------------------	--------------------	-----------------	-------------



	member	attended by Board of Directors		absence
1	Pham Hoanh Son	05	100%	
2	Nguyen Viet Hung	05	100%	
3	Nguyen Thanh Tung	05	100%	
4	Nguyen Dinh Son	05	100%	
5	Luong Xuan Hoang	05	100%	

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

- Inspect and ensure compliance with the provisions of the Law on Enterprises, the Company's Charter, and other legal regulations.
- Organize meetings with content closely aligned with the company's production and business operation requirements, the resolutions of the General Meeting of Shareholders, and promptly address proposals from the Executive Board. Issue resolutions and decisions immediately after the Board of Directors reaches a consensus to serve as a basis for the Executive Board's production and business activities.
- The Board of Directors directs the Executive Board to prepare documents and tasks related to the 2024 Annual General Meeting of Shareholders.

4. Activities of the Board of Directors' subcommittees (If any): None

5. Resolutions/Decisions of the Board of Directors (6 months of 2025 report):

No.	Resolution/Decision No.	Date (dd/mm/yyyy)	Content	Approval rate
1	05/NQ-HĐQT	13/01/2025	<ul style="list-style-type: none"> <li>- Approval of the proposed 2025 production and business plan</li> <li>- Approval of the execution of contracts and transactions between the Company and Related Parties</li> <li>- Approval of the proposal to request the People's Committee of Phuc Yen City to extend the construction permit for the project "Investment in expanding the production of tubeless motorcycle tires at Xuan Hoa Metallurgy Enterprise"</li> </ul>	100
2	11/NQ-HĐQT	12/02/2025	<ul style="list-style-type: none"> <li>- Approval of the export sales activities</li> </ul>	100
3	12A/QĐ-HĐQT	12/02/2025	<ul style="list-style-type: none"> <li>- Approval of the Technical and Economic Report for the item: Investment in 02 high-pressure screw air compressors 1.3MPa with YMT 110KW (150HP) permanent</li> </ul>	100



			magnet IE4 inverter motors	
4	13/NQ-HĐQT	14/02/2025	- Tentative time for organizing the Company's 2025 Annual General Meeting of Shareholders	100
5	17A/QĐ-HĐQT	14/02/2025	- Approval of the 2025 basic construction investment plan	100
6	31/QĐ-HĐQT	17/04/2025	- Approval of the contractor selection plan for the item: Investment in 02 high-pressure screw air compressors (1.3MPa) with YMT 110KW (150HP) permanent magnet IE4 inverter motors	100
7	32/QĐ-HĐQT	17/04/2025	- Approval of the contractor selection plan for the item: Investment in 01 Rheometer testing machine	100
8	61/NQ-HĐQT	21/04/2025	- Promulgation of the Company's Charter on Organization and Operation	100
9	68/NQ-HĐQT	24/04/2024	- Appointment of Mr. Nguyen Quang Hao to the position of Deputy General Director of the Company	100
10	69/NQ-HĐQT	24/04/2025	- Establishment of the Electromechanical Enterprise	100
11	82A/2025/NQ-HĐQT	08/05/2025	- Designation of the Company's legal representative in transactions with credit institutions	100
12	84/NQ-HĐQT	16/05/2025	- Selection of an independent auditing firm	100
13	88/NQ-HĐQT	19/05/2025	- Payment of 2024 dividends in cash	100
14	DD-01/QĐ/HĐQT	12/06/2025	- Approval of the investment policy for the project: "Relocation of the Sao Vang Rubber Factory at No. 231 Nguyen Trai Street, Thuong Dinh Ward, Thanh Xuan District, Hanoi City"	100
15	DD-02/QĐ-HĐQT	20/06/2025	- Approval of the cost estimate and contractor selection plan for the investment preparation phase of the project: "Relocation of the Sao Vang Rubber Factory at No. 231 Nguyen Trai Street, Thuong Dinh Ward, Thanh Xuan District, Hanoi City"	100

### III. Board of Supervisors:



1. Information about members of Board of Supervisors:

No	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors	The date ceasing to be the member of the Board of Supervisors	Qualification
1	Nguyen Trung Hoa	Head of Supervisory Board	April 25, 2022		Bachelor of Economics
2	Vu Thi Mai Nhung	Board member	April 27, 2019	April 21, 2025	Bachelor of Economics
3	Hoang Van Hoa	Board member	April 26, 2021		Bachelor of Business Administration
4	Nguyen Quang Huy	Board member	April 21, 2025		Bachelor of Economics

2. Meetings of Board of Supervisors or Audit Committee

No	Members of Board of Supervisors	Number of meetings attended	Attendance rate (%)	Voting rate (%)	Reasons for absence
1	Nguyen Trung Hoa	3	100	100	
2	Vu Thi Mai Nhung	2	66	100	Retirement
3	Hoang Van Hoa	3	100	100	
4	Nguyen Quang Huy	1	33	100	Appointment effective from April 21, 2025

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or Audit Committee:

- The Board of Supervisors fully participated in the meetings of the Board of Directors to promptly grasp the Company's production and business activities.
- The Board of Supervisors has inspected and supervised the Company's financial situation and financial statements for the first 6 months of 2025. The Board of Directors' activities comply with the Company's Charter, governance regulations and relevant legal provisions.
- The Executive Board has been implementing the Resolution of the 2025 Shareholders' Meeting and the decisions of the Board of Directors.



- The Board of Supervisors does not receive any requests or complaints from shareholders or groups of shareholders with the percentage and duration of share ownership as prescribed in the Company's Charter.
4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers:
- The Supervisory Board has been promptly and fully provided with Resolutions and Decisions by the Board of Directors.
  - The Executive Board and the functional departments of the Company have coordinated and facilitated the updating of the Company's operations, as well as the collection of information and documents to support inspection and supervision tasks upon request.
5. Other activities of the Board of Supervisors and Audit Committee (if any): At the 2025 General Meeting of Shareholders held on April 21, 2025, the dismissal and additional election of one (01) member of the Supervisory Board for the remaining term of 2021–2026 were approved. Accordingly, the General Meeting of Shareholders dismissed Ms. Vũ Thị Mai Nhung due to her maternity leave and elected Mr. Nguyễn Quang Huy as a member of the Supervisory Board.

#### IV. Internal audit department:

##### 1. Information about Internal Audit Board (IAB) members:

No	Members of Internal Audit Board	Position	The date becoming to be the member of the IAB	The date ceasing to be the member of the IAB	Qualification
1	Luong Xuan Hoang	Head of IAB	October 29, 2021		Bachelor of Economics
2	Nguyen Viet Thang	Member of IAB	July 21, 2022		Bachelor of Economics
3	Pham Cao Van	Member of IAB	October 29, 2021		Bachelor of Finance and Banking

##### 2. Meeting of the Internal Audit Board

No	Members of Internal Audit Board	Number of meetings attended	Attendance rate (%)	Voting rate (%)	Reasons for absence
1	Luong Xuan Hoang	1	100	100	
2	Nguyen Viet Thang	1	100	100	
3	Pham Cao Van	1	100	100	



Supervisory activities of the Internal Audit Committee towards the Board of Directors, Executive Board and shareholders: Implemented in accordance with the provisions of the Law and the plan approved by the Board of Directors.

3. Other activities of the Internal Audit Board

- Audit the use of capital and assets at the Company.
- Audit of receivables, payables and inventory situation in the first 6 months of 2025.

**V. Board of Management**

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /
1	Mr. Nguyen Viet Hung	September 29, 1967	Electrical Engineer, Master of Business Administration	February 22, 2022
2	Mr. Nguyen Quang Hao	October 18, 1961	Chemical engineer	January 5, 2025
3	Mr. Nguyen Thanh Tung	July 26, 1973	Bachelor of Economics	January 15, 2020

**VI. Chief Accountant**

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mr. Tran Minh Tuan	August 17, 1978	Bachelor of Economics	05/01/2022

**VII. Training courses on corporate governance: None**

**VIII. The list of affiliated persons of the public company (Semi-annual report of 2025) and transactions of affiliated persons of the Company)**

1. The list of affiliated persons of the Company (Appendix I)
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

N o.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
------	----------------------------------	-------------------------------	--	---------	---------------------------------------	---	---	------



1	Hoang Son Group Joint Stock Company	Organizations related to Chairman of BOD	Business Registration Certificate No. 3000244065 registered for the 16th change on May 11, 2022 issued by Ha Tinh Department of Planning and Investment	Thuan Minh Residential Area, Duc Thuan Ward, Hong Linh Town, Ha Tinh Province	First 6 months of 2025	Resolution No.: 05/NQ-HĐQT dated January 13, 2025	Sales: 122,365,204,943 VND	
2	Sao Vang – Hoanh Son Limited Company	Organizations related to Chairman of BOD	Business Registration Certificate No. 0107520273 dated December 7, 2021 issued by Hanoi Department of Planning and Investment	231 Nguyen Trai, Thuong Dinh, Thanh Xuan, Hanoi	First 6 months of 2025	Resolution No.: 05/NQ-HĐQT dated January 13, 2025	Purchase: 650,559,600 VND	
3	Hoang Son Group Joint Stock Company	Organizations related to Chairman of BOD	Business Registration Certificate No. 3000244065 registered for the 16th change on May 11, 2022 issued by Ha Tinh Department of Planning and Investment	Thuan Minh Residential Area, Duc Thuan Ward, Hong Linh Town, Ha Tinh Province	First 6 months of 2025	Resolution No.: 88/NQ-HĐQT dated May 19, 2025	Dividend payment: 8,455,974,000 VND	

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organisations).



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**

4. Transactions between the Company and other objects

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

- Signed a sales contract with Hoanh Son Group Joint Stock Company.
- Signed a purchase contract with Sao Vang - Hoanh Son Limited Company.

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

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

**IX. Share transactions of internal persons and their affiliated persons (Semi-annual report of 2025)**

1. The list of internal persons and their affiliated persons công ty / Transactions of internal persons and affiliated persons with shares of the Company (**Appendix II**)

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

**X. Other significant issues: None**

**Recipients:**

- As above;
- Member of Board of Directors, Supervisory Board;
- Board of Directors, Office Desk.

**CHAIRMAN OF THE BOARD OF DIRECTORS**

(Sign, full name and seal)



**Pham Hoanh Son**





**SAO VANG RUBBER  
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

**REPORT ON CORPORATE GOVERNANCE OF LISTED COMPANIES IN THE FIRST 6 MONTHS OF 2025**

**Appendix I: The list of affiliated persons of the Company**

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Hoanh Son Group Joint Stock Company	002C 167969	Parent company					December 16, 2019			Parent company
2	Vietnam National Chemical Group		Major shareholder					April 27, 2019			Major shareholder
3	Pham Hoanh Son		Chairman of the Board of Directors					December 16, 2019			Chairman of Board of Directors
3.1	Pham Van Hai		Father					December 16, 2019			
3.2	Tran Thi Luc		Mother					December 16, 2019			
3.3	Nguyen Tien Dung	006C 099159	Father in law					December 16, 2019			
3.4	Nguyen Thi Hong	006C 896929	Mother in law					December 16, 2019			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
3.5	Nguyen Thi Hang Nga	002C 167929	Wife					December 16, 2019			
3.6	Pham Thao Linh		Daughter					December 16, 2019			
3.7	Pham Viet Anh		Son					December 16, 2019			
3.8	Pham Anh Binh		Son					December 16, 2019			
3.9	Pham Thi Thanh Hong		Younger sister					December 16, 2019			
3.10	Pham Ngoc Ha	006C 737299	Younger brother					December 16, 2019			
3.11	Nguyen Thi Tu Oanh		Sister-in-law					December 16, 2019			
3.12	Pham Thi Hong Phuong		Younger sister					December 16, 2019			
3.13	Dang Minh Tien		Brother-in-law					December 16, 2019			
3.14	Hoanh Son Group Joint Stock Company	002C 167969	Chairman of Board of Directors -					December 16, 2019			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
			General Director								
3.15	PetroVietnam Phuoc An Port Investment And Operation Joint Stock Company		Chairman of Board of Directors					December 16, 2019			
3.16	Vung Ang Investment and Development Joint Stock Company		Chairman of Board of Directors - General Director					December 16, 2019			
3.17	Sao Vang - Hoanh Son Company Limited		Chairman of Board of Directors - General Director					December 16, 2019			
3.18	Sao Vang - Hoanh Son Joint Stock Company		Chairman of Board of Directors - General Director					December 16, 2019			
4	Nguyen Viet Hung	006C 040747	Member of Board of Directors/ General Director					October 20, 2012			Member of Board of Directors /General Director
4.1	Nguyen The Hong		Father					October 20, 2012			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
4.2	Nguyen Thi Cam		Mother					October 20, 2012			
4.3	Nghiem Xuan Canh		Father-in-law					October 20, 2012			
4.4	Hoang Thi Xuyen		Mother-in-law					October 20, 2012			
4.5	Nghiem Thi Thanh Huong	006C 040526	Wife					October 20, 2012			
4.6	Nguyen Viet Ha		Daughter					October 20, 2012			
4.7	Dinh Van Hao		Son-in-law					October 20, 2012			
4.8	Nguyen The Hoang		Son					October 20, 2012			
4.9	Nguyen Hong Tuan		Older brother					October 20, 2012			
4.10	Dao Thi Chung		Sister-in-law					October 20, 2012			
4.11	Nguyen Hong Anh		Younger sister					October 20, 2012			
4.12	Hoang Thanh Liem		Brother-in-law					October 20, 2012			
5	Nguyen Thanh Tung	006C 029148	Member of Board of Directors /Deputy General Director					April 26, 2016			Member of Board of Directors/ Deputy General Director



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
5.1	Nguyen Thanh Liem		Father					April 26, 2016			
5.2	Vu Thi Gam		Mother					April 26, 2016			
5.3	Nguyen Tien		Father in-law					April 26, 2016			
5.4	Tran Thi Tam		Mother in law					April 26, 2016			
5.5	Nguyen Thi Anh Nguyet		Wife					April 26, 2016			
5.6	Nguyen Phuong Anh		Daughter					April 26, 2016			
5.7	Nguyen Quynh Anh		Daughter					April 26, 2016			
5.8	Nguyen Thanh Luong		Younger brother					April 26, 2016			
5.9	Nguyen Thi Nga		sister in law					April 26, 2016			
5.10	Nguyen Thi Thanh Tra		Younger sister					April 26, 2016			
5.11	Tran Van Hoang		brother in law					April 26, 2016			
5.12	To Anh Quy	002C116035	son in law					April 25, 2022			
6	Nguyen Dinh Son		Member of Board of Directors					April 26, 2021			Member of Board of Directors



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
6.1	Nguyen Vu Dieu Nga		Wife					April 26, 2021			
6.2	Nguyen Hoang Nhi		Daughter					April 26, 2021			
6.3	Nguyen Dinh Duy		Son					April 26, 2021			
6.4	Nguyen Dinh Thao		Father					April 26, 2021			
6.5	Vo Thi Hanh Thuc		Mother					April 26, 2021			
6.6	Nguyen Van Tan		Father-in-law					April 26, 2021			
6.7	Vo Kim Ngan		Mother in law					April 26, 2021			
6.8	Nguyen Dinh Vinh		Younger brother					April 26, 2021			
6.9	Mai Thanh Loan		sister in law					April 26, 2021			
6.10	Phu Xuan Construction Design & Consulting Co., Ltd.		Deputy Director					April 26, 2021			
7	Luong Xuan Hoang		Member of Board of Directors/ Head of Internal Audit Committee					April 26, 2021			Member of Board of Directors/Head of Internal Audit Committee
7.1	Ngo Thi Hong Nga		Wife					April 26, 2021			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
7.2	Luong Hoang Nam		Son					April 26, 2021			
7.3	Luong Hoang Anh		Son					April 26, 2021			
7.4	Luong Xuan Cung		Father					April 26, 2021			
7.5	Vo Thi Tich Phuong		Mother					April 26, 2021			
7.6	Ngo Xuan Minh		father in law					April 26, 2021			
7.7	Le Thi Xoa		Mother in law					April 26, 2021			
7.8	Luong Thi Hong Hanh		Older sister					April 26, 2021			
7.9	Nguyen Huu Thu		brother in law					April 26, 2021			
7.10	Luong Xuan Huy		Younger brother					April 26, 2021			
7.11	Le Ngan Giang		sister in law					April 26, 2021			
7.12	Vietnam Joint Stock Commercial Bank for Industry and Trade							April 26, 2021			
8	Nguyen Quang Hao	006C 039572	Deputy General Director					May, 2011			Deputy General Director
8.1	Nguyen Van Hieu		Father					May, 2011			
8.2	Han Thi Thao		Mother					May, 2011			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
8.3	Nguyen Van Mieu		father in law					May, 2011			
8.4	Do Thi Vinh		Mother in law					May, 2011			
8.5	Nguyen Thi Thu Nga		Wife					May, 2011			
8.6	Nguyen Thi Linh		Daughter					May, 2011			
8.7	Nguyen Tung Lam		Son					May, 2011			
8.8	Nguyen Thi Thu Trinh		Younger sister					May, 2011			
8.9	Tran Mai Anh		brother in law					May, 2011			
8.10	Nguyen Viet Hung		Younger brother					May, 2011			
8.11	Nguyen Thi Thu Huong		Younger sister					May, 2011			
8.12	Nguyen Dang Khoa		brother in law					May, 2011			
8.13	Sao Vang – Hoanh Son Company Limited		Member of Board of Directors					May, 2011			
9	Phan Duy Phuc	006C 040569	Person in charge of corporate governance					January 01, 2021			Director of Quality Center
9.1	Phan Duy Nhan		Father					January 01, 2021			
9.2	Do Thi Minh		Mother					January 01, 2021			
9.3	Tuong Duy Dan		father in law					January 01, 2021			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
9.4	Do Thi Loi		Mother in law					January 01, 2021			
9.5	Tuong Thi Thuy		Wife					January 01, 2021			
9.6	Phan Trung Hieu		Son					January 01, 2021			
9.7	Phan Khanh Duy		Son					January 01, 2021			
9.8	Phan Thi Han		Older sister					January 01, 2021			
9.9	Bui Van Hai		brother in law					January 01, 2021			
9.10	Phan Duy Hien		Older brother					January 01, 2021			
9.11	Nguyen Thi Hiep		Sister in law					January 01, 2021			
9.12	Phan Duy Phay		Older brother					January 01, 2021			
9.13	Phan Thi Nhung		Older sister					January 01, 2021			
9.14	Tran Van Dung		brother in law					January 01, 2021			
9.15	Phan Duy Chuc		Younger brother					January 01, 2021			
9.16	Pham Thi Hiep		sister in law					January 01, 2021			
9.17	Phan Thi Hanh		Younger sister					January 01, 2021			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
9.18	Pham Quang Truong		brother in law					January 01, 2021			
10	<b>Tran Minh Tuan</b>	006C 026317	Chief Accountant					April 26, 2016			Chief Accountant from May 01, 2022
10.1	Tran Hong Hieu		Father					April 26, 2016			
10.2	Nguyen Thi Nhan		Mother					April 26, 2016			
10.3	To Ba Quan		father in law					April 26, 2016			
10.4	Le Thi Thoa		Mother in law					April 26, 2016			
10.5	To Thi Huong Giang	006C 055731	Wife					April 26, 2016			
10.6	Tran Duc Trung		Son					April 26, 2016			
10.7	Tran Minh Thang		Son					April 26, 2016			
10.8	Tran Thi Kim Dung		Younger sister					April 26, 2016			
10.9	Nguyen Viet Anh		brother in law					April 26, 2016			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
10.10	To Minh Tuan		sister in law					April 26, 2016			
10.11	Do Ngan Huyen		sister in law					April 26, 2016			
<b>11</b>	<b>Nguyen Trung Hoa</b>	006C 040659	Head of Supervisory Board					April 25, 2022			Head of Administrative Organization Department
11.1	Nguyen Dinh Mui		Father					April 25, 2022			
11.2	Nguyen Thi Dung		Mother					April 25, 2022			
11.3	Truong Van Thuc		father in law					April 25, 2022			
11.4	Dinh Thi Ha		Mother in law					April 25, 2022			
11.5	Truong Thi Thanh Van	112792 SSI	Wife					April 25, 2022			
11.6	Nguyen Trung Hieu		Son					April 25, 2022			
11.7	Nguyen Trung Hai		Son					April 25, 2022			
11.8	Nguyen Thu Hien		Older sister					April 25, 2022			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
11.9	Nguyen Quang Hien		brother in law					April 25, 2022			
12	<b>Vu Thi Mai Nhung</b>		Member of Supervisory Board					April 27, 2019			Member of Supervisory Board
12.1	Bui Duc Tuyen		father in law					April 27, 2019			
12.2	Nguyen Thi Thuan		Mother in law					April 27, 2019			
12.3	Vu Van Giao		biological father					April 27, 2019			
12.4	Phan Thi Mui		biological mother					April 27, 2019			
12.5	Bui Anh Chien		Husband					April 27, 2019			
12.6	Bui Anh Duc		Son					April 27, 2019			
12.7	Dinh Thuy Duong		daughter in law					April 27, 2019			
12.8	Vu Minh Son		Older brother					April 27, 2019			
12.9	Tran Thi Thu		Sister in law					April 27, 2019			
12.10	Vu Minh Giang		Older sister					April 27, 2019			
12.11	Nguyen Gia Tuong		brother in law					April 27, 2019			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No. #,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
12.12	Vietnam National Chemical Group		Business Planning Specialist					April 27, 2019			
13	Hoang Van Hoa	026C 256768	Member of Supervisory Board					April 26, 2021			Deputy Manager of Sales and Marketing
13.1	Nguyen Thanh Binh		Wife					April 26, 2021			
13.2	Hoang Manh Cai		Father					April 26, 2021			
13.3	Hoang Thi Hong		Mother					April 26, 2021			
13.4	Nguyen Thi Thuan		Mother in law					April 26, 2021			
13.5	Hoang Cuong Quoc		Older brother					April 26, 2021			
13.6	Can Thi Duyen		Sister in law					April 26, 2021			
13.7	Hoang Thanh Quynh		Older sister					April 26, 2021			
13.8	Nguyen Trung Phuong		brother in law					April 26, 2021			
13.9	Nguyen Thanh Phuong		sister in law					April 26, 2021			
14	To Anh Quy	002C 116035	Secretary Company					July 01, 2023			Deputy Manager of Material Planning



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
14.1	Nguyen Phuong Anh		Wife					July 01, 2023			
14.2	To Minh Khang		Son					July 01, 2023			
14.3	To Van Minh		Father					July 01, 2023			
14.4	Duong Thi Giao		Mother					July 01, 2023			
14.5	To Thao Linh		Younger sister					July 01, 2023			
14.6	Nguyen Thanh Tung	006C 029148	father in law					July 01, 2023			
14.7	Nguyen Thi Anh Nguyet		Mother in law					July 01, 2023			
15	Pham Cao Van		Internal Audit Committee Member					October 29, 2021			Deputy Manager of Sales and Marketing
15.1	Lam Thai Mai		Wife					October 29, 2021			
15.2	Pham Ngoc Diep		Son					October 29, 2021			
15.3	Pham Gia Han		Son					October 29, 2021			
15.4	Pham Xuan Khai		Father					October 29, 2021			
15.5	Dang Kim Quy		Mother					October 29, 2021			
15.6	Lam Thai Duong		father in law					October 29, 2021			



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.*,	Date of issue	Place of issue	Head office address /Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
15.7	Vu Thi Thuong		Mother in law					October 29, 2021			
15.8	Pham Dang Lam Chau		younger brother					October 29, 2021			
15.9	Tran Manh Cuong		brother in law					October 29, 2021			
16	Nguyen Viet Thang		Authorized Information Disclosure Person, Internal Audit Committee Member					May 05, 2022			Deputy Manager of Sales and Marketing
16.1	Nguyen Thuy Trang		Wife					May 05, 2022			
16.2	Nguyen Hong Diep		Daughter					May 05, 2022			
16.3	Nguyen Minh Duc		Son					May 05, 2022			
16.4	Nguyen Van Chien		Father								
16.5	Nguyen Thi Hop		Mother					May 05, 2022			
16.6	Nguyen Van Dung		father in law					May 05, 2022			
16.7	Nguyen Thi Huyen		Mother in law					May 05, 2022			
16.8	Nguyen Hoai Nam		Younger brother					May 05, 2022			

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company / Relationship	NSH No.	Date of issue	Place of issue	Head office address / Contact address	Time of starting to be an affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
16.9	Nguyen Trung Hieu		Sister in law					May 05, 2022			
16.10	Nguyen Thi Ngoc Trang		Sister in law					May 05, 2022			



## Appendix II. The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	NSH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
1	Hoanh Son Group Joint Stock Company	002C 167969	Parent company							
2	Vietnam National Chemical Group		Major shareholder							
3	Pham Hoanh Son		Chairman of the Board of Directors							
3.1	Pham Van Hai		Father							
3.2	Tran Thi Luc		Mother							
3.3	Nguyen Tien Dung	006C 099159	father in law							
3.4	Nguyen Thi Hong	006C 896929	Mother in law							
3.5	Nguyen Thi Hang Nga	002C 167929	Wife							
3.6	Pham Thao Linh		Daughter							
3.7	Pham Viet Anh		Son							
3.8	Pham Anh Binh		Son							

No.	Name	Securities trading account (if any)	Position at the company (if any)	NSH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
3.9	Pham Thi Thanh Hong		Younger sister							
3.10	Pham Ngoc Ha	006C 737299	Younger brother							
3.11	Nguyen Thi Tu Oanh		sister in law							
3.12	Pham Thi Hong Phuong		Younger sister							
3.13	Dang Minh Tien		brother in law							
3.14	Hoanh Son Group Joint Stock Company	002C 167969	Chairman of Board of Directors - General Director							
3.15	Phuoc An Port Investment and Exploitation Petroleum Joint Stock Company		Chairman of Board of Directors							
3.16	Vung Ang Investment and Development Joint Stock Company		Chairman of Board of Directors - General Director							
3.17	Sao Vang - Hoanh Son Company Limited		Chairman of Board of Directors -							



No.	Name	Securities trading account (if any)	Position at the company (if any)	NDH No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
			General Director							
3.18	Sao Vang - Hoanh Son Joint Stock Company		Chairman of Board of Directors - General Director							
4	Nguyen Viet Hung	006C 040747	Member of Board of Directors/ General Director							
4.1	Nguyen The Hong		Father							
4.2	Nguyen Thi Cam		Mother							
4.3	Nghiem Xuan Canh		father in law							
4.4	Hoang Thi Xuyen		Mother in law							
4.5	Nghiem Thi Thanh Huong	006C 040526	Wife							
4.6	Nguyen Viet Ha		Daughter							
4.7	Dinh Van Hao		son in law							
4.8	Nguyen The Hoang		Son							
4.9	Nguyen Hong Tuan		Older brother							
4.10	Dao Thi Chung		Sister in law							



No.	Name	Securities trading account (if any)	Position at the company (if any)	NCST No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
4.11	Nguyen Hong Anh		Younger sister							
4.12	Hoang Thanh Liem		brother in law							
5	Nguyen Thanh Tung	006C 029148	Member of Board of Directors/ Deputy General Director							
5.1	Nguyen Thanh Liem		Father							
5.2	Vu Thi Gam		Mother							
5.3	Nguyen Tien		father in law							
5.4	Tran Thi Tam		Mother in law							
5.5	Nguyen Thi Anh Nguyet		Wife							
5.6	Nguyen Phuong Anh		Daughter							
5.7	Nguyen Quynh Anh		Daughter							
5.8	Nguyen Thanh Luong		Younger brother							
5.9	Nguyen Thi Nga		sister in law							
5.10	Nguyen Thi Thanh Tra		Younger sister							
5.11	Tran Van Hoang		brother in law							



No.	Name	Securities trading account (if any)	Position at the company (if any)	Ident. No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
5.12	To Anh Quy	002C116035	son in law							
6	Nguyen Dinh Son		Member of Board of Directors							
6.1	Nguyen Vu Dieu Nga		Wife							
6.2	Nguyen Hoang Nhi		Daughter							
6.3	Nguyen Dinh Duy		Son							
6.4	Nguyen Dinh Thao		Father							
6.5	Vo Thi Hanh Thuc		Mother							
6.6	Nguyen Van Tan		father in law							
6.7	Vo Kim Ngan		Mother in law							
6.8	Nguyen Dinh Vinh		Younger brother							
6.9	Mai Thanh Loan		sister in law							
6.10	Phu Xuan Construction Design & Consulting Co., Ltd.		Deputy Director							
7	Luong Xuan Hoang		Member of. Board of Directors, Head of Internal Audit Committee							
7.1	Ngo Thi Hong Nga		Wife							
7.2	Luong Hoang Nam		Son							

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
7.3	Luong Hoang Anh		Son							
7.4	Luong Xuan Cung		Father							
7.5	Vo Thi Tich Phuong		Mother							
7.6	Ngo Xuan Minh		father in law							
7.7	Le Thi Xoa		Mother in law							
7.8	Luong Thi Hong Hanh		Older sister							
7.9	Nguyen Huu Thu		brother in law							
7.10	Luong Xuan Huy		Younger brother							
7.11	Le Ngan Giang		sister in law							
7.12	Vietnam Joint Stock Commercial Bank for Industry and Trade									
8	Nguyen Quang Hao	006C 039572	Deputy General Director							
8.1	Nguyen Van Hieu		Father							
8.2	Han Thi Thao		Mother							
8.3	Nguyen Van Mieu		father in law							
8.4	Do Thi Vinh		Mother in law							
8.5	Nguyen Thi Thu Nga		Wife							
8.6	Nguyen Thi Linh		Daughter							
8.7	Nguyen Tung Lam		Son							



No.	Name	Securities trading account (if any)	Position at the company (if any)	NCN No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
8.8	Nguyen Thi Thu Trinh		Younger sister							
8.9	Tran Mai Anh		brother in law							
8.10	Nguyen Viet Hung		Younger brother							
8.11	Nguyen Thi Thu Huong		Younger sister							
8.12	Nguyen Dang Khoa		brother in law							
8.13	Sao Vang – Hoanh Son Company Limited		Member of Board of Directors							
9	<b>Phan Duy Phuc</b>	006C 040569	PTQTCT person,							
9.1	Phan Duy Nhan		Father							
9.2	Do Thi Minh		Mother							
9.3	Tuong Duy Dan		father in law							
9.4	Do Thi Loi		Mother in law							
9.5	Tuong Thi Thuy		Wife							
9.6	Phan Trung Hieu		Son							
9.7	Phan Khanh Duy		Son							
9.8	Phan Thi Han		Older sister							
9.9	Bui Van Hai		Brother in law							
9.10	Phan Duy Hien		Older brother							
9.11	Nguyen Thi Hiep		Sister in law							

No.	Name	Securities trading account (if any)	Position at the company (if any)	Address	Date of issue	Place of issue	Amount	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
9.12	Phan Duy Phay		Older brother							
9.13	Phan Thi Nhung		Older sister							
9.14	Tran Van Dung		brother in law							
9.15	Phan Duy Chuc		Younger brother							
9.16	Pham Thi Hiep		sister in law							
9.17	Phan Thi Hanh		Younger sister							
9.18	Pham Quang Truong		brother in law							
10	Tran Minh Tuan	006C 026317	Chief Accountant							
10.1	Tran Hong Hieu		Father							
10.2	Nguyen Thi Nhan		Mother							
10.3	To Ba Quan		father in law							
10.4	Le Thi Thoa		Mother in law							
10.5	To Thi Huong Giang	006C 055731	Wife							



No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship	Date of birth	Type of equity	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
10.6	Tran Duc Trung		Son							
10.7	Tran Minh Thang		Son							
10.8	Tran Thi Kim Dung		Younger sister							
10.9	Nguyen Viet Anh		brother in law							
10.10	To Minh Tuan		sister in law							
10.11	Do Ngan Huyen		sister in law							
<b>11</b>	<b>Nguyen Trung Hoa</b>	006C 040659	Head of Supervisory Board							
11.1	Nguyen Dinh Mui		Father							
11.2	Nguyen Thi Dung		Mother							
11.3	Truong Van Thuc		father in law							
11.4	Dinh Thi Ha		Mother in law							
11.5	Truong Thi Thanh Van	112792 SSI	Wife							
11.6	Nguyen Trung Hieu		Son							



No.	Name	Securities trading account (if any)	Position of the company (if any)	Share No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
11.7	Nguyen Trung Hai		Son							
11.8	Nguyen Thu Hien		Older sister							
11.9	Nguyen Quang Hien		Brother-in-law							
12	Vu Thi Mai Nhung		Member of Supervisory Board							
12.1	Bui Duc Tuyen		father in law							
12.2	Nguyen Thi Thuan		Mother in law							
12.3	Vu Van Giao		biological father							
12.4	Phan Thi Mui		biological mother							
12.5	Bui Anh Chien		Husband							
12.6	Bui Anh Duc		Son							
12.7	Dinh Thuy Duong		daughter in law							
12.8	Vu Minh Son		Older brother							
12.9	Tran Thi Thu		Sister in law							
12.10	Vu Minh Giang		Older sister							
12.11	Nguyen Gia Tuong		brother in law							



No.	Name	Securities trading account (if any)	Position at the company (if any)	NSC No.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
12.12	Vietnam National Chemical Group		Business Planning Specialist							
<b>13</b>	<b>Hoang Van Hoa</b>	026C 256768	Member of Supervisory Board							
13.1	Nguyen Thanh Binh		Wife							
13.2	Hoang Manh Cai		Father							
13.3	Hoang Thi Hong		Mother							
13.4	Nguyen Thi Thoan		Mother in law							
13.5	Hoang Cuong Quoc		Older brother							
13.6	Can Thi Duyen		Sister in law							
13.7	Hoang Thanh Quynh		Older sister							
13.8	Nguyen Trung Phuong		brother in law							
13.9	Nguyen Thanh Phuong		sister in law							
<b>14</b>	<b>To Anh Quy</b>	002C 116035	Secretary Company							
14.1	Nguyen Phuong Anh		Wife							
14.2	To Minh Khang		Son							
14.3	To Van Minh		Father							
14.4	Duong Thi Giao		Mother							
14.5	To Thao Linh		Younger sister							
14.6	Nguyen Thanh Tung	006C 029148	father in law							

No.	Name	Securities trading account (if any)	Position of the company (if any)	MSB No.	Date of issue	Place of issue	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
14.7	Nguyen Thi Anh Nguyet		Mother in law						
15	Pham Cao Van		Internal Audit Committee Member						
15.1	Lam Thai Mai		Wife						
15.2	Pham Ngoc Diep		Son						
15.3	Pham Gia Han		Son						
15.4	Pham Xuan Khai		Father						
15.5	Dang Kim Quy		Mother						
15.6	Lam Thai Duong		father in law						
15.7	Vu Thi Thuong		Mother in law						
15.8	Pham Dang Lam Chau		younger brother						
15.9	Tran Manh Cuong		brother in law						
16	Nguyen Viet Thang		Authorized Information Disclosure Person, Internal Audit Committee Member						
16.1	Nguyen Thuy Trang		Wife						
16.2	Nguyen Hong Diep		Daughter						
16.3	Nguyen Minh Duc		Son						



No.	Name	Securities trading account (if any)	Position at the company (if any)	CPF No.	Date of issue	Place of issue	Capital value	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	
16.4	Nguyen Van Chien		Father							
16.5	Nguyen Thi Hop		Mother							
16.6	Nguyen Van Dung		father in law							
16.7	Nguyen Thi Huyen		Mother in law							
16.8	Nguyen Hoai Nam		younger brother							
16.9	Nguyen Trung Hieu		sister in law							
16.10	Nguyen Thi Ngoc Trang		sister in law							

