



THANH THANH CONG - BIEN HOA JOINT STOCK
COMPANY

CODE OF CONDUCT

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I. OBJECTIVES

- To establish standards of behaviour and a professional working culture that guide the conduct, communication and coordination among Employees within AgriS, and between AgriS Employees and Customers, Suppliers, Partners and investors, among others.
- To contribute to building a working environment that is respectful, fair, united and effective.
- This Code is the “guiding compass” for every decision and action of the Company and of Employees in production and business activities and in interactions with organisations and individuals both inside and outside the Company.

II. SCOPE OF APPLICATION

- This Code applies to the advisers and Employees of Thanh Thanh Cong - Bien Hoa Joint Stock Company, members of the Board of Directors, the Centres and the Member Units, so as to ensure full compliance with, and implementation of, the rules of conduct and the professional ethics commitments in the course of their work.

III. REFERENCE DOCUMENTS

The reference documents comprise:

- Labour Code No. 45/2019/QH14
- Law on Protection of Consumer Rights 2023
- Law on Anti-Corruption 2018
- Law on Personal Data Protection No. 91/2025/QH15 and Decree No. 356/2025/ND-CP detailing a number of articles of the Law on Personal Data Protection
- Law on Competition 2018
- Law on Enterprises 2020
- Law on Securities 2019
- Law on Intellectual Property 2005 (as amended and supplemented)
- Law on Environmental Protection 2020
- Member Unit Management Regulation
- Personal Data Protection Policy
- Related Party Transaction Policy
- Human Rights Policy
- Regulation on Democracy at the Workplace

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- Conflict of Interest Control Regulation
- Anti-Fraud and Anti-Corruption Regulation
- Whistleblowing Reporting and Verification Procedure
- Supplier Code of Conduct

IV. DEFINITIONS AND ABBREVIATIONS

4.1. Definitions

- **AgriS:** means the AgriS Group, comprising Thanh Thanh Cong - Bien Hoa Joint Stock Company, the Centres and the Member Units, operating together within a common ecosystem.
- **Company:** means Thanh Thanh Cong - Bien Hoa Joint Stock Company.
- **Member Unit:** means the companies and affiliated units within the AgriS ecosystem as specified in the Member Unit Management Regulation.
- **Employee:** means an employee working at AgriS who has entered into a contract with the Company, a Centre or a Member Unit in any form (including but not limited to an indefinite-term labour contract, a definite-term labour contract, a probationary contract, a collaborator contract, a training-cost support contract or a vocational training contract, among others).
- **Executive Management:** comprises the General Director and the Deputy General Director(s) of the Company and of the Centres; and the Director and the Deputy Director(s) of the Member Units.
- **Manager:** means an Employee who is appointed or assigned to hold a managerial position at the Company, a Centre or a Member Unit under the Company's organisational structure and delegation of authority system from time to time, including members of the Executive Management.
- **Authorised Approver:** means the person or title vested with authority to approve activities under the delegation of authority and document signing system of the Company, the Centre or the Member Unit, and/or under the internal regulatory documents of the Company, the Centre or the Member Unit from time to time.
- **Family Member:** means a person connected by marriage or by fostering, a person of the same direct bloodline, and a relative within three degrees of kinship, including (but not limited to): husband, wife, biological parents, adoptive parents, stepfather, stepmother, parents-in-law on the husband's side, parents-in-law on the wife's side; biological children, adopted children, stepchildren of the wife or husband, daughter-in-law, son-in-law; siblings of the same parents; half-siblings sharing the same father or the same mother; paternal grandparents, maternal grandparents, the wife of a younger full or half-brother; and biological aunts, uncles and their spouses.

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- **Internal Information:** means information under the management of AgriS which may be used and exchanged only within AgriS and/or between Employees within AgriS, and which must not be disclosed externally without authorisation, the external disclosure of which may affect the reputation, interests or operations of the Company. For the avoidance of doubt, Internal Information includes confidential information which must be kept secure in accordance with the regulations of AgriS and applicable law.
- **Consumer:** means a person who purchases or uses products, goods or services for the consumption or living needs of an individual, a family, an agency or an organisation, and not for commercial purposes. Where a person is both a Customer and a Consumer, the provisions applicable to each capacity shall apply concurrently.
- **Customer:** means a party that purchases goods or services from AgriS, or a party that participates directly in market purchase, sale or exchange transactions for the purpose of procuring goods or services from AgriS. A Customer may be an individual, a group of persons or an organisation.
- **Supplier:** means a party that directly or indirectly supplies products, goods, raw materials or services to AgriS in support of the management, production, business and operational activities of AgriS on agreed commercial terms. A Supplier may be an individual, a group of persons or an organisation.
- **Partner:** means a party in a cooperative relationship with AgriS in the fields of activity of AgriS (excluding Customers and Suppliers as defined in this Code).
- **Charter:** means the charter of organisation and operation of the Company or of a Member Unit, as amended or supplemented from time to time.
- **Unit:** means a Division, Department, Board, Section or similar body within the Company, a Centre or a Member Unit assigned to take charge of one or more specialised or functional areas.
- **Centre:** means the Units engaged directly in production and business, comprising the Agricultural Business Centre, the Production Centre and the Commercial Centre.
- **Internal Regulations:** means the regulations, rules and/or internal documents of AgriS and/or of a Member Unit.
- **IT System:** means the information technology system of AgriS, comprising all tangible and intangible components: hardware, software, networks, databases and system operating procedures.
- **Intellectual Property Assets (IP Assets):** means assets including but not limited to trade names, trademarks, packaging designs, logos, copyrights, inventions, patents and trade secrets.
- **Personal Data:** means data in the form of symbols, letters, numbers, images, sounds or equivalent forms in an electronic environment that is associated with a

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specific person or that assists in identifying a specific person. Personal Data comprises basic personal data and sensitive personal data.

- **Data Subject:** means the individual to whom the Personal Data relates.

4.2. Abbreviations

- **HR Function (ĐVPT NS):** the Unit in charge of Human Resources
- **Compliance Function (ĐVPT TTTT):** the Unit in charge of Compliance Inspection
- **IT Systems Function (ĐVPT QLHT):** the Unit in charge of Systems Management
- **Member Unit (ĐVTV):** as defined in Section 4.1 above
- **Employee (CBNV):** as defined in Section 4.1 above
- **Internal Regulatory Document (VBLQ):** an internal instrument issued as a regulatory document of the Company
- **IP (SHTT):** Intellectual Property

V. COMPLIANCE

- Employees of AgriS must comply strictly with the contents of this Code. In the event of a violation, the violator shall be dealt with in accordance with the Internal Labour Regulations and/or the Company's regulations on handling violations (if any) and/or the internal regulatory documents relating to the integrity commitment and information confidentiality. Depending on the severity of the violation, the Authorised Approver shall decide on the handling of each specific case. For members of the Board of Directors, advisers and other persons within the scope of this Code who are not Employees of the Company, violations shall be handled in accordance with the Charter, the Company's internal corporate governance regulations and/or the contracts or agreements signed between the parties.
- Where any provision of this Code is inconsistent with, contradicts or is contrary to the law (including where the law has changed and this Code has not yet been amended or supplemented), the Company shall apply the provisions of the law.
- Where this Code refers to matters governed by an internal regulatory document of the Company and that internal document is amended or supplemented from time to time, the references in this Code shall automatically be construed as references to the replacing or amending internal regulatory document.

VI. CONTENT

6.1. Commitments of the Company

6.1.1. Commitments to Employees

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1. The Company is committed to respecting and protecting the human rights of every Employee and to ensuring a safe and healthy working environment free from harassment, intimidation, discrimination or abuse in any form. Privacy rights and the mechanism for receiving and handling human rights violations are set out in detail and applied consistently in accordance with the prevailing AgriS Human Rights Policy.
2. The Company consistently respects and protects the lawful rights and interests of Employees:
 - a. The Company respects the human rights and the distinct dignity of all Employees and believes that integrity is inherent in every individual; it encourages constructive contributions and opinions from Employees through multiple channels, regardless of rank. This applies in particular to contributions aimed at improving the working environment, enhancing work effectiveness or improving work processes.
 - b. The Company respects the personal privacy of Employees. The collection, processing, storage, use, transfer, provision and deletion of personal information falling outside the Employee's personnel file may be carried out only with the Employee's consent and in compliance with the law on personal data protection and the Company's Personal Data Protection Policy.
 - c. The Company values the determination to overcome all difficulties and challenges in order to achieve work objectives while adhering to Ethical values in the spirit of Open-Mindedness - Proactiveness - Dedication. The Company recognises that only Employees who possess genuine determination and a genuine spirit of Open-Mindedness - Proactiveness - Dedication will succeed in their work and contribute to the Company's development.
3. The Company is committed to treating Employees fairly and equally:
 - a. The Company upholds human value and the dignity of every individual, and regards diversity and difference in skin colour, national or social origin, ethnicity, religion, belief, social status, gender, age, marital status, pregnancy status, childcare status, political opinion, disability, family responsibilities, HIV status, or the establishment of, joining of and participation in a trade union or a workers' organisation at the enterprise, or participation in associations and unions, as factors that enrich the corporate culture.
 - b. The Company ensures fairness in assessing the capability of Employees, without discrimination and without being influenced by differences of view or opinion in the course of work.
 - c. Recruitment, work assignment and the determination of salary levels and welfare entitlements for all Employees are based on the appropriate assessment of the responsibilities, demonstrated capability and performance, experience and level of contribution of each Employee.

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- d. The Company provides Employees with equal opportunities across the various aspects of employment:
 - i. The Company is committed to setting appropriate work objectives that are both attainable and challenging relative to the capability of each Employee.
 - ii. The Company is committed to creating conditions for Employees to study, be trained and developed, and to progress, so as to affirm and develop themselves.
 - iii. The Company conducts performance assessments objectively and transparently on the basis of two-way dialogue, so as to provide accurate and constructive feedback.
4. The Company is committed to fostering a working environment that is secure, safe, healthy, friendly and open - an environment that consistently attracts and retains talented people irrespective of their different starting points, aiming to create a “second home” for every Employee and to bring Employees together in a spirit of solidarity and sharing.
 - a. Every Employee has the opportunity to realise their full potential and to achieve their career objectives, so as to develop themselves and contribute to the Company’s development.
 - b. Every Employee is provided with the best possible working conditions, both material and non-material. Employees are provided with a suitable workspace and appropriate equipment to perform their work. An environment that provides for non-material needs also means an environment in which every Employee feels respected and in which everyone has the opportunity to interact and engage in recreation, regardless of individual differences in talent or personality.
 - c. Every Employee is assured of safety and health. The Company strictly complies with the regulations on occupational safety, hygiene and health so as to safeguard the best possible health of each person and enable them to apply their capabilities fully.
 - d. The Company will consistently maintain an open internal communication environment so as to provide Employees with full and timely information on work, working relationships and related matters, in order to carry out their duties.
 - e. The Company encourages Employees to express their views proactively and to contribute initiatives aimed at improving the working environment and enhancing work effectiveness; all constructive views are listened to and respected. The rights of Employees to participate, engage in dialogue and contribute their views are safeguarded in accordance with the Company’s Regulation on Democracy at the Workplace.

6.1.2. Commitments to compliance with the law, to State authorities and to society and the community

1. In relation to the law:

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The Company undertakes to discharge fully the rights and obligations prescribed by law throughout its operations: the Company accepts responsibility for any violations. At the same time, the Company proactively participates in, comments on and contributes to the improvement of the legal system, thereby not only creating the most favourable legal conditions for its own business activities but also contributing indirectly to the continued improvement of the country's legal system. Accordingly, particular attention must be paid to the following groups of legal requirements:

- a. Competition law: The Company complies with competition law so as to ensure fairness and openness of market participation for all enterprises and sectors that do not hold a monopoly or dominant position. Being fully conscious of this, the Company supports and is committed to complying with competition law.
 - The Company will always compete on the principle of honesty, without infringing the interests of the State, the public interest, or the lawful rights and interests of Consumers.
 - The Company undertakes not to engage in unfair competition practices. Specifically: making any misleading statement about a competitor's products; obtaining a competitor's confidential information by unlawful or unethical means; engaging in acts that reduce, distort or obstruct competition in the market; and other unfair competition practices in the fields of intellectual property and advertising as prescribed by law.
- b. Environmental protection law: The Company complies with environmental protection law and is committed to providing the community with an environment that is safe for everyone's health.
 - i. The Company will make every effort to invest in and use environmentally friendly equipment and machinery and to manufacture environmentally friendly products. All waste arising in the course of production and business is controlled and treated in accordance with the law. At the same time, the Company is committed to working together to build a friendly, peaceful environment for future development.
 - ii. Environmental protection also means that the Company will align harmoniously with economic development and ensure social progress in order to achieve the country's sustainable development, with national environmental protection being closely linked to regional and global environmental protection.
- c. Labour law: The Company is committed to complying with labour law. The Company undertakes not to use under-age labour or forced labour.
 - i. The Company undertakes to exercise fully the rights of an employer as prescribed by law, including the recruitment, deployment and management of labour according to production and business needs, and the right to reward and to handle breaches of labour discipline in accordance with labour law.



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- ii. The Company is committed to managing labour in a democratic, fair, transparent and civilised manner. The Company encourages Employees to take an interest in and contribute to the Company's operating performance, so as to achieve high effectiveness in the management and use of labour. This is the best way for the Company to strengthen its standing in legal compliance and to protect its human resources.
- d. Intellectual property law: The Company is committed to complying with IP law.
 - i. The Company will do everything possible to protect its lawful IP Assets. The Company protects its IP Assets by registering copyright, related rights and industrial property rights in respect of inventions, industrial designs, layout designs and trademarks.
 - ii. The Company respects all IP Assets of competitors, Customers and Suppliers, among others. The Company endeavours to protect intellectual property rights by complying with the obligations set out in executed confidentiality agreements and with the Company's internal regulations on the governance and management of intellectual property assets.

Employees of the Company shall comply with the above obligations continuously throughout their employment. For the avoidance of doubt, Employees are obliged to keep all information confidential even after termination of their labour contract with the Company, in accordance with the agreements reached between the Company and the Employee on a voluntary, equal and non-coercive basis.
- e. Securities law: As a listed public company, the Company is committed to complying with securities law. Such compliance includes but is not limited to the obligation to disclose information fully, accurately and in a timely manner. Employees must not disclose, use or provide Internal Information in order to advise on, or to purchase or sell, securities for themselves or for others. The Company does not engage in acts intended to create artificial supply or demand.
- f. Enterprise law: The Company is committed to complying fully with the provisions of enterprise law throughout its operations, including business registration, governance, management, information disclosure and other legal obligations. The Company ensures that its operations are transparent and accountable and are conducted within the functions and powers of each department and unit in accordance with the law, the Company's Charter and the internal regulations on corporate governance.
- g. Consumer protection law: The Company is committed to complying with the law on the protection of consumer rights. The Company undertakes to comply with the applicable policies, principles and regulations and to discharge fully its responsibilities in protecting consumer rights. The Company places particular emphasis on protecting the rights of vulnerable Consumers (including the elderly, children, pregnant women and women raising young children, persons

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with disabilities and other persons specified in Article 8 of the Law on Protection of Consumer Rights 2023), and ensures that the provision of information, the conclusion of contracts and the receipt and resolution of complaints in respect of such persons are carried out appropriately and accessibly.

- h. Personal data protection law: The Company is committed to complying with the law on personal data protection; it respects privacy rights and applies appropriate measures to protect the Personal Data of Employees, Customers, Partners and other Data Subjects in accordance with applicable law and the Company's Personal Data Protection Policy.
- i. International trade law: The Company is committed to complying with the laws on the export and import of goods, customs, taxation, and the embargo and international trade restriction requirements relevant to the Company's operations. Employees must not promote, facilitate or participate in transactions for the purchase, sale or transport of goods that do not fully comply with tax and customs obligations as prescribed by law.
- j. Law on the quality of products and goods and on food safety: The Company is committed to ensuring the quality and safety of the products and goods it supplies to the market; to maintaining a quality management, labelling and product traceability system; to establishing channels for receiving feedback from Customers and Consumers and a product recall procedure where necessary; and to conducting root cause analysis and full remediation of quality incidents.

2. In relation to State authorities:

- a. The Company undertakes not to engage in any unlawful or unethical act to obtain information or to conceal information for the Company's own benefit.
- b. The Company undertakes not to engage in any act in the nature of bribery in order to obtain special advantages such as licences or contracts.
- c. In the course of performing their work, Employees of the Company must not, in the name of the Company, undertake any act such as the giving of gifts or the provision of entertainment to officials of State authorities in order to achieve an objective.
- d. The Company affirms that it consistently respects and maintains a full and honest cooperative relationship with State authorities in exercising rights and discharging obligations as prescribed by law. In addition, the Company and its Employees are encouraged to participate actively in the activities and movements "For the community, for local development" and in nation-building and social development activities organised by State authorities.

3. In relation to society and the community:

- a. The Company is committed to acting responsibly towards society. The Company's social responsibility extends across its entire supply chain. This responsibility covers not only the creation of value through the products and

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services the Company provides, but also ethics, social activities, and the Company's Suppliers and business Partners.

- b. The Company encourages and supports participation in and contribution to the community, including support for local business activity and local talent, such as sourcing products and services locally where appropriate.
- c. The Company consistently participates actively in existing and prospective charitable activities and projects in the community. The Company does not, directly or indirectly, make charitable contributions to movements or organisations that are politically affiliated or that pursue political purposes. Employees must verify the applicable policy and obtain approval from the Company's Authorised Approver before making any charitable contribution in the name of the Company.
- d. The political and religious activities of Employees are personal activities to be conducted outside working hours, not in the name of the Company and without the use of the Company's assets or resources; Employees must not conduct such activities at the workplace, except where otherwise provided by law.

6.2. Commitments on professional ethics

6.2.1. Acting in the best interests of the Company

1. At the Company, every Employee makes decisions at work on the basis of the best interests of the Company. Detailed provisions on conflicts of interest, the prevention of fraud, corruption and bribery, and transparency in transactions are applied in accordance with the Company's prevailing Conflict of Interest Control Regulation and Anti-Fraud and Anti-Corruption Regulation.
2. Employees are responsible for strictly complying with their commitments and obligations, including but not limited to: not acting, directly or indirectly, as a counterparty, and not performing or participating in any work for a third party where such activity gives rise to a conflict of interest or adversely affects work performance, work obligations or objectivity of professional judgement at the Company. Violations include but are not limited to an Employee who holds a management position at the Company concurrently participating in the management or administration of another enterprise outside the AgriS ecosystem (including an enterprise in a different line of business) where this gives rise to a conflict of interest or impairs the ability to perform work and duties at the Company.
3. Employees must not use the assets, information or position they hold within the Company to compete with the Company or to divert business opportunities that could benefit the Company, whether for personal purposes or to serve the interests of another organisation or individual. Employees must exercise caution in transactions for the purchase and sale of goods, products or services between the Company and Suppliers or Customers, so as to prevent, identify and avoid actual or potential conflict of interest situations. Employees should note that personal benefits, whether direct or indirect, may arise from Customers, Suppliers or parties having

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business relationships with the Company. In no circumstances may an Employee allow such benefits to affect their objectivity and independence in performing work and making decisions.

4. Employees must not accept any material or non-material benefit from a Partner or Customer, in any form, that is intended to influence the Company's business decisions or to procure the conclusion of the Company's transactions or business. Nor may an Employee accept any material or non-material benefit intended to confer a benefit on a third party in connection with the performance of, or in relation to, the Company's transactions or business. Appropriate gifts and hospitality may help strengthen business relationships. The Company does not prohibit such cases, and gifts are permitted where:

- the gift or entertainment received from a Customer or Supplier neither influences, nor appears to influence, decisions taken at work;
- there is a legitimate business purpose for any business gift or entertainment, it is consistent with good customs and practices, and it complies with the law and with the Company's regulations and policies; and
- the value of the gift or hospitality is reasonably minimal in terms of cost and frequency and does not exceed the gift and hospitality value threshold specified in the Company's prevailing Conflict of Interest Control Regulation.

If an Employee is offered a gift or hospitality and determines that the situation does not meet the criteria set out above, the Employee is responsible for politely declining the gift or hospitality. If declining the gift or hospitality would cause offence or damage the business relationship, the Employee should accept the gift on behalf of the Company and immediately report receipt of the gift to their Line Manager and to the Company's Compliance Function. It should be noted in particular that cash or cash equivalents, including vouchers, gift certificates, cheques, money orders, investment securities and credit cards, among others, may not be accepted as a gift, regardless of value.

5. Neither an Employee nor their Family Members may request or suggest the receipt of material or non-material benefits from a Partner, Customer or Supplier where this could affect the Company's business decisions. Employees must not borrow money from a Customer, Partner or Supplier where such borrowing affects or could affect the interests of the Company.
6. Employees must not represent the Company in transactions involving an organisation or individual in which the Employee or a Family Member of the Employee has a financial commitment or interest, or which could influence decision-making in relation to purchase, sale, borrowing, investment or tender activities, among others, except where approved by the Authorised Approver in accordance with the Company's regulations.

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7. Employees must not use the influence of their position to introduce a third party's services or goods to a Partner, Customer or Supplier. In particular, Employees should avoid situations in which they are directly involved, and in which the influence of their personal position could affect the decision to use or procure that third party's services or goods. Where declining is not possible for objective reasons, the Employee may provide only the name of the service or goods provider and must not participate in the decision-making.
8. Employees must not use their position to carry out or influence transactions that may involve assets (real estate, IP Assets and the like) which the Company intends to purchase or lease, for personal benefit.
9. Employees must notify the Company of all situations that may conflict with the interests of the Company from which they may benefit through transactions with Partners, Customers, Suppliers or other individuals. Managers and title-holders subject to the declaration requirement shall provide the conflict of interest prevention undertaking and declare conflict of interest risks annually, upon occurrence and upon request, in accordance with the Company's Conflict of Interest Control Regulation.
10. Employees must not take advantage of their position, role or sphere of influence to give preference to, influence, intervene in or improperly affect the recruitment, appointment, appraisal, work assignment or other decisions relating to a Family Member for personal benefit. Where a conflict of interest arises or may arise, Employees are responsible for making a declaration and acting in accordance with the Company's Conflict of Interest Control Regulation.

6.2.2. Professional competence and due care

1. Exercising a high degree of care when undertaking any task, on the basis of understanding and strictly observing all inspection and control procedures.
2. Working with due care encompasses the responsibility to act in accordance with professional requirements accurately, carefully, thoroughly and in a timely manner, and to remain conscious at all times of the risks specific to the Company's industry and lines of business so as to apply preventive measures in each transaction arising on a daily basis.

6.2.3. Honesty, objectivity and fairness at work

1. Employees must be honest in performing the duties assigned to them and must not deceive the Company, colleagues, Partners, Customers or Suppliers.
2. For Executive Management, the requirements of objectivity and fairness are held in particularly high regard. Executive Management must not act with prejudice or favouritism in any of its actions, and in particular in its treatment of subordinate Employees. Differences of gender, religion, political opinion and the like must not be used to create prejudice or discrimination in the course of work.
3. In financial matters, no Employee, and in particular no member of Executive Management, may request or accept a bribe in any form through the performance of

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their duties by using the Company's assets or information, thereby affecting the interests and reputation of the Company.

6.2.4. Confidentiality of information of the Company, Customers and Partners

1. Employees are responsible for complying with the law and with the Company's internal policies on personal data protection and information confidentiality. The collection, access, use, storage, sharing, transfer or processing of Personal Data must be carried out for the correct purpose, within the correct authority and in accordance with the principles of confidentiality and information security. Employees must not access, use, disclose, provide or process Personal Data unlawfully in any form and are responsible for promptly reporting any incident, risk or violation relating to Personal Data in accordance with the Company's regulations and applicable law.
2. Depending on their position, Employees may be permitted to access Internal Information owned by the Company or information owned by Customers, Partners or Suppliers. The Company requires that Employees safeguard such confidential information strictly and comply with the Company's confidentiality policies and regulations.
 - a. Employees are required to comply with the requirements governing the collection, use, transfer, deletion and protection of information at the various levels of confidentiality. The information in respect of which Employees must observe the Confidentiality Policy includes but is not limited to:
 - i. information on governance and restructuring;
 - ii. annual, medium-term and long-term plans;
 - iii. matters relating to legal proceedings;
 - iv. marketing and business plans;
 - v. competitive and risk analyses;
 - vi. product development plans and product formulations;
 - vii. prices, costs, expenses and budgets;
 - viii. material contracts, mergers and acquisitions;
 - ix. business and financial plans or forecasts;
 - x. personnel information;
 - xi. information relating to Customers, Partners, prospective Customers and Suppliers provided to the Company on a confidential basis is also treated as confidential information.
 - b. Every Employee must recognise the importance of the confidential information they hold. Employees must not disclose information and must not permit any third party to gain access to the Company's confidential information. Employees shall share information with the relevant persons only to the extent necessary.

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Confidential or sensitive information must be referred to a superior for their view before being shared.

- c. Employees must remain alert at all times to the possibility of inadvertently disclosing confidential information or Internal Information when communicating with friends, Partners, Customers, Suppliers or even Family Members. Employees must avoid:
 - i. discussing information aloud in an open environment where a third party may overhear and capture the information;
 - ii. discussing confidential information with third parties without authorisation, or without a non-disclosure agreement or undertaking being in place;
 - iii. discussing information with Partners, Customers or Suppliers without the written consent of the Authorised Approver having regard to whether the information is confidential; and
 - iv. disposing improperly of notes or documents containing confidential information.
3. If an Employee becomes aware of any unauthorised access to, use of and/or disclosure of the Company's information referred to above, the Employee must notify the Compliance Function immediately for timely handling. In the case of an incident involving the leakage or loss of the personal data of Employees, Customers or Partners, the reporting and handling of the incident shall also be carried out in accordance with the personal data breach incident handling procedure set out in the Company's Personal Data Protection Policy.

6.2.5. Information disclosure and communications

1. Employees must recognise that any Company information disclosed externally will have a significant effect on the image, brand and business operations of the Company. In order to ensure that the Company's information is complete, accurate and lawful, and to avoid misunderstandings that give rise to adverse consequences upon external disclosure, the Company requires Employees:
 - not to provide or disclose information, or to make statements in the name of the Company, without the permission of the Company's Authorised Approver; and
 - not to engage with the press or give interviews in the name of the Company without lawful authorisation from the Company.
2. If an Employee is contacted and asked to discuss the Company's business operations with any member of the press, any investor or any market analyst, the Employee must not provide any information. Instead, the Employee should politely inform that person that they are not authorised to discuss the subject, and refer them to the spokespersons designated under the applicable regulations.

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3. Likewise, when using personal social media, Employees must make clear that they are not speaking on behalf of the Company. Employees must at all times:
 - exercise care to ensure that they do not disclose any confidential information about the Company or the Company's business Partners;
 - not use any logo or trademark of the Company or of a third party without prior written approval; and
 - not post or share internal information, documents or images that are not authorised for disclosure, and not post or comment on negative or untrue content concerning the Company, colleagues, Customers or Partners on social media or personal pages. The Company respects the right of Employees to express personal views outside working hours, provided that such expression does not affect the reputation, image or lawful interests of the Company.
4. In marketing and brand and business promotion activities, Employees must not use means that could affect the image and brand of the Company; must not exaggerate the work the Company is able to perform or the services the Company is able to provide; and must not disparage the Company or provide misleading information about its activities.

6.2.6. Accuracy and transparency of books and records

1. In order to ensure that all records are accurate for reporting purposes, every Employee is responsible for ensuring that they have completed records accurately and honestly.
2. Records include accounting and audit records, transaction records and all other records arising in the Company's day-to-day operations. Ensuring the accuracy and transparency of the books and records also precludes the exaggeration, alteration or distortion of data and information. The Company strictly prohibits all breaches of financial discipline; violations are dealt with rigorously in accordance with the Company's regulations and the law.
3. Employees are responsible for preparing, transferring and retaining files, records and books within the time limits prescribed by law and by the Company's internal regulations, and may destroy records only in accordance with an approved procedure. The destruction, alteration or falsification of files or documents relating to a dispute, inspection, examination, audit or investigation that is ongoing or that has been notified is strictly prohibited.

6.2.7. Transparency and fairness in transactions

Employees are responsible for conducting transactions on the principles of transparency, honesty and fairness and in compliance with the law and with the Company's internal regulations.

1. Employees must not receive, request or agree to any benefit from a Partner, Customer or Supplier that affects objectivity at work. Conduct relating to conflicts



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of interest, fraud and corruption shall be dealt with in accordance with the Company's prevailing regulations.

2. Employees are responsible for ensuring that commercial terms (including discounts, commissions, promotions or other support arrangements, if any) are recorded fully and transparently in the official documents and contracts as required. Upon discovering, or having grounds to suspect, a violation, the Employee must report it immediately through the mechanism set out in Section 7.5 of this Code.
3. In relation to Customers, Suppliers and Partners, compliance with the principles of ethics and transparency shall be effected in accordance with the relevant agreements and the prevailing Supplier Code of Conduct.
4. Anti-money laundering: Before entering into a transaction, and within the scope of their duties, responsibilities and knowledge, Employees must make enquiries about and identify the Customer, Partner or Supplier (legal status, origin and lawful business activity); must remain alert to, and must not accept, payments bearing suspicious indicators, including cash payments of unusually large value, payments from an account in the name of a third party that is not the invoiced party, or payments of unclear origin. Upon detecting a suspicious indicator, the Employee must report it immediately to their Line Manager and to the Compliance Function for handling in accordance with the applicable regulations.

6.2.8. Use of Company assets and working time

The Company recognises that its responsibility to deliver the greatest benefit to shareholders lies in preserving and protecting the assets of the Company, which are also the assets of its shareholders. Accordingly, every Employee must be conscious of this responsibility in return for the trust placed in the Company by its shareholders. Employees are responsible for preserving and protecting the Company's assets against damage, loss or misappropriation, and must use the Company's assets for the proper purpose and in the most effective manner, and must not appropriate the Company's assets in any form. This applies in particular where such assets are entrusted to the Employee for management or use.

1. IP Assets: The Company protects its IP rights through domestic and international registration of inventions, trademarks and copyrights. Every Employee is required to protect those IP Assets in accordance with the Information Confidentiality Policy. In addition, Employees must not use the Company's trademarks or trade names in a manner that devalues, disparages or otherwise brings them into disrepute. IP Assets also include the work product of Employees. Any product an Employee creates, in whole or in part, in connection with their employment obligations and/or using the Company's time, resources or information, belongs to the Company. Employees must promptly disclose all inventions, patents and creative ideas relating to the Company's business activities so that such inventions, patents and creative ideas may be protected in the same way as the Company's other IP Assets.

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2. Information Systems: The Company's information systems comprise email, the internal network, software, telephones, voicemail, wireless connectivity devices, internet access, fax machines, personal computers and other storage devices.
- Throughout working time, Employees must use the Company's assets and information systems appropriately so as to ensure that information is received in a timely manner, and are responsible for protecting the systems and data against unauthorised access, damage or theft. The use and protection of the Information Systems are set out in detail in the Company's Information Security Regulation, Data Governance Policy and Personal Data Protection Policy.
 - All access to and use of the Company's Information Systems may be inspected and monitored in accordance with the Company's regulations and the law.
 - Employees must not:
 - engage in activities that could adversely affect the image, trademarks, trade names or reputation of the Company;
 - disclose the Company's confidential information to other parties without authorisation or permission;
 - engage in fraudulent, deceptive, destructive or other unlawful activities;
 - access websites, or store or disseminate files or programs, with content that violates the law, such as pornography, harassment, political incitement or religious division; harass other persons; or send chain letters, viruses or malicious code;
 - use another person's account without the account holder's permission;
 - conduct testing of the information technology system without formal approval from the Company's authorised person; or
 - permit persons without a legitimate need to access the Information Systems.
 - Email: Employees of the Company whose duties so require will be issued with an email account within the Company's email system. Employees may use only the account issued to them and the Company's email system to exchange information for the Company's business purposes. External email systems and forums must not be used to exchange information for the Company's business.
 - Network systems and network access: Employees will be granted access rights and information processing rights appropriate to the work assigned to them. Any exception must be approved by both the manager with the requisite authority and the IT Systems Function. Unauthorised access and processing shall be treated as an infringement of the Company's assets.
 - Software: It is the Company's position that only lawfully licensed software may be used. Personal software may be used at the Company only with the consent of the manager with the requisite authority. Such software must have its licence verified before installation.

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3. Employees must not use working time to attend to personal matters, and must not discuss with colleagues matters unrelated to work in a manner that adversely affects the ability to serve Customers, Partners and Suppliers or that delays the progress of work.

6.2.9. Reporting responsibilities

1. Employees are responsible for reporting to the relevant Authorised Approvers honestly, fully, clearly, accurately and on time. Where an urgent matter with an immediate effect on the Company's reputation must be addressed, an Employee is entitled to report beyond the ordinary reporting line, but must subsequently report the matter to their Line Manager.
2. Employees are responsible for reporting violations and suspected conduct that may constitute a breach of professional ethics or that may damage the reputation or business of the Company. Where an Employee finds it inconvenient to report in person, the Employee may report by telephone or by email to their Line Manager or to the Compliance Function.
3. In all circumstances, the Company strictly prohibits any act of retaliation and/or punishment, victimisation or discrimination in any form against a person who reports or discloses in good faith a breach of professional ethics, a breach of the Company's internal regulations or a breach of the law. The mechanism for protecting persons who report violations (including confidentiality of identity, legal support, an independent reporting channel and a public reporting process) shall be applied strictly in accordance with the Company's prevailing Whistleblowing Reporting and Verification Procedure. Persons who report false information shall be regarded as having made a malicious accusation and shall be considered for handling in accordance with the law and/or the Company's regulations.
4. Where the Company conducts an examination or verification of a matter under the Whistleblowing Reporting and Verification Procedure, Employees are obliged to cooperate honestly, to provide all relevant information and documents in full, and must not conceal or destroy evidence.

6.2.10. Compliance with the law and the Company's internal policies

Employees are obliged to comply with the law and with the Company's internal policies:

1. Employees must understand and comply with the laws, standards and practices of Vietnam and internationally that are relevant to the Company's operations, not only in order to protect the Company's reputation but also for the purpose of building discipline in each Employee. Where an Employee is subject to, or at risk of, a penalty, or is under coercion or in a force majeure situation such that they would have to commit an act in breach of the law, the Employee must immediately notify their Line Manager or the Compliance Function in order to obtain appropriate advice. Where necessary, the persons with related responsibility shall work with the Authorised Approver to resolve the matter. Employees who deliberately do wrong or who coerce others into doing wrong or into breaching the law shall, depending on

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the severity, be subject to discipline and dealt with in accordance with the Company's regulations.

2. Understanding and complying with the Company's internal regulations, and exercising the right to comment on and improve those regulations so as to ensure that they are practical and effective.
3. Ensuring that the day-to-day activities of Employees, in addition to safeguarding the interests of the Company, are also directed towards society, Partners, Customers, Suppliers and a green environment.

6.3. Rules of communication and conduct for Employees

6.3.1. Conduct and attitude at work

1. In the course of communication, whether within the Company or externally, Employees must control their personal conduct so as not to affect the image of the Company, in order to protect the Company's reputation.
2. Employees must communicate and conduct themselves in a spirit of openness, sincerity and candour:
 - a. Openness means integrating into the collective environment; it does not, however, mean being careless in speech or conduct. Still less does openness mean commenting on others without due care.
 - b. Sincerity means that every action and word must come from the heart. It means not being arrogant and not allowing the personal ego to override thought and action. At times, one should put oneself in another's position in order to adjust one's own conduct. Sincerity does not mean exceeding the bounds of friendliness where this is not welcome. Sincerity upholds honesty and is the firm foundation on which each Employee builds trust.
 - c. Employees must also demonstrate determination and integrity by being more candid in exchanging information and offering constructive views in order to achieve the common objectives of the Company. Candour must always serve the purpose of shared progress.
3. In the course of work, every Employee should uphold the spirit of Open-Mindedness – Proactiveness – Dedication. All interactions - between colleagues, and between superiors and subordinates - should be conducted in a spirit of respect, cooperation and mutual support for shared development. That spirit is always founded on the Core Values and directed towards the common success of the Company. In fostering that spirit, as well as the work performance and the dynamism and creativity of each member, Employees discharge their responsibilities fully and trust that their colleagues are equally committed. In addition, Employees compete with one another in a healthy and fair manner and stand ready to assist colleagues where necessary in order to complete their duties.
4. Employees must not disparage or engage in conduct that insults other individuals or organisations. Employees must not disparage, criticise, censure or apportion blame,

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but must instead coordinate and propose the best solutions; and must at all times treat colleagues with respect, care and understanding through communication, treating Employees at all levels, as well as Partners, Customers, Suppliers and political and social organisations, with equal respect.

5. Employees must not display a discriminatory attitude or engage in harassment at the workplace, so as to maintain a comfortable working atmosphere free from estrangement, defensiveness or discrimination.
6. Maintaining good conduct and a good working attitude also entails not using alcohol or stimulants on the Company's premises or while performing duties for the Company during working hours.
7. The possession, use (in any form: smoking, inhaling, injecting and the like), ownership, sale or distribution of stimulants or addictive substances (narcotics and narcotics-related paraphernalia) or weapons within the Company's premises is prohibited.
8. Employees must comply with the Company's other regulations.

6.3.2. Communication and conduct between subordinates and Managers

1. Employees are responsible for maintaining a serious, courteous and respectful attitude when communicating with Managers, and for proactively playing their part so as to provide optimal support to the Manager's leadership. In all situations, Employees must ensure professionalism in communication, focus on delivering work by reference to shared objectives, and not allow personal emotions to affect the effectiveness of collaboration.
2. Employees must comply conscientiously with directions and guidance, and perform all assigned duties fully and effectively.
3. When implementing a decision of a superior, if the Employee finds that the decision is contrary to law, prejudicial to the common interest or inconsistent with practical circumstances, the Employee must report this immediately to the decision-maker. Where the decision is manifestly contrary to law, the Employee has the right to refuse to implement it. If the decision-maker nevertheless requires implementation, that requirement must be confirmed in writing; in that case the Employee must report immediately to the direct superior of the decision-maker and shall not bear internal liability to the Company for the consequences arising from implementing that decision. The above exemption from liability means that the Employee will not be subject to labour disciplinary action and will be exempt from liability for material compensation in respect of internal losses incurred by the Company as a result of implementing that decision; it does not exclude that individual's liability under the law.
4. Employees must be positive, honest, candid and constructive in all communications, reports and proposals to superiors.

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5. Employees must preserve and protect the reputation and honour of superiors and respecting their views. Where an Employee has views to contribute, these should be presented directly, candidly and constructively. Employees must not misuse the giving of views or criticism, or use anonymous letters, to damage the reputation of a superior.

6.3.3. Communication and conduct between colleagues within the same Unit

1. Employees must be sincere and cooperative in carrying out work. Being empathetic and ready to share difficulties with colleagues in work and in life. Working with colleagues to build a united Unit and a friendly, professional working environment.
2. Employees must always greet colleagues warmly when working at the Company.
3. Employees must always respect and protect the reputation and honour of colleagues. Listening to the views offered by colleagues. Being sincere and candid when offering views to colleagues.
4. Employees must regularly discuss work with colleagues within the Unit in order to learn from and share experience and to deepen understanding of areas outside one's own remit.
5. When assigned to carry out work jointly with colleagues, proactively coordinating with and supporting colleagues so that all assigned duties are performed well. Where there is a difference of view, reporting directly to the Manager who assigned the work for a decision.
6. Employees must not evade or shift their own responsibilities or shortcomings onto colleagues and must not engage in resentment, envy, canvassing, factionalism or grouping that causes internal disunity.

6.3.4. Communication and conduct between colleagues from different Units

1. Employees must be open, courteous, friendly and cooperative at all times. Being ready to coordinate work promptly and in the most effective manner. Being empathetic and supporting colleagues in resolving difficulties in order to achieve shared objectives.
2. Employees must not create difficulties or obstructions, or being uncooperative, in carrying out and coordinating work. Where an Employee identifies uncooperative conduct by a colleague in carrying out work, the Employee must promptly report this to the Managers of the parties concerned so that it may be corrected and resolved promptly and professionally and so that shared objectives are achieved.

6.3.5. Communication and conduct with Customers

1. In communicating and dealing with Customers, Employees must adopt a courteous, polite and cheerful attitude, listen to the Customer's views, and advise on and respond clearly, specifically and accurately to questions about the services offered and to the Customer's queries concerning the business in which they are engaged. The information Employees provide to Customers about the Company's products

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and services must be honest, easy to understand and responsive to the Customer's requirements. Where information falls outside the Employee's scope of handling, the Employee shall receive the query and refer it to the relevant level for resolution on the Customer's behalf and must not respond or deal with the matter beyond that scope on their own initiative.

2. Employees must not make thoughtless or irresponsible statements that cause misunderstanding for Customers or colleagues and resolutely oppose information and conduct that is harmful to the Company, Customers and colleagues.
3. Employees must not adopt an overbearing attitude, or harass, obstruct or cause inconvenience to Customers; and must not argue with Customers who come to the Company on business.
4. Employees must honour commitments to Customers, Partners and Suppliers in accordance with the commitments agreed in the contract and given in the course of communication with the Customer. The contents of contracts must be clear, transparent, easy to understand and lawful. Where a Customer so requests, honest explanations must be given, and equivocation and deception must be avoided.

6.3.6. Communication and conduct with Partners and Suppliers

1. Employees must build relationships on the principles of equal cooperation and mutual respect, with a view to long-term cooperation and shared development.
2. All transactions and cooperation agreements are concluded in a spirit of compliance with the law and respect for the interests of both parties. Communication must be courteous, friendly and appropriate, with efforts made to complete transactions as quickly and effectively as possible.
3. Where difficulties or conflicts of interest arise (if any), these must be resolved on the principles of fairness, good faith and cooperation and with respect for the interests of both parties. Acts of coercion, undue pressure or exploitation for personal gain are not permitted.

6.3.7. Communication and conduct by telephone and email

1. When communicating by telephone, Employees must state their name, the name of the Company (where communicating with Customers, Partners or Suppliers outside the Company) and their Unit; the content of the exchange must be concise and focused on the substance of the work; and the call must not be ended abruptly. The volume of the exchange must be no greater than necessary so as not to disturb colleagues nearby.
2. When communicating by email, Employees must recognise that email is a highly important form of internal and external communication. An email must never be created or forwarded unless it satisfies the standards of professional ethics generally and the requirements concerning Internal Information in particular. All emails created must be understood to be official records and must therefore be presented professionally. When replying to an email, the personal information of Customers,

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Partners or Suppliers and other unnecessary information must be removed from the content of the email being sent.

- Although email and the telephone are essential means of communication, the Company encourages Employees to give priority to direct dialogue in order to optimise the effectiveness of exchanges and to build strong cooperative relationships. For matters of a complex nature, the parties should give priority to discussing them directly in order to reach consensus, and should then use email as the official channel for recording and confirming the matters agreed.

6.3.8. Conduct in the event of a violation

- In respect of violations or indications of a violation, the Company encourages immediate reporting and undertakes to facilitate reporting to the Compliance Function, which receives reports 24/7.
- A violation is conduct that fails to comply with the law, with the provisions of this Code or with the Company's other internal regulations, or that incites another person to do so for any reason. A violation is regarded as genuinely serious where it constitutes an act of retaliation. The Company shall determine the disciplinary measures to be applied to violations in accordance with the Internal Labour Regulations.
- When confronted with a violation, or where there are reasonable grounds to suspect a violation, every Employee should respond by reporting the matter immediately, and in particular in the case of acts of retaliation. In particular, the Company encourages every Employee to self-report where they have committed a violation. The Company will consider an appropriate mitigation of the disciplinary measure in such cases.

VII. IMPLEMENTATION PROVISIONS

7.1. Responsibilities of Employees

- All Employees of the Company are obliged to read and understand the provisions set out in this Code, to implement them conscientiously, and to sign an acknowledgement once they have understood the provisions communicated by the HR Function. The acknowledgement will be retained together with the Employee's recruitment file and will be treated as the basis for assessing the degree of fault in the event of a violation.
- Employees must think carefully and have regard to the provisions and rules before acting, by asking and answering the following questions:
 - Am I entitled to do this?
 - Is it consistent with the provisions of the Code of Conduct?
 - Is it consistent with ethics and with the law?
 - Does it bring about a good outcome for me and enhance the reputation of the Company?



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- Would these matters have a positive impact if they appeared in the press or the media?

If the answer to any of the above questions is NO, or if the Employee still feels uncertain, every Employee has the right to seek assistance by requesting guidance from their manager or from the Compliance Function. Starting with one's Line Manager is usually the best way to resolve a query.

In certain special cases, when faced with a matter of critical importance or one involving a Conflict of Interest, every Employee will receive firmer and more specific assistance from the Compliance Function in written form.

3. Compliance with this Code forms part of the Employee's obligations under their labour contract, the Internal Labour Regulations and the relevant internal regulations. Employees holding management positions and title-holders subject to the declaration requirement shall also declare conflict of interest risks in accordance with the Company's Conflict of Interest Control Regulation.

7.2. Responsibilities of the HR Function

1. The HR Function shall be responsible for communicating the contents of this Code of Conduct to all Employees and for actively and regularly promoting it so as to build sustained awareness among Employees. The HR Function shall incorporate the Code of Conduct into the mandatory induction programme for new Employees and shall organise periodic training and updates for all Employees.
2. Receiving queries and views concerning this Code in particular, and matters relating to professional ethics and standards of conduct generally, so as to continuously improve the Code and to ensure that its contents become best-practice standards.

7.3. Responsibilities of the Compliance Function

1. In its role as the unit that examines and controls the compliance of all activities within the Company, the Compliance Function is responsible for receiving all information relating to non-compliance with the law or with the Company's regulations which, in the assessment of Employees, may give rise to adverse risks for the Company.
2. Through a confidential but timely and fair review, the Compliance Function shall respond promptly to the Employee and shall also consider and propose remedial measures to prevent risk and loss to the Company.

7.4. Responsibilities of Managers

As a Manager, one is expected not only to understand and comply with the Code of Conduct but also to act as a person who provides direction and sets an example.

1. Promoting compliance:
 - a. Taking measures to ensure that subordinate Employees understand and recognise that each person's work and responsibilities are governed by the Code of Conduct and by the Company's other regulations, policies, rules and

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procedures. Consistently creating opportunities to discuss the Code of Conduct, and creating and maintaining a comfortable environment in which every Employee is able to raise queries or concerns.

- b. Not encouraging, whether by implication or directly, or instructing Employees to trade off ethical values in order to achieve a work or business objective.
 - c. Taking reasonable action, such as supervising Employees, to prevent conduct that breaches the Code of Conduct.
2. Taking an interest in and listening to Employees and responding to and addressing their queries and views. Where a matter exceeds the Manager's authority to resolve, the Manager is responsible for escalating it to their direct superior or to the Compliance Function for support in resolving it.

7.5. Complaints and handling of violations

1. Every Employee who identifies a violation is obliged to report it to their Line Manager or to the Company's Compliance Function or HR Function. The receipt, handling and verification of such whistleblowing information shall be carried out in accordance with the Whistleblowing Reporting and Verification Procedure. The mechanism for protecting whistleblowers (including confidentiality of identity, the prohibition of retaliation, an independent reporting channel, the composition of the Receiving Committee and the verification time limits) referred to in Sections 6.2.9 and 6.3.8 of this Code shall be applied consistently and in full in accordance with the Company's prevailing Whistleblowing Reporting and Verification Procedure.
2. Employees who breach the above provisions shall be subject to disciplinary measures in accordance with the Company's regulations and the law and shall be responsible for compensating any loss caused by the breach (if any). The classification of the severity of violations and the corresponding handling measures shall be applied consistently in accordance with the classification table in the Company's Anti-Fraud and Anti-Corruption Regulation and Whistleblowing Reporting and Verification Procedure.
3. Reporting and information receipt channels:
 - Responsible unit: the Unit in charge of Compliance Inspection
 - Hotline: 19001750
 - Email: info.rm@ttcagris.com.vn

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VIII. REVISION HISTORY

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00	New issue (replacing the Code of Conduct dated 23/04/2014)	01/07/2018
01	Substantial revision of the content to reflect operational practice. The principal changes are as follows: - Addition of Section I: Objectives - Addition of Section III: Reference Documents - Addition of Section IV: further definitions and abbreviations - Addition of Section V: Compliance - Amendment of Section 6.1.1: Commitments to Employees - Amendment of Section 6.1.2: addition of the responsibility to protect vulnerable Consumers - Amendment of Section 6.2.1: revision of the content on acting in the best interests of the Company - Amendment of Section 6.2.4: additional content on the confidentiality of information of the Company, Customers and Partners. - Amendment of Section 7.5: revision of the content on complaints and the handling of violations. - Amendment of the numbering structure of the whole document: from the "Chapter/Article/Clause" system to a Roman numeral/decimal section system. Internal documents that cross-refer to this Code under the former structure (including the Conflict of Interest Control Regulation - Section VI.4.1.f) must be reviewed and their cross-references updated accordingly. - Addition of a number of standards in line with good governance practice, with reference to the Codes of Conduct of Diageo and FPT: anti-money laundering (6.2.7); international trade and product quality and safety (6.1.2); personal political and religious activity (6.1.2); records management and financial discipline (6.2.6); the recruitment and placement of family members and periodic conflict of interest declarations (6.2.1); the right	01/07/2026

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	to speak up and the obligation to cooperate in verification (6.2.9); and induction training on the Code (7.2). - Addition of Section IX: Summary Table of the Code.	

IX. SUMMARY TABLE OF THE CODE

Section	Principal content	Summary of the key requirements / direction
I	Objectives	Establishes standards of behaviour, professional ethics and a culture of conduct to guide the actions of the Company and Employees in production and business activities and in relations with stakeholders.
II	Scope of application	Applies to Employees, advisers, members of the Board of Directors, the Centres and the Member Units within the AgriS ecosystem, within the scope specified in this Code.
III - IV	Reference basis, definitions and abbreviations	Identifies the relevant legislation and internal policies and regulations, and explains the terms and abbreviations used consistently throughout this Code.
V	Compliance principles	Employees and other persons within the scope of application are responsible for complying with this Code; violations shall be dealt with in accordance with the law, the Internal Labour Regulations and the relevant internal regulations.
6.1	Commitments of the Company	The Company commits to respecting human rights and ensuring a fair and safe working environment; and to complying with the law in the fields of labour, competition, the environment, securities, personal data, consumers, international trade, product quality and responsibility to the community.
6.2	Commitments on professional ethics	Employees act in the interests of the Company; avoid conflicts of interest, fraud and corruption; safeguard information; use assets for their proper purpose; maintain transparency in transactions,



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Section	Principal content	Summary of the key requirements / direction
		books and records and communications; and are responsible for reporting any indication of a violation.
6.3	Rules of communication and conduct	Sets the standards of communication internally and externally in a spirit of respect, cooperation, professionalism and honesty; prohibits harassment, discrimination, conduct causing disunity and conduct affecting the Company's reputation.
VII	Implementation provisions	Sets out the responsibilities of Employees, the HR Function, the Compliance Function and Managers in communicating, guiding, receiving reports, handling violations and maintaining compliance with this Code.
VIII	Revision history	Tracks the issued versions, the principal changes in content and the effective date of each amendment and update of this Code.