

REPORT ON CORPORATE GOVERNANCE OF THE LISTED COMPANY
(From 01/01/2025 to 31/12/2025)

To: - The State Securities Commission;
- The Stock Exchange.

- Listed company's name: **HA NOI - KINH BAC AGRICULTURE AND FOOD JS**
- Head office's address: No. 8, Lot TT03, Hai Dang City Urban Area, Alley 2, Ham Nghi Street, Nam Tu Liem Ward, Hanoi, Viet Nam
- Telephone: 0243.7877290 Fax: 0243.7877291
- Email: admin@hkb.com.vn
- Charter capital: 515.999.990.000 đồng (*five hundred billion, nine hundred ninety-nine million, nine hundred ninety thousand Vietnamese dong*).
- Stock code: HKB
- Governance model:
 - + General Meeting of Shareholders, Board of Directors, Board Supervisors and General Director.

I. Activities of the General Meeting of Shareholders:

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders approved in the form of written consultation):

No	Resolution/Decision No.	Date	Content
1	01/2025/NQ-ĐHĐCĐ	28/05/2025	Resolution of the 2025 Annual General Meeting of Shareholders

II. Board of Directors (12 months/ Annual Report)

1. Information about the members of Board of Directors:

No.	BOD's Member	Position	The date becoming/ceasing to be the member of the BOD/ Indipendent BOD	
			Date of appointment	Date of dismissal
1	Duong Quang Lu	Chairman of BOD	28/06/2019	
2	Truong Danh Hung	BOD's Member	28/06/2019	

3	Do Duong Thong	BOD's Member	28/06/2019	
4	Hoang Tuan Anh	BOD's Member	07/06/2022	
5	Nguyen Phuong Anh	BOD's Member	26/06/2024	

2. Meetings of BOD:

No.	BOD's Members	Number of meetings attended by BOD	Attendance rate	Reasons for absense
1	5	4	100%	

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

- Monitoring and supervising the implementation of Resolutions of the General Meeting of Shareholders, Minutes, and Resolutions of the Board of Directors
- Evaluating and providing feedback on the activities of the Executive Board, including import-export operations, investment, finance, etc.
- Directing the Executive Board in summarizing the business performance of 2023 and implementing the business plan for 2024.
- Defining the company's strategic development orientation for the period 2020–2030.

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

5. Resolutions/Decisions of the BOD (12 months/Annual Report):

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2025/NQ-HĐQT	02/4/2025	Convene the 2025 Annual meeting of Shareholders	100%
2	02/2025/NQ-HĐQT	19/05/2025	Board Resolution on supplementing the Proposal regarding asset restructuring, divestment, and capital transfer in subsidiaries into the 2025 Annual General Meeting of Shareholders' documents.	100%
3	13/NQ-HĐQT	11/07/2025	Selection of the audit firm for the 2025 financial statements	100%

III. Board supervisors (12 months/Annual Report):

1. Information about members of Board of Supervisors (BOS):

No.	BOS' Members	Position	The date becoming/ceasing to be the members of BOS	Qualification
1	Tran Thi Van	Head of the BOS	26/06/2024	Bachelor of Economics

2	Pham Anh Quan	Members of BOS	26/06/2024	Bachelor of Economics
3	Pham Thi Hai An	Members of BOS	07/6/2022	Bachelor of Economics

2. Meetings of the BOS

No.	BOS' Members	Number of meetings attended by BOS	Attendance rate	Voting rate	Reason for absense
	3	1	100%	100%	

3. Supervisory Board's Oversight Activities:

- Monitor and supervise the compliance with the provisions of the Law on Enterprises, the Company's Charter, and the current State regulations.

- Fully participate and contribute ideas at BOD meetings as well as weekly coordination meetings between the BOD and the Executive Board

4. The coordination among the BOS/Audit Committee, the BOM, the BOD and other managers:

- In 2025, the BOS has closely coordinated with the BOD and the Company's Executive Board.

- The BOD and the Board of Management regularly facilitate the BOS in gathering information and overseeing the company's business activities

5. Other activities of the BOS and Audit Committee (if any): None

IV. Board of Management (BOM):

№	BOM's Members	Date of birth	Qualification	Date of appointment/dismissal of members of the BOM
1	Duong Quang Lu	28/7/1973	Bachelor of Economics	
2	Truong Danh Hung	18/11/1970	Bachelor of Economics	4/4/2017
3	Uong Huy Dong	25/12/1975	Bachelor	12/5/2020

V. Chief Accountant:

Name	Date of birth	Qualification	Date of appointment/dismissal of members
Le Van Quang	22/12/1982	Bachelor of Economics	Dismissal at 26/06/2025
Trinh Thi Diem	20/02/1981	Bachelor of Accounting	Appointment at 26/06/2025

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors,, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: None

VII. The list of affiliated persons of the public company (06 months/Annual report) and transactions of affiliated persons of the Company:

1. The list of affiliated persons of the Company

No	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the company
I	Duong Quang Lu		Chairman of the BOD cum General Director			2015			
1	Duong Quang Giao		Father						
2	Bui Thi Thanh Loan		Wife						
3	Duong Thu Trang		Daughter						
4	Duong Minh Quang		Son						

5	Duong Thi Nguyet		Older sister	
6	Duong Thi Lu		Older sister	
7	Duong Quang Long		Older brother	
8	Duong Quang Cu		Younger brother	
II	Truong Danh Hung		BOD'S MEMBER – Deputy General Director	4/4/2017
1	Ngo Thi Ngoc Anh		Wife	
2	Truong My Nhi		Daughter	
3	Truong Diem Anh		Daughter	

4	Truong Danh Hanh		Father				
5	Nguyen Thi Phuong		Mother				
6	Truong Thi Ha		Older sister				
7	Truong Tuan Hiep		Younger brother				
III	Do Duong Thong		BOD's Member		28/6/2019		
1	Do Quyet Thang		Father				
2	Duong Thi Van		Mother				
3	Do Duong Tung		Older brother				

4	Nguyen Ngoc Thanh		Older Sister-in-law				
IV	Hoang Tuan Anh		BOD's Member		7/6/2022		
1	Hoang Anh Do		Father				
2	Ngo Thi Binh		Mother				
3	Hoang Thi Nguyet Phuong		Younger sister				

4	Nguyen Thi Thanh Ha						
				Wife			
5	Hoang Tuan Khoi						
				Son			
6	Hoang Thi Anh Thu						
				Daughter			
V	Nguyen Phuong Anh			BOD'S member			
	Nguyen Huu Lien			Father			
	Nguyen Thi Minh Phuong			Mother			
	Nguyen Cong Tuyen			Father in Law			
	Nguyen Thi Huong			Mother in Law			

	Nguyen Viet Hoa		Younger Sister				
	Nguyen Cong Hieu		Husband				
	Nguyen Cong Huy Minh		Daughter				
VI	Le Van Quang				22/6/2017		
1	Le Gia Lam		Father				
2	Tran Thi Thu		Mother				
3	Le Thanh Vinh		Younger brother				
4	Hoang Thi Quyen		Wife				
5	Le Hoang Gia Huy		Son				

6	Le Minh Hoang		Son				
VII	Trinh Thi Diem		Chief Accountant		26/06/2025		
1	Trinh Xuan Nhung		Father				
2	Le Thi Que		Mother				
3	Trinh Duc Nhuan		Older brother				
4	Trinh Khanh Du		Older sister				
5	Trinh Doan Dien		Older brother				
6	Pham Minh Dung		Son	0			
7	Pham Minh Hung		Son	0			

				11/06/2024				
VII I	Tran Thi Van		Head of the BOS		6/06/2024			
1	Tran Huu Van		Father					
2	Hoang Thi Be		Mother					
3	Tran Thi Dung		Younger sister					

4	Tran Thi Thuy Nga		Younger sister	01/01/2000/2021				
	Nguyen Duc Tuan Minh		Son	01/01/2000/2021				
	Danang Petroleum Machinery Equipment JSC		Related organization	01/01/2000/2021				Trần Thị Vân thành viên BKS
	Hanoi Machinery Import-Export JSC i		Related organization	01/01/2000/2021				Trần Thị Vân thành viên BKS
	Pharmedic Pharmaceutical and Medicinal Materials JSC		Related organization	01/01/2000/2021				Trần Thị Vân thành viên BKS
IX	Pham Anh Quan		BOS's Member	01/01/2000/2021				
					26/06/2024			
1	Pham Van Tuyen		Father	01/01/2000/2021				

2	Pham Thi Bich Hong		Mother				
3	Phung The Quan		Father in law				
4	Nguyen Thi Thu Thuy		Mother in law				
	Phung Phuong Thao		Wife				
	Pham Nhat Minh		Younger brother				
X			BOS's	7/6/2022			

	Pham Thi Hai An		Member				
1	Pham Thuy Thu		Father				
2	Phan Thi Minh		Mother				
3	Pham Thuy Giang		Older brother				
4	Pham Van Phong		Older brother				
5	Pham Thuy Hoang		Older brother				
6	Tran Xuan Hau		Husband				
7	Tran Xuan Dang		Son				

Note: NSH No.: ID Card No./Passport No. (As for individuals) or business Registration Certificate No., License on operations equivant legal documents (As for organisations)

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

No.	Name of organisations/ individuals	Relationship with company	No.* date of issue, place of issue	Address	Time of transactions with the company	Resolution No. or Decision No. approved by General Meeting of Share holders/ BOD (if any, Specifying date of issue))	Content, Quantity, total value of transaction	Note

Note: NSH No.: ID Card No./Passport No. (As for individuals) or business Registration Certificate No., License on operations 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**

No	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No./Passport No., date of issue, place of issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note

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 have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director and other managers as a member of Board of Directors, Director.

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 and other managers.

VIII. Share transactions of internal persons and their affiliated persons (6 months/Annual report)

1. The list of internal persons and their affiliated persons of the company:

NO	Name	Securities trading account (if any)	Position at the company (If any)	ID card No./Passport 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	Ghi chú
1	Duong Quang Lu		Chairman			9.546.000	18,5%	

	Duong Quang Giao		Father				
	Bui Thi Thanh Loan		Wife				
	Duong Thu Trang		Daughter				
	Duong Minh Quang		Son				
	Duong Thi Nguyet		Older sister				
	Duong Thi Lu		Older sister				
	Duong Quang Long		Older brother				
	Duong Quang Cu		Younger brother				
2	Truong Danh Hung		BOD'S MEMBER – Deputy General Director		None		
	Ngo Thi Ngoc Anh		Wife				

	Truong My Nhi		Daughter				
	Truong Diệu Anh		Daughter				
	Truong Danh Hanh		Father				
	Nguyen Thi Phuong		Mother				
	Truong Thi Ha		Older sister				
	Truong Tuan Hiep		Younger brother				
3	Do Duong Thong		BOD's Member		Không có		
	Do Quyet Thang		Father				
	Duong Thi Van		Mother				
	Do Duong Tung		Older brother				
	Nguyen Ngoc Thanh		Older Sister- in-law				
4	Hoang Tuan Anh		BOD's Member		Không có		

	Hoang Anh Do			Father			
	Ngo Thi Binh			Mother			
	Hoang Thi Nguyet Phuong			Younger sister			
	Nguyen Thi Thanh Ha			Wife			
	Hoang Tuan Khoi			Son			
	Hoang Thi Anh Thu			Daughter			

5	Nguyen Phuong Anh		BOD'S member			
	Nguyen Huu Lien		Father			
	Nguyen Thi Minh Phuong					
	Nguyen Cong Tuyen		Mother			
	Nguyen Thi Huong		Father in Law			
	Nguyen Viet Hoa		Mother in Law			
	Nguyen Cong Hieu		Younger Sister			
6	Le Van Quang		Chief Accountant		Không có	
	Le Gia Lam		Father			
	Tran Thi Thu		Mother			
	Le Thanh Vinh		Younger brother			
	Hoang Thi Quyен		Wife			
	Le Hoang Gia Huy		Son			

	Le Minh Hoang		Son			
7	Pham Thi Hai An		BOS's member		None	
	Phamj Thuy Thu		Father			
	Phan Thi Minh		Mother			
	Pham Thuy Giang		Older brother			
	Pham Van Phong		Older brother			
	Pham Thuy Hoang		Older brother			
	Tran Xuan Hau		Husband			

	Tran Xuan Dang		Son			
8	Tran Thi Van		Head of the BOS		None	
	Tran Huu Van		Father			
	Hoang Thi Be		Mother			
	Tran Thi Dung		Younger siste			

	Tran Thi Thuy Nga		Younger sister				
	Nguyen Duc Tuan Minh		Son				
	Danang Petroleum Machinery		Related organization				Ms. Van is BOS' member
	Hanoi Machinery Import- Export JSC		Related organization				Ms. Van is BOS' member
	Cty CP dược phẩm dược liệu Pharmedic		Related organization				Ms. Van is BOS' member
9	Pham Anh Quan		BOS's member			None	
	Pham Van Tuyen		Father				
	Pham Thi Bich Hong		Mother				

	Phung The Quan		Father in law			
	Nguyen Thi Thu Thuy		Mother in law			
	Phung Phuong Thao		Wife			
	Pham Nhat Minh		Younger brother			

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

No.	Transaction	Relationship with internal persons	Number of shares owned at beginning of the period		Number of shares owned at the end of the period		Reason for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	

IX. Other significant issues

Recipients

- As above
- Stored: Document Department, ...

CHAIRMAN OF THE BOARD OF DIRECTORS



(Sign, full name and seal)

Duong Quang Lu