

REPORT ON CORPORATE GOVERNANCE

(Year of 2024)

VRC REAL ESTATE AND INVESTMENT JOINT STOCK COMPANY

To: - *State Securities Commission*
- *Ho Chi Minh Stock Exchange*

- Name of Company: **VRC Real Estate and Investment Joint Stock Company (“Company”)**
- Head office Address: Floor #6, Smart View Building, 161A (1 part) – 163 – 165 Tran Hung Dao Street, Co Giang Ward, District 1, Ho Chi Minh City, Vietnam.
- Telephone: 028 6276 0296 - Email: cbtt@vrc.com.vn
- Charter Capital: 500.000.000.000 VND (*in words: Five hundred billion VND*)
- Stock symbol: VRC
- Governance model: General meeting of Shareholders, Boards of Directors (“**BOD**”), General Director, and Audit Committee under the Board of Directors.
- The implementation of internal audit: Implemented

I. Activities of the General Meeting of Shareholders

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

In 2024, the Company held:

- The Annual General Meeting of Shareholders in 2024 on April 25, 2024.
- The collection of shareholder written opinions using the Shareholder Written Opinion Forms on June 6, 2024.
- An Extraordinary General Meeting of Shareholders in 2024 on December 19, 2024.

Information on meetings, resolutions/decisions of the General Meeting of Shareholders:

No	Resolution/ Decision No.	Date	Content
1	02.2504/2024/ NQ.DHĐCĐTN- VRC	25/04/2024	<p>The Annual General Meeting voted to approve the following contents:</p> <ul style="list-style-type: none"> - Approved the report of the Board of Directors on operating results in 2023 and plan for 2024. - Approved the report of Independent Board Member of 2023. - Approved the report of the Board of Managements on operating results in 2023 and plan for 2024. - Approved proposal No. 1: Audited financial statements for 2023. - Approved proposal No. 2: Remuneration and compensation of the Board of Directors in 2023. - Approved proposal No. 3: Business Plan for 2024 and Board of Directors' Remuneration - Approved proposal No. 4: Selecting an auditor firm for the 2024 financial statement of company. - Approved proposal No. 5: Transferring shares owned by VRC Real Estate and Investment JSC in My Xuan Port Services and Shipyard JSC. - Approved proposal No. 6: Transferring shares owned by VRC Real Estate and Investment JSC in ADEC JSC. - Approved proposal No. 7: Allowing ADEC JSC (subsidiary of VRC) to transfer a portion of the ADC Residential project in Phu My Ward, District 7, Ho Chi Minh City. - Approved proposal No. 8: Alteration of the registered business lines of VRC Real Estate and Investment JSC. - Approved proposal No. 9: Increasing the number of members of the Board of Directors and electing additional members to the Board of Directors of VRC Real Estate and Investment JSC. - Approved proposal No. 10: Adopting the list of candidates for the election of additional members of the Boards. - Elected Mr. Tran Tuan Anh and Mr. Nguyen Thanh Huy as members of the Board of Directors of VRC Real Estate and Investment JSC in term of 05 (five) years from the date of election (April 25, 2024)

No	Resolution/ Decision No.	Date	Content
2	02.1906/2024/N Q.ĐHĐCĐBT- VRC	19/06/2024	- Approved the relocation of the registered office of VRC Real Estate and Investment JSC. - Approved the amendment of Company Charter.
3	03.1906/2024/N Q.ĐHĐCĐBT- VRC	19/06/2024	- Approved the proposal for ADEC JSC to transfer a portion or the whole of the compensated land in the New Urban Area project in Nhon Duc and Phuoc Loc communes, Nha Be district, Ho Chi Minh City.
4	02.1912/2024/N Q.ĐHĐCĐBT- VRC	19/12/2024	- Approved the relocation of the registered office of VRC Real Estate and Investment JSC. - Approved the amendment of Company Charter.
5	03.1912/2024/N Q.ĐHĐCĐBT- VRC	19/12/2024	- Approved proposal No. 2: Dismissal of Board members and Election of Additional board members of VRC Real Estate and Investment JSC. - Approved proposal No. 3: Adopting the list of candidates for the election of additional members of the Boards. - Elected Mr. Nguyen Huy Do, Mrs. Nguyen Ngoc Quynh Nhu and Mr. Dhananjay Vidyasagar as members of the Board of Directors of VRC Real Estate and Investment JSC in term of 05 (five) years from the date of election (December 19, 2024). - Elected Mr. Nguyen Dac Loc as independent member of the Board of Directors of VRC Real Estate and Investment JSC in term of 05 (five) years from the date of election (December 19, 2024).

II. Board of Directors

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

No.	Board of Directors' member	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of Appointment	Date of Dismissal
1	Mr. Dhananjay Vidyasagar	Chairman, Audit Committee's member	19/12/2024	
2	Mr. Nguyen Huy Do	BOD Member	19/12/2024	
3	Mr. Nguyen Dac Loc	BOD Independent member. Audit Committee Chair	19/12/2024	

No.	Board of Directors' member	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of Appointment	Date of Dismissal
4	Mrs. Nguyen Ngoc Quynh Nhu	BOD Member	19/12/2024	
5	Mr. Nguyen Thanh Huy	BOD Member	25/04/2024	
6	Mr. Tu Nhu Quynh	Chairman, Audit Committee's member	Reappointed as BOD member on Dec 21, 2023. Reappointed as Chairman on Dec 22, 2023.	19/12/2024
7	Mr. Nguyen Quoc Phong	BOD Independent member. Audit Committee Chair	29/06/2023	19/12/2024
8	Mr. Phan Van Tuong	BOD Member	12/09/2023	19/12/2024
9	Mr. Tran Tuan Anh	BOD Member	25/04/2024	19/12/2024

2. Meetings of the Board of Directors:

No.	Board of Directors' member	Number of meetings attended by Board of Directors	Attendance rate	Reason for absence
1	Mr. Dhananjay Vidyasagar	1/10	10%	Mr. Dhananjay Vidyasagar was appointed as a Member of BOD on Dec 19, 2024.
2	Mr. Nguyen Huy Do	1/10	10%	Mr. Nguyen Huy Do was appointed as a Member of BOD on Dec 19, 2024.
3	Mr. Nguyen Dac Loc	1/10	10%	Mr. Nguyen Dac Loc was appointed as Independent Board Member of on Dec 19, 2024.
4	Mrs. Nguyen Ngoc Quynh Nhu	1/10	10%	Mrs. Nguyen Ngoc Quynh Nhu was appointed as a

No.	Board of Directors' member	Number of meetings attended by Board of Directors	Attendance rate	Reason for absence
				Member of BOD on Dec 19, 2024.
5	Mr. Nguyen Thanh Huy	5/10	50%	Mr. Nguyen Thanh Huy was appointed as a Member of BOD on Apr 25, 2024. Absent 02 meetings without reason
6	Mr. Tu Nhu Quynh	9/10	90%	The General Meeting of Shareholders resolved to dismiss Mr. Tu Nhu Quynh from the position of Board Member effective Dec 19, 2024.
7	Mr. Nguyen Quoc Phong	9/10	90%	The General Meeting of Shareholders resolved to dismiss Mr. Nguyen Quoc Phong from the position of Board Member effective Dec 19, 2024.
8	Mr. Phan Van Tuong	9/10	90%	The General Meeting of Shareholders resolved to dismiss Mr. Phan Van Tuong from the position of Board Member effective Dec 19, 2024.
9	Mr. Tran Tuan Anh	6/10	60%	Mr. Tran Tuan Anh was appointed as a Member of BOD on Apr 25, 2024, and subsequently dismissed from the position effective Dec 19, 2024.

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

The BOD oversees the day-to-day operations of the Board of Management to ensure compliance with laws, operate safely, and the execution of resolutions passed by the General Meeting of Shareholders and the BOD. Furthermore, the BOD actively collaborates with the Board of Management, closely monitors market trends, and promptly makes informed decisions to ensure the smooth and efficient operation of the company.

The BOD is responsible for overseeing the Company's financial management, including reviewing financial reports (quarterly, semi-annual, and annual financial reports), and requiring the Board of Management to conduct regular assessments of the Company's financial health and business operations.

In addition, the BOD has directed the Board of Management to streamline processes and procedures to align with the Company's operational needs and leverage information technology to enhance operational efficiency and decision-making.

4. Activities of the Board of Directors' subcommittees:

Currently, the Company has one subcommittee under the Board of Directors, the Audit Committee.

The activities of the Audit Committee are detailed in **Section III – Audit Committee**.

5. Decisions/Resolutions of the Board of Directors (2024)

In 2024, the Board of Directors of the company held 10 (ten) meetings, issued 15 (fifteen) Decisions/Resolutions. Specifically:

No	Decision/ Resolution No.	Date	Content	Approval Rate
1	02.0503/2024/NQ .HĐQT-VRC	05/03/2024	Approved the organization of the 2024 Annual General Meeting of Shareholders of VRC Real Estate and Investment JSC.	100%
2	02.2903/2024/NQ .HĐQT-VRC	29/03/2024	Approved the proposed documents for the 2024 Annual General Meeting of Shareholders.	100%
3	02.1704/2024/NQ .HĐQT-VRC	17/04/2024	- Supplement and amend the information related to the 2024 Annual General Meeting of Shareholders of VRC Real Estate and Investment JSC held on April 25, 2024. - Approved the method for electing members of the Board of Directors of VRC Real Estate and Investment Joint Stock Company.	100%
4	01.1305/2024/NQ .HĐQT-VRC	13/05/2024	- Authorized the Legal Representative to undertake all necessary actions related to the transfer of shares of My Xuan Port Services and Shipyard JSC	100%
5	02.1305/2024/NQ .HĐQT-VRC	13/05/2024	- Approved the written shareholder opinion to approve the resolution of the	100%

No	Decision/ Resolution No.	Date	Content	Approval Rate
			1 st Extraordinary General Meeting of Shareholders in 2024 regarding the change of the relocation of the registered office of VRC Real Estate and Investment JSC.	
6	03.1305/2024/NQ .HĐQT-VRC	13/05/2024	- Approved of the Policy on Contracts and Transactions with Related Parties of VRC Real Estate and Investment JSC.	100%
7	04.1305/2024/NQ .HĐQT-VRC	13/05/2024	- Approved the appointment of A&C Auditing and Consulting Company Limited (A&C) as the auditor for the 2024 Financial Statements of VRC Real Estate and Investment JSC.	100%
8	02.0306/2024/NQ .HĐQT-VRC	03/06/2024	- Resolution to supplement and approve the written shareholder opinion collection document of VRC Real Estate and Investment JSC.	80%
9	02.0310/2024/NQ .HĐQT-VRC	03/10/2024	- Resolution of the Dismissal and Appointment of the General Director and the Change of Legal Representative of VRC Real Estate and Investment JSC.	100%
10	02.3010/2024/NQ .HĐQT-VRC	30/10/2024	- Resolution of the Dismissal of the Chairman of the BOD and Appointment of a New Chairman of BOD of VRC Real Estate and Investment JSC.	100%
11	03.3010/2024/NQ .HĐQT-VRC	30/10/2024	- Approved the resolution of the 2024 Extraordinary General Meeting of Shareholders of VRC Real Estate and Investment JSC.	100%
12	02.2511/2024/NQ .HĐQT-VRC	25/11/2024	Approved: <ul style="list-style-type: none"> • The documents for the 2024 Extraordinary General Meeting of Shareholders. • The method of electing members of BOD. • The establishment of the Shareholders' Qualifications verification committee at the 2024 Extraordinary General Meeting of Shareholders. 	100%
13	03.2511/2024/NQ .HĐQT-VRC	25/11/2024	- Approved the Director's salary/remuneration package.	100%

No	Decision/ Resolution No.	Date	Content	Approval Rate
14	04.2511/2024/NQ .HĐQT-VRC	25/11/2024	- Approved the Cancellation of Decision No. 01.0501/2024/QĐ.TGD-VRC dated Jan 05, 2024.	100%
15	02.2412/2024/NQ .HĐQT-VRC	24/12/2024	Election of the Chairman of BOD; Appointment of the Audit Committee Chairman and Members for VRC Real Estate and Investment JSC.	100%

III. Audit Committee (Annual Report 2024):

1. Information about members of Audit Committee:

No.	Members of Audit Committee	Position	The date becoming/ceasing to be the member of audit Committee (*)	Qualification
1	Mr. Nguyen Dac Loc	Audit Committee Chairman	Appointed on 24/12/2024	Bachelor of Finance and Accounting
2	Mr. Dhananjay Vidyasagar	Audit Committee member	Appointed on 24/12/2024	Master of Business Administration
3	Mr. Nguyen Quoc Phong	Audit Committee member	Appointed on 07/07/2023. Dismissed on 19/12/2024	Bachelor of Economics
4	Mr. Tu Nhu Quynh	Audit Committee member	Appointed on 07/07/2023 Reappointed on 22/12/2023 Dismissed on 19/12/2024	Bachelor of Economics

2. Meeting of Audit Committee:

No.	Members of Audit Committee	Number of Meetings attended	Attendance rate	Voting rate	Reason for Absence
1	Mr. Nguyen Dac Loc	1	1/4	100%	Appointed on 24/12/2024
2	Mr. Dhananjay Vidyasagar	1	1/4	100%	Appointed on 24/12/2024

No.	Members of Audit Committee	Number of Meetings attended	Attendance rate	Voting rate	Reason for Absence
1	Mr. Nguyen Quoc Phong	3	3/4	100%	Dismissed on 19/12/2024
2	Mr. Tu Nhu Quynh	3	3/4	100%	Dismissed on 19/12/2024

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

- Oversee the activities of BOD by actively participating in BOD meetings and discussions. Evaluate the effectiveness of Board resolutions and decisions making processes. Provide valuable input to both the BOD and Board of Management to ensure the effective implementation of resolutions and decisions made by the General Meeting of Shareholders and the BOD.
- Oversee and evaluate management processes, performance, compliance with company policies, legal and regulatory requirements, and financial and accounting standards. Assess and mitigate risks associated with the achievement of strategic objectives.
- Review and evaluate the performance of the BOD and the Company's management system in implementing the 2024 Business Plan approved by the 2024 Annual General Meeting of Shareholders. Report findings and recommendations to the BOD to facilitate informed strategic direction and oversight.
- Collaborate with Board of Management to oversee and coordinate comprehensive inspections of the Company's business and financial activities.
- Provide recommendations BOD on the selection of A&C Auditing and Consulting Company Limited as the auditor for the Company's 2024 financial statement.
- Conduct rigorous reviews of the Company's periodic 2024 Financial Reports, including in-depth analysis of key accounting issues. Monitor the implementation of auditor recommendations to ensure the accuracy and reliability of financial reporting.
- Review transactions with related parties subject to the approval authority of the BOD or the General Meeting of Shareholders.
- Assess the effectiveness of the Company's internal control and risk management.

4. The coordination among the Audit Committee, the Board of Management, Board of Directors, and other managers:

The BOD, the General Director, and the Company's management team shall fully support the Audit Committee in the effective performance of its duties and responsibilities.

IV. 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	Mrs. Nguyen Ngoc Quynh Nhu	25/12/1986	Master of Business Administration	Appointed as General Director on Oct 03, 2024
2	Mrs. Nguyen Thi Minh Khiem	29/11/1972	Bachelor of Economics	Appointed as General Director on Jul 07, 2023, and subsequently dismissed on Oct 03, 2024.
3	Mrs. Nguyen Thi Thuy	22/9/1979	Bachelor of Economics	Appointed as Chief Financial Officer on Jul 20, 2023.

V. Chief Accountant

Name	Date of Birth	Qualification	Date of appointment/dismissal of members of the Board of Management
Mrs. Nguyen Thi Thuy	22/9/1979	Bachelor of Economics	Appointed on Jul 01, 2015.

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Audit Committee, General Director, other managers and secretaries in accordance with regulations on corporate governance: monthly training sessions on finance, accounting, and tax updates, attendance at internal audit, and participation in relevant industry conferences and seminars etc.

VII. The list of affiliated persons of the public company (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 of issue	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	2	3	4	5	6	7	8	9	10	11	12
I	BOARD OF DIRECTORS										
1	Dhananjay Vidyasagar		Chairman of the Board of Director, Members of Audit Committee					19/12/2024		Appointed	
2	Nguyen Huy Do		Board of Director' member					19/12/2024		Appointed	
3	Nguyen Đac Loc		Board of Director' member, Chủ tịch UBKT					19/12/2024		Appointed	

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No of issue	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	2	3	4	5	6	7	8	9	10	11	12
4	Nguyen Ngoc Quynh Nhu		Board of Director' member					03/10/2024		Appointed	
5	Nguyen Thanh Huy		Board of Director' member					25/04/2024		Appointed	
6	Tu Nhu Quynh		Chairman of the Board of Director					26/06/2020	19/12/2024		
7	Nguyen Quoc Phong		Independent members of the Board of Directors, Chairman of Audit Committee					29/06/2023	19/12/2024	Dismissed	

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No of issue	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	2	3	4	5	6	7	8	9	10	11	12
8	Phan Van Tuong		Board of Director' member					12/09/2023	19/12/2024	Dismissal	
9	Tran Tuan Anh		Board of Director' member					25/04/2024	19/12/2024	Dismissal	
II BOARD OF MANAGERMENT											
1	Nguyen Ngoc Quynh Nhu		General Director					03/10/2024		Appointed	
2	Nguyen Thi Minh Khiem		General Director					12/03/2018	3/10/2024	Dismissal	

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No of issue	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	2	3	4	5	6	7	8	9	10	11	12
3	Nguyen Thi Thuy		CFO, Chief Accountant					01/07/2015			
III MAJOR SHAREHOLDERS											
1	Tran Thi Van							14/10/2024			
2	Saigon - Hanoi Securities Joint Stock Company			66/UB CK-GP	15/11/2007	State Securities Commission of Vietnam	Floor 1-5, Unimex Ha Noi Tower, 41 Ngo Quyen - Hang Bai Ward - Hoan Kiem District- Ha Noi City	30/12/2024			
IV OTHERS											
1	Tran Thi Thuy Huong		attorney-in-fact, Administrat					25/10/2022			

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No of issue	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	2	3	4	5	6	7	8	9	10	11	12
			or, Secretary								
V	SUBSIDIARIES, AFFILIATES COMPANY										
1	ADEC JSC			030051 5472	07/04/20 05	Department of Planning and Investment of Ho Chi Minh City	Floor 6, Smart View Building, 161A (1 Part) – 163 – 165 Tran Hung Dao Street, Co Giang Ward, District 1, Ho Chi Minh City, Viet Nam	19/10/20 17			Subsidiary
2	My Xuan Port Services and Shipyard JSC			350081 0840	01/09/20 06	Department of Planning and Investment of Ba Ria - Vung Tau Province	512/15/10 Truong Cong Dinh, Ward 8, Vung Tau City, Ba Ria Vung Tau Province	06/08/20 18			Affiliated Company

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).

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 organization/ individual	Relationship with the Company	No of issue	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 (VND)	Note
1	ADEC JSC	Subsidiary	0300515472	07/04/2005	Department of Planning and Investment of Ho Chi Minh City	Floor 6, Smart View Building, 161A (1 Part) – 163 – 165 Tran Hung Dao Street, Co Giang Ward, District 1, Ho Chi Minh City, Viet Nam	2024	Resolutions of the Board of Directors 03.1305/2024/NQ.HĐQT-VRC Date 13/05/2024	- Recover from lending: 2.272.000.000VND - Loan interest received: 55.706.602 VND.	
2	My Xuan Port Services and Shipyard JSC	Affiliated Company	3500810840	01/09/2006	Department of Planning and Investment of Ba Ria - Vung Tau Province	512/15/10 Truong Cong Dinh, Ward 8, Vung Tau City, Ba Ria Vung Tau Province	2024	Resolutions of the Board of Directors 03.1305/2024/NQ.HĐQT-VRC Date 13/05/2024	- Consultant service: 3.888.000.000 VND - Payment Services fee: 220.000.000 VND	VAT included

No.	Name of organization/ individual	Relationship with the Company	No of issue	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 (VND)	Note
3	Angel 2 Investment JSC	Affiliated persons of Mr Nguyen Thanh Huy	0317185247	08/03/2022	Department of Planning and Investment of Ho Chi Minh City	No 21, 63-TML Street, Thanh My Loi Ward, Thu Duc City, Ho Chi Minh City.	2024	Resolutions of the Board of Directors 03.1305/2024/NQ.HĐQT-VRC Date 13/05/2024	Office rental fee: 45.000.000 VND	

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.

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	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
1	Mrs Nguyen Thu Huyen	Affiliated persons of Mr Tu Nhu Quynh	No					ADEC JSC	2024	- Provide a loan of 7.340.000.000VND to ADEC JSC	

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	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
										- ADEC JSC has made a loan repayment of 172.345.123.288 VND - ADEC JSC has paid 4.330.746.781 VND in loan interest - Real estate transaction: 1.976.000.000 VND	
2	Mrs Nguyen Thi Minh Khiem		General Director					ADEC JSC	2024	- Provide a loan of 50.000.000.000VND to ADEC JSC - ADEC JSC has made a loan repayment of 50.000.000.000 VND - ADEC JSC has paid 928.082.192 VND in loan interest - Real estate transaction: 2.316.600.000 VND	
3	Mr Nguyen Van Khoi	Affiliated persons of Mrs Nguyen Thi Minh Khiem	No					ADEC JSC	2024	- Provide a loan of 3.100.000.000VND to ADEC JSC - ADEC JSC has made a loan repayment of 3.100.000.000VND	

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	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
										- ADEC JSC has paid 56.708.904 VND in loan interest - Real estate transaction: 1.158.300.000 VND	
4	Mrs Nguyen Thi Tuong Vi	Affiliated persons of Mrs Nguyen Thi Minh Khiem	No					ADEC JSC	2024	- Real estate transaction: 1.158.300.000 VND	
5	Mrs Tran ThiThuy Huong		attorney-in-fact, Administrator, Secretary					ADEC JSC	2024	- Real estate transaction: 1.158.300.000 VND	
6	Mrs Nguyen Thi Thuy		CFO, Chief Accountant					ADEC JSC	2024	- Real estate transaction: 1.158.300.000 VND	

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	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
7	Mrs Le Thi My Yen	Affiliated persons of Mr Phan Van Tuong						ADEC JSC	2024	- Real estate transaction: 1.158.300.000 VND	
8	Angel 2 Investment JSC	Affiliated persons of Mr Nguyen Thanh Huy		0317185247	08/03/2022	Department of Planning and Investment of Ho Chi Minh City	No 21, 63-TML Street, Thanh My Loi Ward, Thu Duc City, Ho Chi Minh City.	ADEC JSC	2024	Office rental fee: 45.000.000 VND	
9	Tran Thi Van	Investors owning 10% or more shares						ADEC JSC	2024	- Provide a loan of 324.640.567.288 VND to ADEC JSC - Loan interest: 6.311.016.845 VND	
10	My Xuan Port Services and Shipyard JSC			3500810840	01/09/2006	Department of Planning and Investment of Ba Ria - Vung Tau Province	512/15/10 Truong Cong Dinh, Ward 8, Vung Tau	ADEC JSC	2024	- Consultant service: 3.200.000.000 VND (VAT included)	

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	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
							City, Ba Ria Vung Tau Province			- Payment Services fee for ADEC JSC: 238.000.000 VND - ADEC JSC lend money: 1.000.000.000 VND	

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): Transactions with ADEC JSC, My Xuan Port Services and Shipyard JSC, Thien Than 2 Investment JSC (presented in point 2, part VII)

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): Transactions with ADEC JSC, My Xuan Port Services and Shipyard JSC (presented in point 2, part VII)

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: No

VIII. Share transactions of internal persons and their affiliated persons (annual report)

1. Transactions of internal persons and affiliated persons with shares 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	Note
1	2	3		4	5	6	7	8	9	10
I	Board of Director' member									
1	Dhananjay Vidyasagar		Chairman of the Board of Director, Members of Audit Committee					0	0%	
1.01	Mother- Rashmi Vidyasagar							0	0%	
1.02	Mother in Law- Nguyen Thi Kim Lien							0	0%	

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	Note
1.03	Wife - Nguyen Ngoc Quynh Nhu							0	0%	
1.04	Son - Dharma Dhananjay							0	0%	under 18
1.05	Sister - Dharti Vidyasagar							0	0%	
1.06	VASTC Trading Company Limited			0312883086	06/08/2014	Department of Planning and Investment of Ho Chi Minh City	Packsimex Tower, 25 Dong Du, Ben Nghe Ward, District 1, Ho Chi Minh City	0	0%	Mr Dhananjay Vidyasagar is General Director
1.07	ADEC JSC			0300515472	07/04/2005	Department of Planning and Investment of Ho Chi Minh City	Floor 6, Smart View Building, 161A (1 Part) – 163 – 165 Tran Hung Dao Street, Co Giang Ward, District 1, Ho Chi	0	0%	Mr Dhananjay Vidyasagar is Board of Director' member

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	Note
							Minh City, Viet Nam			
1.08	My Xuan Port Services and Shipyard JSC			3500810840	01/09/2006	Department of Planning and Investment of Ba Ria - Vung Tau Province	512/15/10 Truong Cong Dinh, Ward 8, Vung Tau City, Ba Ria Vung Tau Province	0	0%	Mr Dhananjay Vidyasagar is Board of Director' member
2	Nguyen Dac Loc		Independent members of the Board of Directors, Chairman of Audit Committee					0	0%	
2.01	Mother- Tran Di Phuong Lan							0	0%	
2.02	Sister - Nguyen Thi Tuyet Khanh							0	0%	

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	Note
2.03	Sister - Nguyen Thi Phuong Khanh							0	0%	
2.04	Viet Bao Tin Cosmetics and Chemicals Company Limited			0310805075	27/04/2011	Department of Planning and Investment of Ho Chi Minh City	Ho Chi Minh City	0	0%	Mr Nguyen Dac Loc is General Director
3.	Nguyen Huy Do		Members of the Board of Directors					0	0%	
3.01	Mother - Pham Thi Le							0	0%	
3.02	Wife - Duong Hong Nhung							0	0%	

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	Note
3.03	Sister - Nguyen Thanh Mai							0	0%	
3.04	Brother - Nguyen Phong Vu							0	0%	
3.05	Daughter - Nguyen Gia Linh							0	0%	Under 18
3.06	Daughter - Nguyen Gia Han							0	0%	Under 18
3.07	Sister in Law - Tran Phuong Chi							0	0%	

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	Note
3.08	Brother in law - Do Xuan Dien							0	0%	
3.09	Metallife Viet Nam JSC			0108639539	08/03/2019	Department of Planning and Investment of Ha Noi City	P420 , No 142 Le Duan, Kham Thien, Dong Da District, Ha Noi City	0	0%	Mr Nguyen Huy Do is General Director
4	Nguyen Ngoc Quynh Nhu		Members of the Board of Directors, CEO					0	0%	
4.01	Mother - Nguyen Thi Kim Lien							0	0%	
4.02	Mother in Law - Rashmi Vidyasagar							0	0%	
4.03	Husband - Dhananjay Vidyasagar							0	0%	

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	Note
4.04	Son - Dharma Dhananjay							0	0%	Under 18
4.05	Sister - Nguyen Ngoc Nha Quynh							0	0%	
4.06	Nguyen Ngoc Thuy Quynh							0	0%	
4.07	ADEC JSC			0300515472	07/04/2005	Department of Planning and Investment of Ho Chi Minh City	Floor 6, Smart View Building, 161A (1 Part) – 163 – 165 Tran Hung Dao Street, Co Giang Ward, District 1, Ho Chi Minh City, Viet Nam	0	0%	Mrs Nguyen Ngoc Quynh Nhu is Chairman of the Board of Director/ General Director

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	Note
4.08	My Xuan Port Services and Shipyard JSC			3500810840	01/09/2006	Department of Planning and Investment of Ba Ria - Vung Tau Province	512/15/10 Truong Cong Dinh, Ward 8, Vung Tau City, Ba Ria Vung Tau Province	0	0%	Mrs Nguyen Ngoc Quynh Nhu is Chairman of the Board of Director/ General Director
5	Nguyen Thanh Huy		Board of Director' member					0	0%	
5.01	Mother - Tran Thi Nguyet Nga							0	0%	
5.02	Father - Nguyen Thanh Tan							0	0%	

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	Note
5.03	Mother in Law - Nguyen Thi Luu							0	0%	
5.04	Father in Law - Nguyen Hong Tam							0	0%	
5.05	Brother - Nguyen Thanh Long							0	0%	
5.06	Brother - Nguyen Thanh Tung							0	0%	
5.07	Sister in Law - Nguyen Ngoc Huong Tra							0	0%	

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	Note
5.08	Brother - Nguyen Thanh Hoang							0	0%	
5.09	Sister in Law - Bach Thi Minh Phuong							0	0%	
5.10	Wife - Nguyen Thi Nhu Nghia							0	0%	
5.11	Son - Nguyen Hoang Thien Bao							0	0%	Under 18
5.12	Son - Nguyen Hoang Bao Khang							0	0%	Under 18

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	Note
5.13	Angel 1 Investment JSC			0315839568	08/08/2019	Department of Planning and Investment of Ho Chi Minh City	No 21, 63-TML Street, Thanh My Loi Ward, Thu Duc City, Ho Chi Minh City.	0	0%	
5.14	Angel 2 Investment JSC			0317185247	08/03/2022	Department of Planning and Investment of Ho Chi Minh City	No 21, 63-TML Street, Thanh My Loi Ward, Thu Duc City, Ho Chi Minh City.	0	0%	
5.15	Angel 3 Investment JSC			0317711203	01/03/2023	Department of Planning and Investment of Ho Chi Minh City	No 21, 63-TML Street, Thanh My Loi Ward, Thu Duc City, Ho Chi Minh City.	0	0%	
5.16	My Xuan Port Services and Shipyard JSC			3500810840	01/09/2006	Department of Planning and Investment of Ba Ria - Vung Tau Province.	512/15/10 Truong Cong Dinh, Ward 8, Vung Tau City, Ba Ria Vung Tau Province	0	0%	Mr Nguyen Thanh Huy is Board of Director' member
6	Tu Nhu Quynh		Chairman of the Board of Director, Members of					0	0,00%	Dismissale 19/12/2024

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	Note
			Audit Committee							
6.01	Mother - Dinh Thi Hau							0	0%	
6.02	Father in Law - Nguyen Huy Huan							0	0%	
6.03	Mother in Law - Mai Thu Hien							0	0%	
6.04	Wife - Nguyen Thu Huyen							0	0%	

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	Note
6.05	Daughter - Tu Hoang Nhat Mai							0	0%	Under 18
6.06	Son - Tu Hoang Minh Son							0	0%	Under 18
6.07	Sister - Tu Thi Thu Trang							0	0%	
6.08	Brother in Law - Le Quy Trong							0	0%	
7	Nguyen Quoc Phong		Independent members of the Board of Directors, Chairman of Audit Committee					6	0,000001 %	Dismissal 19/12/2024

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	Note
7.01	Mother - Le Thi Ut							0	0%	
7.02	Wife - Tran Ngoc Diep							0	0%	
7.03	Son – Nguyen Quoc Khang							0	0%	
7.04	Daughter – Nguyen Tran Tue Nhi							0	0%	

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	Note
7.05	Brother – Nguyen Quoc Tuyen							0	0%	
7.06	Sister – Nguyen Thi Thanh Giang							0	0%	
7.07	Sister – Nguyen Thi Thanh Thuy							0	0%	
7.08	Father in Law - Tran Van Rua							0	0%	

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	Note
7.09	Mother in Law - Huynh Thi Nguyet							0	0%	
7.10	Sister in Law – Tran Thi My Xuan							0	0%	
7.11	Brother in Law - Vu Tien Dung							0	0%	
7.12	Brother in Law - Nguyen Thien Chien							0	0%	

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	Note
8	Phan Van Tuong		Board of Director' member					0	0,00%	Dismissal 19/12/2024
8.01	Mother - Phan Thi Phu							0	0%	
8.02	Father in Law - Le Quang Phuong							0	0%	
8.03	Mother in Law - Nguyen Thi Kim Cuc							0	0%	

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	Note
8.04	Wife - Le Thi My Yen							0	0%	
8.05	Daughter - Phan Ngoc Bao Ngan							0	0%	Under 18
8.06	Daughter - Phan Ngoc Tam Anh							0	0%	Under 18
8.07	Happy Land Investment JSC			0314448716	07/06/2017	Department of Planning and Investment of Ba Ria - Vung Tau Province	81 Cach Mang Thang Tam, Ben Thanh Ward, District 1, Ho Chi Minh City	0	0%	Mr Phan Van Tuong is Chairman of the Board of Director/ General Director

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	Note
9	Tran Tuan Anh		Board of Director' member					0	0%	Dismissal 19/12/2024
9.01	Father - Tran Xuan Khanh							0	0%	
9.02	Mother - Le Thi Than							0	0%	
9.03	Sister - Tran Thi Thu Thuy							0	0%	
9.04	Brother in Law - Duong Van Sau							0	0%	
9.05	Brother - Tran Xuan Son							0	0%	

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	Note
9.06	Sister in Law - Pham Thi Minh Tam							0	0%	
9.07	Wife - Phung Thi Kim Chi							0	0%	
9.08	Son - Tran Anh Nguyen							0	0%	
9.09	Daughter - Tran Thi Song Ha							0	0%	

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	Note
9.10	Daughter- Tran Thi Nhi Ha							0	0%	
9.11	Tan Thai Binh Company Limited			3600591286	05/02/2024	Department of Planning and Investment of Dong Nai Province	No 126, Nguyen Ai Quoc, Trang Dai Ward, Bien Hoa City, Dong Nai Province	0	0%	
II	Audit Committee									
1	Nguyen Dac Loc		Chairman of Audit Committee					0	0%	Presented in Section I
2	Dhananjay Vidyasagar		Members of Audit Committee					0	0%	Presented in Section I
3	Nguyen Quoc Phong		Chairman of Audit Committee					6	0,000001 %	Dismissal 19/12/2024

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	Note
										Presented in Section I
4	Tu Nhu Quynh		Members of Audit Committee					0	0%	Dismissal 19/12/2024 Presented in Section I
III	Board of Management									
1	Nguyen Ngoc Quynh Nhu		General Director					0	0%	Appointed 03/10/2024 Presented in Section I
2	Nguyen Thi Minh Khiem		General Director					0	0%	Dismissal 03/10/2024

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	Note
2.01	Mother - Nguyen Thi Hao							0	0%	
2.02	Mother in Law - Mai Thi Khoi							0	0%	
2.03	Sister - Nguyen Thi Nhu Khue							0	0%	
2.04	Brother in Law - Nguyen Van Tan							0	0%	

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	Note
2.05	Sister - Nguyen Thi Nhu Hue							0	0%	
2.06	Brother in Law - Ngo Thanh Tri							0	0%	
2.07	Brother - Nguyen Van Khoi							0	0%	
2.08	Sister in Law - Le Thi Ngoc Trang							0	0%	

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	Note
2.09	Sister - Nguyen Thi Tuong Vi							0	0%	
2.10	Sister - Nguyen Thi Minh Khuong							0	0%	
2.11	Husband - Nguyen Viet Khoi Nguyen							0	0%	
2.12	Daughter - Nguyen Viet Minh An							0	0%	

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	Note
2.13	Daughter - Nguyen Viet Nguyen An							0	0%	
3	Nguyen Thi Thuy		CFO, Chief Accountant					0	0%	
3.01	Father - Nguyen Ngoc Thanh							0	0%	
3.02	Mother - Pham Thi Ty							0	0%	
3.03	Sister - Nguyen Thi Oanh							0	0%	

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	Note
3.04	Brother in Law - Mai Tien Duc							0	0%	
3.05	Brother - Nguyen Xuan Tien							0	0%	
3.06	Husband - Le Phuong							0	0%	
3.07	Son - Le Viet Hoang							0	0%	

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	Note
3.08	Daughter - Lê Thị Hà Linh							0	0%	
3.09	ADEC JSC			0300515472	07/04/2005	Department of Planning and Investment of Ho Chi Minh City	Floor 6, Smart View Building, 161A (1 Part) – 163 – 165 Tran Hung Dao Street, Co Giang Ward, District 1, Ho Chi Minh City, Viet Nam	0	0%	Mrs Nguyen Thi Thuy is Chief Accountant
3.10	My Xuan Port Services and Shipyard JSC			3500810840	01/09/2006	Department of Planning and Investment of Ba Ria - Vung Tau Province	512/15/10 Truong Cong Dinh, Ward 8, Vung Tau City, Ba Ria Vung Tau Province	0	0%	Mrs Nguyen Thi Thuy is Deputy General Manager
IV	Others									

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	Note
1	Tran Thi Thuy Huong		attorney-in-fact, Administrator, Secretary					0	0%	
1.01	Father - Tran Van Tri							0	0%	
1.02	Mother - Le Thi Huong							0	0%	
1.03	Sister – Tran Thi Minh Nguyet							0	0%	
1.04	Brother – Tran Van Thinh							0	0%	

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	Note
1.05	Sister in Law - Nguyen Thi Thuy Hang							0	0%	
1.06	Husband – Dang Tuan Anh							0	0%	
1.07	Daughter - Dang Tran Khanh Linh							0	0%	Còn nhỏ
1.08	Daughter - Dang Tran Khanh Ngan							0	0%	Còn nhỏ
1.09	Daughter - Dang Tran Khanh Vy							0	0%	Còn nhỏ
1.10	Father in Law – Dang Van Quyet							0	0%	

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	Note
1.11	Mother in Law – Le Thi Thanh Ha							0	0%	
1.12	Brother in Law - Pham Huu Tho							0	0%	
1.13	ADEC JSC			03005154 72	07/04/ 2005	Department of Planning and Investment of Ho Chi Minh City	Floor 6, Smart View Building, 161A (1 Part) – 163 – 165 Tran Hung Dao Street, Co Giang Ward, District 1, Ho Chi Minh City, Viet Nam	0	0%	Mrs Tran Thi Thuy Huong is head of the supervisory board

2. Transactions of internal persons and affiliated persons with shares of the company

No	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Phan Van Tuong	Board of Director' member (Dismissaled 19/12/2024)	9.327.230	18,65%	0	0,00%	
2	Tu Nhu Quynh	Board of Director' member (Dismissaled 19/12/2024)	6.267.080	12,53%	0	0,00%	
3	Tran Thi Van	Major Shareholder	0	0,00%	6.799.310	13,60%	

IX. Other significant issues: No

CHAIRMAN OF THE BOARD OF DIRECTORS



DHANANJAY VIDYASAGAR

