



THE PAN GROUP

Số/No.: 009 .25/PAN-CV

Hà Nội, ngày 24 tháng 01 năm 2025
Hanoi, 24th January 2025

**CÔNG BỐ THÔNG TIN
TRÊN CÔNG THÔNG TIN ĐIỆN TỬ CỦA
ỦY BAN CHỨNG KHOÁN NHÀ NƯỚC
VÀ SGDCK TP.HCM**

**DISCLOSURE OF INFORMATION ON
THE STATE SECURITIES COMMISSION'S
PORTAL AND HOCHIMINH STOCK
EXCHANGE'S PORTAL**

Kính gửi/ To:

- Ủy ban Chứng khoán Nhà nước/ *The State Securities Commission*
- Sở Giao dịch chứng khoán TP.HCM/ *Hochiminh Stock Exchange*

- Tên tổ chức / *Organization name*: CÔNG TY CỔ PHẦN TẬP ĐOÀN PAN
- Mã chứng khoán/ *Securities Symbol*: PAN
- Địa chỉ trụ sở chính/ *Address*: Lô A1-9, đường VL3, KCN Vĩnh Lộc 2, Xã Long Hiệp, Huyện Bến Lức, Tỉnh Long An, Việt Nam
- Người công bố thông tin/ *Submitted by*: Ông/Mr. Nguyễn Anh Tuấn

Loại thông tin công bố : định kỳ bất thường 24h theo yêu cầu
Information disclosure type: Periodic Irregular 24 hours On demand

Nội dung thông tin công bố (*)/ Content of Information disclosure (*):

Công ty cổ phần Tập đoàn PAN công bố Báo cáo quản trị năm 2024.

The PAN Group Joint Stock Company discloses the Report on the Corporate Governance of 2024

Thông tin này được công bố trên trang thông tin điện tử của công ty vào ngày 24/01/2025 tại đường dẫn: <http://www.thepangroup.vn>, chuyên mục Quan hệ Nhà đầu tư/Công bố thông tin.

This information was disclosed on Company/Fund's Portal on date 24/01/2025. Available at: <http://www.thepangroup.vn>, tab Investor Relation/Information Disclosure.

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

I declare that all information provided in this paper is true and accurate; I shall be legally responsible for any misrepresentation./

**TM. CÔNG TY CỔ PHẦN TẬP ĐOÀN PAN
NGƯỜI ĐƯỢC ỦY QUYỀN CBTT
GIÁM ĐỐC TÀI CHÍNH**

Nguyễn Anh Tuấn



**THE PAN GROUP
JOINT STOCK COMPANY**

No: 003.25/PAN-CV

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

Hanoi, January 25, 2025

**REPORT
On the Corporate Governance of 2024**

Respectfully submitted to: - The State Securities Commission of Vietnam;
- Ho Chi Minh Stock Exchange.

- Company Name: PAN Group Joint Stock Company
- Head Office Address: Lot A1-9, VL3 Road, Vinh Loc 2 Industrial Zone, Long Hiep Commune, Ben Luc District, Long An Province, Vietnam
- Phone: 024 3760 6190
- Email: info@thepangroup.vn
- Charter Capital: VND 2,162,945,800,000
- Ticker: PAN
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Chief Executive Officer, and an Audit Committee under the Board of Directors.
- Internal Audit Function: Implemented.

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

In 2024, the Company convened one 01 Annual General Meeting of Shareholders ("AGM"). Details of the AGM resolution are as follows:

| No | Resolution No | Date | Content |
|----|-------------------------|----------------|--|
| 1 | 01-04/2024/ NQ-ĐHĐCĐ | 26/04/ 2024 | <ul style="list-style-type: none"> - Approval of the Report on the Board of Directors' Activities for 2023 - Approval of the Report on the Activities of Independent Board Members in the Internal Audit Subcommittee for 2023 - Approval of the Executive Board's Report on Business Operations for 2023 - Approval of the audited Separate Financial Statements of the Parent Company and the Consolidated Financial Statements for 2023 - Approval of the Plan for Reserve Fund Allocation and Profit Distribution for 2023 - Approval of the Business Plan and Profit Distribution Plan for 2024 |

| | | | |
|--|--|--|---|
| | | | <ul style="list-style-type: none"> - Approval of the list of proposed audit firms for auditing the Financial Statements for 2024 - Issuance of the amended and supplemented Charter and Internal Regulations on Corporate Governance. |
|--|--|--|---|

II. BOARD OF DIRECTORS

1. Information about the Members of the Board of Directors (BOD):

| No | Board Member | Position | Date Started/Ended as BOD Member/Independent BOD Member | |
|----|----------------------|--------------------------|---|---------------------|
| | | | Date of Appointment | Date of Termination |
| 1 | Nguyen Duy Hung | Chairman of the BOD | 26/04/2022 | |
| 2 | Nguyen Thi Tra My | Vice Chairwoman of BOD | 26/04/2022 | |
| 3 | Nguyen Duy Khanh | Non-executive BOD Member | 26/04/2022 | |
| 4 | Nguyen Vu Thuy Huong | Non-executive BOD Member | 26/04/2022 | |
| 5 | Pham Viet Muon | Independent BOD Member | 26/04/2022 | |
| 6 | Ha Thi Thanh Van | Non-executive BOD Member | 26/04/2022 | |
| 7 | Bui Xuan Tung | Independent BOD Member | 26/04/2022 | |

2. Board of Directors Meetings:

In 2024, Board of Directors meetings were conducted in a hybrid format, combining in-person and online participation. Details are as follows::

| No | Board Member | Number of BOD Meetings Attended | Attendance Rate | Reason for Absence |
|----|----------------------|---------------------------------|-----------------|--------------------|
| 1 | Nguyen Duy Hung | 11/11 | 100% | |
| 2 | Nguyen Thi Tra My | 11/11 | 100% | |
| 3 | Nguyen Duy Khanh | 11/11 | 100% | |
| 4 | Nguyen Vu Thuy Huong | 11/11 | 100% | |
| 5 | Pham Viet Muon | 11/11 | 100% | |
| 6 | Ha Thi Thanh Van | 11/11 | 100% | |
| 7 | Bui Xuan Tung | 11/11 | 100% | |

3. Supervision Activities of the Board of Directors Over the Executive Board:

In 2024, the Board of Directors effectively supervised and directed the Chief Executive Officer and management levels in overseeing the Company's operations, as follows:

- Directed the Chief Executive Officer to prepare the 2024 business plan for the Board of Directors to present to the Annual General Meeting of Shareholders for approval;
- Monitored the implementation of the business plan for the first six months of 2024;
- Directed the organization and supervision of the Annual General Meeting of Shareholders for 2024 as per the approved plan;
- Monitored the preparation of the Corporate Governance Report for 2023;
- Oversaw the preparation of the Separate Financial Statements, Consolidated Financial Statements with subsidiaries and associates for Q1 2024; audited the Separate Financial Statements and Consolidated Financial Statements with subsidiaries and associates for 2023; and prepared the Separate Financial Statements and Consolidated Financial Statements with subsidiaries and associates for Q1 and Q2 2024;
- Supervised the preparation of 2023 Annual Report and Sustainable Development Report;
- Monitored the implementation of resolutions from the General Meeting of Shareholders, Board of Directors resolutions, and decisions of the Chairman of the Board in accordance with the scope, authority, and duties stipulated in the Company's Charter;
- Oversaw the business performance and activities of member companies and the progress of their business plans;
- Reviewed corporate governance practices, internal control activities and risk management.

4. Activities of the Committees under the Board of Directors

The Company's Board of Directors established 03 subcommittees under the Board, including the Human Resources Subcommittee, the Sustainable Development Subcommittee, and the Internal Audit Subcommittee, which were later renamed as the Human Resources Committee, the Sustainable Development Committee, and the Audit Committee in accordance with Resolution No. 02-06/2024/NQ-HĐQT dated June 17, 2024, of the Board of Directors and the amended Charter. The Committees of the Board operate according to their responsibilities defined in the Charter, Corporate Governance Regulations, Board of Directors' Regulations, Internal Audit Regulations, and decisions of the Board of Directors.

The activities of these Committees in 2024 are as follows:

4.1. Human Resources Committee

- Assessed the effectiveness of the Board of Directors members.
- Provided recommendations to the Board of Directors and Chairman regarding the nomination of candidates for the Board of Directors, Supervisory Board, and representatives managing capital in subsidiary companies.

- Developed the Regulations on Authorized Representatives and the Regulations on Capital Management at companies invested in by PAN Group.
- Improved the Company's salary, bonus, and other benefits policies; reviewed, developed, and proposed a stock bonus policy for key personnel of the Group and its subsidiaries.
- Reviewed the conditions and standards for Board members.
- Designed and implemented a corporate culture training plan.
- Trained and developed a pool of potential executives for management positions.
- Assessed the performance of the Chief Executive Officer and proposed rewards.

4.2. Sustainable Development Committee

- Established and monitored a set of sustainability indicators for the Group to measure, evaluate, and improve performance.
- Assessed global and Vietnamese trends and requirements for reducing greenhouse gases, including their impact on business operations in the coming period.
- Created a plan for reducing greenhouse gases for the Group, focusing on key activities such as assessing the current situation, measuring and inventorying greenhouse gases, afforestation, and using renewable energy.
- Issued the governance structure for PAN Group's sustainability efforts.
- Established the Sustainable Development Committee to promote and manage sustainable development activities within the Group.
- Issued operation regulations of the Sustainable Development Committee.
- Oversaw the implementation of the PANSI metrics plan to identify risks and opportunities related to environmental, social, and corporate governance issues, serving as a basis for setting specific sustainability goals for subsidiary companies.
- Directed and organized the "PAN Innovation Awards" ceremony.

4.3. Internal Audit Committee

- Monitored the business activities and financial condition of the Group and its subsidiaries.
- Verified the Separate Financial Statements and Consolidated Financial Statements with subsidiaries and associates for 2023; audited and prepared financial statements for 2024.
- Ensured compliance with legal regulations, adherence to the Company's Charter, and implementation of approved resolutions by the Board of Directors, Chief Executive Officer, and management levels.
- Compiled the Corporate Governance Report for 2023 to be submitted to the State Securities Commission and the Stock Exchange.
- Assessed the effectiveness of the internal control system by preparing compliance reports for the Company and its subsidiaries.

5. Resolutions of the Board of Directors

| No | Resolution No | Date | Content | Approval Rate |
|----|--------------------|------------|--|---------------|
| 1 | 01-03/2024/NQ-HĐQT | 06/03/2024 | Approved the plan for organizing the 2024 Annual General Meeting of Shareholders | 100% |
| 2 | 01-04/2024/NQ-HĐQT | 03/04/2024 | Approved the agenda, content, and regulations for the 2024 Annual General Meeting of Shareholders | 100% |
| 3 | 01-06/2024/NQ-HĐQT | 14/06/2024 | Approved the plan for cash dividend distribution for 2023 | 100% |
| 4 | 02-06/2024/NQ-HĐQT | 17/06/2024 | Approved the renaming of the Board Subcommittees, issuance of Board Regulations, Internal Audit Regulations, and Audit Committee Operating Regulations | 100% |
| 5 | 03-06/2024/NQ-HĐQT | 17/06/2024 | Approved the increase in credit limits at the Bank for Investment and Development of Vietnam | 100% |
| 6 | 01-07/2024/NQ-HĐQT | 01/07/2024 | Approved auditing firms to audit the 2024 financial statements | 100% |
| 7 | 02-07/2024/NQ-HĐQT | 09/07/2024 | Approved the organizational structure diagram of the Company | 100% |
| 8 | 03-07/2024/NQ-HĐQT | 09/07/2024 | Approved the appointment and dismissal of personnel | 100% |
| 9 | 01-10/2024/NQ-HĐQT | 31/10/2024 | Approved the plan to repurchase shares of PAN Farm Joint Stock Company from existing shareholders | 100% |
| 10 | 02-10/2024/NQ-HĐQT | 31/10/2024 | Approved the signing of agreements to adjust capital market/financial market transactions with Standard Chartered Bank (Vietnam) Limited | 100% |
| 11 | 01-11/2024/NQ-HĐQT | 01/11/2024 | Approved the termination of operations of the representative office in Ho Chi Minh City | 100% |

| | | | | |
|----|-------------------------|----------------|--|------|
| 12 | 01-12/2024/ NQ- HĐQT | 20/12/ 2024 | Approved transactions between the Company and related parties for 2025 | 100% |
| 13 | 02-12/2024/ NQ- HĐQT | 20/12/ 2024 | Approved the authorization of representatives of PAN Group to manage its capital contributions in PAN Food Joint Stock Company and the pledge/mortgage of assets as collateral for PAN Food's loans at Vietcombank | 100% |
| 14 | 03-12/2024/ NQ- HĐQT | 25/12/ 2024 | Approved the issuance of the Regulations on Capital Representatives of PAN Group Joint Stock Company | 100% |

III. AUDIT COMMITTEE

1. Information about Audit Committee Members

| No | Member | Position | Start Date as Member | Professional Qualifications |
|----|----------------------|----------|----------------------|---------------------------------------|
| 1 | Pham Viet Muon | Chairman | 26/07/2022 | Doctor of Economics |
| 2 | Nguyen Vu Thuy Huong | Member | 26/07/2022 | Master's in Economics |
| 3 | Ha Thi Thanh Van | Member | 26/07/2022 | Bachelor's in Business Administration |

2. Audit Committee Meetings

| No | Member | Number of Meetings Attended | Attendance Rate | Voting Rate | Reasons for Absence |
|----|----------------------|-----------------------------|-----------------|-------------|---------------------|
| 1 | Pham Viet Muon | 2/2 | 100% | 100% | |
| 2 | Nguyen Vu Thuy Huong | 2/2 | 100% | 100% | |
| 3 | Ha Thi Thanh Van | 2/2 | 100% | 100% | |

3. Oversight Activities of the Audit Committee for the Board of Directors, Management Board, and Shareholders:

In 2024, the Audit Committee conducted the following oversight activities:

- Monitored compliance with legal regulations, adherence to the Company Charter, and implementation of approved resolutions by the Board of Directors, Chief Executive Officer, and management levels.

- Oversaw the Company's business activities and financial status during the period.
- Monitored the activities of the Board of Directors and Chief Executive Officer in business operations.
- Verified the Separate and Consolidated Financial Statements of the Company for the period.
- Assessed the effectiveness of the internal control system by preparing compliance reports for the Company and its subsidiaries.

During the period, the Audit Committee did not receive any shareholder complaints regarding violations by the Board of Directors and Chief Executive Officer in the execution of their assigned duties.

4. Coordination Between the Audit Committee and the Board of Directors, Executive Management, and Other Management Personnel

In 2024, the Audit Committee received close cooperation and support in carrying out its oversight duties from the Board of Directors, the Chief Executive Officer, and other management personnel of the Company. This was facilitated by the provision of comprehensive documents and information related to governance, business activities, and the financial status of the Company.

IV. EXECUTIVE MANAGEMENT

| Member | Date of Birth | Professional Qualifications | Appointment Date |
|--|----------------------|-------------------------------------|-----------------------------|
| Nguyen Thi Tra My Chief Executive Officer | 10/05/1970 | Master's in Business Administration | 10/05/2023 (Reappointed) |

V. CHIEF ACCOUNTANT

| Full Name | Date of Birth | Professional Qualifications | Appointment Date |
|------------------|----------------------|---|-------------------------|
| Van Thi Ngoc Anh | 17/05/1975 | Bachelor's in Banking & Finance, ACCA Certificate | 26/03/2021 |

VI. CORPORATE GOVERNANCE TRAINING

In 2024, the Company assigned personnel to participate in and review materials from corporate governance training programs organized in accordance with the Enterprise Law and Securities Law, specifically:

- The "Board of Directors Certification Program (DCP 25)" organized by the Vietnam Institute of Directors (VIOD) in Hanoi from April 11-13, 2024. Mr. Nguyen Hong Hiep, Director of External Relations cum Corporate Secretary, attended and was awarded a certificate of completion.
- The "Advanced Program for Corporate Governance Secretaries (CSMP 3)" organized by the Vietnam Institute of Directors (VIOD) in Hanoi from January 12-13, 2024. Mr. Dinh Tien Hoang, Head of Legal & Compliance Department cum Corporate Governance Secretary, attended and was awarded a certificate of completion.

VII. LIST OF RELATED PARTIES OF THE PUBLIC COMPANY AND TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PARTIES

1. List of the Company's Related Parties

The list of related parties of the company is attached in Appendix 1 of this report.

2. Transactions between the company and its related parties; or between the company and major shareholders, insiders, or related parties of insiders

Transactions between the company and its related parties (RPs); between the company and major shareholders, insiders (IS), and related parties of insiders have been approved by the company's Board of Directors in Resolution No. 01-12/2023/NQ-HĐQT dated December 29, 2023. The transactions carried out by the company during the period are presented in Appendix 3 of this report.

3. Transactions between the company's insiders, related parties of insiders, and subsidiaries or companies controlled by the company

Transactions between the company's insiders, related parties of insiders, and subsidiaries or companies controlled by the company carried out during the period are presented in Appendix 3 of this report.

4. Transactions between the company and other parties

- 4.1. Transactions between the company and companies in which members of the Board of Directors, the Chief Executive Officer, and other managers have been or are founding members or members of the Board of Directors, Directors (Chief Executive Officer) in the past three (03) years (as of the date of this report): As stated in section VII.2.
- 4.2. Transactions between the company and companies in which related parties of members of the Board of Directors, the Chief Executive Officer, and other managers are members of the Board of Directors, Directors (Chief Executive Officer): As stated in section VII.2.
- 4.3. Other transactions of the company (if any) that may provide material or immaterial benefits to members of the Board of Directors, members of the Audit Committee, Directors (Chief Executive Officer), and other managers: As stated in section VII.2.

VIII. TRANSACTIONS IN COMPANY SHARES BY INSIDERS AND RELATED PERSONS

1. List of Insiders and Related Parties of Insiders

The list of insiders and related parties of insiders is attached as Appendix 2 to this report.

2. Transactions of Insiders and Related Parties in the Company's Shares: None.

IX. OTTHER IMPORTANT ISSUES

None./.

CHIEF EXECUTIVE OFFICER

(signed & sealed)

NGUYEN THI TRA MY



APPENDIX NO. 01
LIST OF RELATED PERSONS OF THE PAN GROUP JOINT STOCK COMPANY
(Attached to the 2024 Report on Corporate Governance)

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(According to the form in Section VII.1, Appendix V issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)

| TT Full. | Name of organization/ individual | Security trading account (if any) | Position at the company (if any) | ID Card/Certificate Number, date of issue, place of issue | Head Office Address/ Contact Address | Starting date | Ending date | Reason | Related relationship with the company |
|---|-------------------------------------|--------------------------------------|-------------------------------------|---|--|---------------|-------------|--------|---|
| I. Relevant persons are organizations: | | | | | | | | | |
| 1 | NDH Investment Co., Ltd. | | | 0104285751 issued on 06/09/2022 at DPI Hanoi | 16th Floor, ICON4 Building, 243A De La Thanh, Dong Da, Hanoi | | | | Major shareholders Related company of Chairman, Member of BOD Ng. Duy Khanh |
| 2 | SSI Securities JSC | | | 03/GPHDKD issued on 05/04/2000 at the SSC | 72 Nguyen Hue, District 1, Ho Chi Minh City. HCM | | | | Major shareholders Related company of Chairman, Member of BOD Ng. Duy Khanh and Pham Viet Muon |
| 3 | NDH Consulting Co., Ltd. | | | 0105442830 issued on 09/08/2011 at DPI Hanoi | 1C Ngo Quyen, Hoan Kiem, Hanoi | | | | Related company of Member of BOD Ng. Duy Khanh |
| 4 | SSI Digital Technology JSC | | | 0109944126 issued on 25/03/2022 at DPI Hanoi | 1C Ngo Quyen, Hoan Kiem, Hanoi | | | | Related company of Chairman |

| TT Full. | Name of organization/ individual | Security trading account (if any) | Position at the company (if any) | ID Card/Certificate Number, date of issue, place of issue | Head Office Address/ Contact Address | Starting date | Ending date | Reason | Related relationship with the company |
|---------------------|---|--|---|--|--|--------------------------|------------------------|---------------|--|
| 5 | PAN Food JSC | | | 0313041011 issued on 04/12/2014 at DPI Long An | Lot A1-9, VL3 Street, Vinh Loc 2 Industrial Park, Long Hiep, Ben Luc, Long An | | | | Subsidiary Related company of Member of BOD Ng. Duy Khanh |
| 6 | PAN Farm JSC | | | 0107519768 issued on 28/07/2016 at DPI Hanoi | 15th Floor, ICON4 Building, 243A De La Thanh, Dong Da, Hanoi | | | | Subsidiary Related company of Vice Chairwoman of BOD cum CEO |
| 7 | Vietnam Seed Group JSC | | | 0101449271 issued on 06/02/2004 at DPI Hanoi | No. 1, Luong Dinh Cua, Phuong Mai, Dong Da, Hanoi | | | | Subsidiary of PAN Farm JSC |
| 8 | Southern Seed JSC | | | 0302634683 issued on 24/6/2002 at DPI HCM | 282 Le Van Sy Street, Ward 1, Tan Binh District, Ho Chi Minh City | | | | Subsidiary of Vietnam Seed Group JSC |
| 9 | PAN Hulic JSC | | | 5801302604 issued on 26/02/2016 at DPI Lam Dong | Tan Lap Village, Tan Van Commune, Lam Ha District, Lam Dong | | | | Subsidiary of PAN Farm JSC |
| 10 | Vietnam Disinfection JSC | | | 0302327629 issued on 03/07/2001 at DPI HCM | 29 Ton Duc Thang Street, Ben Nghe Ward, District 1, Ho Chi Minh City | | | | Subsidiary of PAN Farm JSC Related company of Member of BOD Ng. Vu Thuy Huong |
| 11 | Atani Holdings | | | 0106001412 issued on 28/09/2012 at DPI Hanoi | 16th Floor, ICON4 Tower, 243A De La Thanh, Dong Da, Hanoi | | | | Subsidiary of PAN Farm JSC |
| 12 | Spring Biotechnology Co., Ltd. | | | 0106518955 issued on 24/04/2014 at DPI Hanoi | 8th Floor, ELCOM Building, Duy Tan Street, Cau Giay District, Hanoi | | | | Subsidiary of Atani Holdings JSC Related company of Vice Chairwoman of BOD cum CEO |

| TT Full. | Name of organization/ individual | Security trading account (if any) | Position at the company (if any) | ID Card/Certificate Number, date of issue, place of issue | Head Office Address/ Contact Address | Starting date | Ending date | Reason | Related relationship with the company |
|-------------|--|-----------------------------------|----------------------------------|---|--|---------------|-------------|--------|---|
| 13 | Golden Beans Coffee JSC | | | 0314681060 issued on 16/10/2017 at DPI HCM | 27 Luu Van Lang, Ben Thanh Ward, District 1, Ho Chi Minh City | | | | Subsidiary |
| 14 | Sao Ta Food JSC | | | 2200208753 issued on 30/6/2016 at DPI Soc Trang | 750 National Highway 1A, Ward 2, Soc Trang | | | | Subsidiary Related company of Vice Chairwoman of BOD cum CEO |
| 15 | Khang An Food JSC | | | 2200780985 issued on 19/08/2020 at DPI Soc Trang | Lot B, An Nghiep Industrial Park, An Hiep Commune, Chau Thanh District, Soc Trang | | | | Subsidiary Related company of Vice Chairwoman of BOD cum CEO |
| 16 | 584 Nha Trang Seafood JSC | | | 4200636551 issued on 02/03/2006 at DPI Khanh Hoa | 584 Le Hong Phong, Phuoc Long Ward, Nha Trang, Khanh Hoa | | | | Subsidiary |
| 17 | 584 Ca Na Seafood JSC | | | 4500634227 issued on 21/08/2019 at DPI Ninh Thuan | Ca Na fishing port expanded, Lac Nghiep 1 village, Ca Na commune, Thuan Nam district, Ninh Thuan | | | | Subsidiary of 584 Nha Trang Seafood JSC |
| 18 | Ben Tre Seafood Import and Export JSC | | | 1300376365 issued on 25/12/2003 at DPI Ben Tre | Hamlet 9, Tan Thach Commune, Chau Thanh District, Ben Tre Province | | | | Subsidiary |
| 19 | Aquatex Bentre High-Tech Seafood Co., Ltd. | | | 1301083932 issued on 15/11/2019 at DPI Ben Tre | Hamlet 9, Tan Thach Commune, Chau Thanh District, Ben Tre Province | | | | Subsidiary of Ben Tre Seafood Import and Export JSC |
| 20 | Long An Export Processing JSC | | | 1100107301 issued on 01/01/2000 at DPI Long An | No. 81 B, National Highway 62, Ward 2, Tan An City, Long An | | | | Subsidiary |
| 21 | Bibica JSC | | | 3600363970 issued on 05/07/2008 at DPI HCM | 443 Ly Thuong Kiet, Ward 8, Tan Binh District, Ho Chi Minh City | | | | Subsidiary |

| TT Full. | Name of organization/ individual | Security trading account (if any) | Position at the company (if any) | ID Card/Certificate Number, date of issue, place of issue | Head Office Address/ Contact Address | Starting date | Ending date | Reason | Related relationship with the company |
|---------------------|---|--|---|--|---|--------------------------|------------------------|---------------|---|
| 22 | Eastern Bibica Co., Ltd. | | | 3700836437 issued on 21/09/2007 at DPI Binh Duong | My Phuoc Industrial Park, My Phuoc Ward, TX. Ben Cat, Binh Duong | | | | Subsidiary of Bibica JSC |
| 23 | Northern Bibica Co., Ltd. | | | 0900276875 issued on 25/10/2007 at DPI Hung Yen | Street 206, Zone B, Pho Noi A Industrial Park, Lac Hong, Van Lam, Hung Yen | | | | Subsidiary of Bibica JSC |
| 24 | Bibica Hanoi Co., Ltd. | | | 0108090231 issued on 11/12/2017 at DPI Hanoi | B18, Industrial Street 06, Sai Dong B Industrial Park, Sai Dong, Long Bien, Hanoi | | | | Subsidiary of Bibica JSC |
| 25 | Bibica Bien Hoa Co., Ltd. | | | 3603651582 issued on 21/06/2019 at DPI Dong Nai | Street 8, Giang Dien Industrial Park, Giang Dien Commune, Trang Bom District, Dong Nai | | | | Subsidiary of Bibica JSC |
| 26 | Western Bibica Co., Ltd. | | | 1101883032 issued on 23/5/2018 at DPI Long An | Lot A1/1-3, VL4 Street, Vinh Loc 2 Industrial Park, Long Hiep, Ben Luc, Long An | | | | Subsidiary of Bibica JSC |
| 27 | PAN Consumer Goods Distribution JSC | | | 1101912597 issued on 27/03/2019 at DPI Long An | Lot A1-9, VL3 Street, Vinh Loc 2 Industrial Park, Long Hiep, Ben Luc, Long An | | | | Subsidiary of Bibica JSC |
| 28 | COCO FOOD Trading Co., Ltd. | | | 0109335406 issued on 18/09/2020 at DPI Hanoi | 15th Floor, ICON4 Building, 243A De La Thanh, Dong Da, Hanoi | | | | Related company of Vice Chairwoman of BOD |
| 29 | Saigon Dan Linh Real Estate Co., Ltd. | | | 0312490624 issued on 04/10/2013 at DPI HCM. HCM | 24C Phan Dang Luu, Ward 6, Binh Thanh District, Ho Chi Minh City | | | | Related company of Member of BOD Ha Thi Thanh Van |

| TT Full. | Name of organization/ individual | Security trading account (if any) | Position at the company (if any) | ID Card/Certificate Number, date of issue, place of issue | Head Office Address/ Contact Address | Starting date | Ending date | Reason | Related relationship with the company |
|-------------|-------------------------------------|--------------------------------------|-------------------------------------|---|--|---------------|-------------|--------|--|
| 30 | Nguyen Saigon Co., Ltd. | | | 0309130660 issued on 02/03/2010 at DPI HCM. HCM | 9th Floor, 68 Nguyen Hue Street, Ben Nghe Ward, District 1, Ho Chi Minh City | | | | The company is owned by brother of Chairman |
| 31 | Huro Biotechnology JSC | | | 1101923285 issued on 16/7/2019 at DPI Long An | Lot A1-8, VL 3 Street, Vinh Loc 2 Industrial Park, Long Hiep, Ben Luc, Long An | | | | Related company of Member of BOD Ng. Duy Khanh |
| 32 | Hai Yen Co., Ltd. | | | 4200791331 issued on 18/12/2008 at DPI Khanh Hoa | 50 Tran Phu Street, Nha Trang City, Khanh Hoa | | | | Subsidiary of Vietnam Disinfection JSC |

II. Related persons are individuals

| | | | | | | | | | |
|------|------------------------|--|---------------------------------------|--|--|--|--|--|----------------|
| 1. | Nguyen Duy Hung | | Chairman, Legal representative | | | | | | - |
| 1.1. | Doan Thi Hong Thuy | | | | | | | | Mother-in-law |
| 1.2. | Le Ngoc Duong | | | | | | | | Father-in-law |
| 1.3. | Nguyen Thi Van Yen | | | | | | | | Sister |
| 1.4. | Hoang Van Ly | | | | | | | | Brother-in-law |
| 1.5. | Nguyen Hong Nam | | | | | | | | Brother |
| 1.6. | Nguyen Manh Hung | | | | | | | | Brother |
| 1.7. | Nguyen Thi Ly | | | | | | | | Sister-in-law |
| 1.8. | Le Tra My | | | | | | | | Wife |

| TT Full. | Name of organization/ individual | Security trading account (if any) | Position at the company (if any) | ID Card/Certificate Number, date of issue, place of issue | Head Office Address/ Contact Address | Starting date | Ending date | Reason | Related relationship with the company |
|-------------|-------------------------------------|-----------------------------------|------------------------------------|---|--------------------------------------|---------------|-------------|--------|---------------------------------------|
| 1.9. | Nguyen Duy Khanh | | Member of the BOD | | | | | | Son |
| 1.10. | Nguyen Duy Linh | | | | | | | | Son |
| 2 | Nguyen Thi Tra My | 003C208888 at SSI | Vice Chairwoman of BOD, CEO | | | | | | - |
| 2.1 | Dong Van Hung | | | | | | | | Father-in-law |
| 2.2 | Nguyen Thi Hai | | | | | | | | Mother-in-law |
| 2.3 | Dong Minh Tuan | | | | | | | | Husband |
| 2.4 | Dong Nhat Minh | | | | | | | | Daughter |
| 2.5 | Nguyen Tung Phong | | | | | | | | Brother |
| 2.6 | Le Thi Phuong Mai | | | | | | | | Sister-in-law |
| 2.7 | Do Minh Tri | | | | | | | | Son-in-law |
| 3 | Ha Thi Thanh Van | | Member of the BOD | | | | | | - |
| 3.1 | Nguyen Hong Nam | | | | | | | | Husband |
| 3.2 | Nguyen Ha Linh Dan | | | | | | | | Daughter |
| 3.3 | Nguyen Ha Khanh Linh | | | | | | | | Daughter |
| 3.4 | Ha Van Thuan | | | | | | | | Father |
| 3.6 | Ha Thi Hong Hanh | | | | | | | | Brother |
| 3.7 | Ha Viet Thang | | | | | | | | Brother |

| TT Full. | Name of organization/ individual | Security trading account (if any) | Position at the company (if any) | ID Card/Certificate Number, date of issue, place of issue | Head Office Address/ Contact Address | Starting date | Ending date | Reason | Related relationship with the company |
|-------------|--|--|--|---|---|------------------|----------------|--------|--|
| 3.8 | Ha Thi Kieu Oanh | | | | | | | | Sister |
| 3.9 | Le Tra My | | | | | | | | Sister-in-law |
| 3.10 | Nguyen Manh Hung | | | | | | | | Brother-in-law |
| 3.11 | Nguyen Thi Ly | | | | | | | | Sister-in-law |
| 4 | Pham Viet Muon | | Member of the BOD, Head of the Internal Audit Committee | | | | | | - |
| 4.1 | Pham Thi Nguyen | | | | | | | | Wife |
| 4.2 | Pham Binh Truong | | | | | | | | Son |
| 4.3 | Pham Kim Ngan | | | | | | | | Daughter |
| 4.4 | Pham Viet Tranh | | | | | | | | Brother |
| 4.5 | Nguyen Thu Trang | | | | | | | | Daughter-in-law |
| 5 | Nguyen Duy Khanh | | Member of the BOD | | | | | | - |
| 5.1 | Nguyen Duy Hung | | Chairman | | | | | | Father |
| 5.2 | Le Tra My | | | | | | | | Mother |
| 5.3 | Nguyen Duy Linh | | | | | | | | Brother |
| 6 | Nguyen Vu Thuy Huong | | Member of the BOD | | | | | | - |
| 6.1 | Pham Hai Long | | | | | | | | Husband |
| 6.2 | Pham Nguyen Khanh Vi | | | | | | | | Children |

| TT Full. | Name of organization/ individual | Security trading account (if any) | Position at the company (if any) | ID Card/Certificate Number, date of issue, place of issue | Head Office Address/ Contact Address | Starting date | Ending date | Reason | Related relationship with the company |
|---------------------|---|--|---|--|---|--------------------------|------------------------|---------------|--|
| 6.3 | Pham Nguyen Hai Duy | | | | | | | | Children |
| 6.4 | Nguyen Duc Hoan | | | | | | | | Father |
| 6.5 | Vu Thi Hien | | | | | | | | Mother |
| 6.6 | Nguyen Vu Thuy Duong | | | | | | | | Brother |
| 6.7 | Pham Minh Dang | | | | | | | | Father-in-law |
| 6.8 | Vu Thi Muon | | | | | | | | Mother-in-law |
| 7 | Bui Xuan Tung | | Member of the BOD | | | | | | - |
| 8 | Nguyen Anh Tuan | | Director of Finance | | | | | | - |
| 9 | Van Thi Ngoc Anh | | Chief Accountant | | | | | | - |



APPENDIX NO. 02
LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS
(Attached to the 2024 Report on Corporate Governance)

(According to the form in Section VIII.1, Appendix V issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)

| Stt | Individual/ Organization Name | Relationship | Address | ID card / Business registration number | Issuance Date | Issuance Place | Number of PAN shares held at the closing date of the term | Ownership rate at the closing date of the term | Notes |
|---|----------------------------------|-----------------------------------|---------|---|------------------|-------------------|---|--|-------|
| <i>I. Internal persons who are members of the Board of Directors and related persons of internal persons:</i> | | | | | | | | | |
| 1. | Nguyen Duy Hung | Chairman, Legal representative | | | | | 1,226,000 | 0.59% | |
| 1.1 | Doan Thi Hong Thuy | Mother-in-law | | | | | 288,441 | 0.14% | |
| 1.2 | Le Ngoc Duong | Father-in-law | | | | | 0 | | |
| 1.3 | Nguyen Thi Van Yen | Sister | | | | | 0 | | |
| 1.4 | Hoang Van Ly | Brother-in-law | | | | | 0 | | |
| 1.5 | Nguyen Hong Nam | Brother | | | | | 0 | | |
| 1.6 | Ha Thi Thanh Van | Sister-in-law | | | | | 450,000 | 0.21% | |
| 1.7 | Nguyen Manh Hung | Brother | | | | | 0 | | |
| 1.8 | Nguyen Thi Ly | Sister-in-law | | | | | 0 | | |
| 1.9 | Le Tra My | Wife | | | | | 0 | | |
| 1.10 | Nguyen Duy Khanh | Son/daughter | | | | | 251,562 | 0.12% | |
| 1.11 | Nguyen Duy Linh | Son/daughter | | | | | 0 | | |

| Stt | Individual/ Organization Name | Relationship | Address | ID card / Business registration number | Issuance Date | Issuance Place | Number of PAN shares held at the closing date of the term | Ownership rate at the closing date of the term | Notes |
|----------|--|---|---------|---|------------------|-------------------|---|--|---|
| 1.12 | NDH Investment Co., Ltd. | Chairman | | | | | 23,828,927 | 11.41% | |
| 1.13 | SSI Securities Joint Stock Company | Chairman | | | | | 26,582,793 | 12.73% | |
| 1.14 | SSI Digital Technology Joint Stock Company | Chairman | | | | | 0 | | |
| 1.15 | Nguyen Saigon One Member Limited Company Limited | The company is owned by Chairman's brother | | | | | 3,670,006 | 1.76% | |
| 1.16 | Spring Biotechnology Co., Ltd. | Chairman of Board Members | | | | | 0 | | Not hold the title at BioSpring from July, 2024 |
| 1.17 | Saigon Dan Linh Real Estate Co., Ltd. | Chairman's brother contributed 75% charter of company, also is the CEO | | | | | 5,786,460 | 2.77% | |
| 2 | Nguyen Thi Tra My | Vice Chairwoman, CEO | | | | | 970,266 | 0.46% | |
| 2.1 | Dong Van Hung | Father-in-law | | | | | 0 | | |
| 2.2 | Nguyen Thi Hai | Mother-in-law | | | | | 0 | | |
| 2.3 | Dong Minh Tuan | Husband | | | | | 0 | | |
| 2.4 | Dong Nhat Minh | Son/daughter | | | | | 0 | | |
| 2.5 | Nguyen Tung Phong | Brother | | | | | 72.968 | 0.03% | |
| 2.6 | Le Thi Phuong Mai | Sister-in-law | | | | | 0 | | |
| 2.7 | Do Minh Tri | Son-in-law | | | | | 0 | | |

| Stt | Individual/ Organization Name | Relationship | Address | ID card / Business registration number | Issuance Date | Issuance Place | Number of PAN shares held at the closing date of the term | Ownership rate at the closing date of the term | Notes |
|----------|---|--------------------------------|---------|---|------------------|-------------------|---|--|-------|
| 2.8 | CSC Vietnam Joint Stock Company | CEO | | | | | 10,415,702 | 4.99% | |
| 2.9 | PAN Farm JSC | Chairwoman | | | | | 0 | | |
| 2.10 | Vietnam Seed Group Joint Stock Company | Vice Chairwoman | | | | | 0 | | |
| 2.11 | Sao Ta Food Joint Stock Company | Vice Chairwoman | | | | | 0 | | |
| 2.12 | Khang An Food Joint Stock Company | Member of BOD | | | | | 0 | | |
| 2.13 | Spring Biotechnology Co., Ltd. | Chairwoman of Board Members | | | | | 0 | | |
| 3 | Ha Thi Thanh Van | Member of BOD | | | | | 450,000 | 0.21% | |
| 3.1 | Nguyen Hong Nam | Husband | | | | | 0 | | |
| 3.2 | Nguyen Ha Linh Dan | Son/daughter | | | | | 0 | | |
| 3.3 | Nguyen Ha Khanh Linh | Son/daughter | | | | | 0 | | |
| 3.4 | Ha Van Thuan | Father | | | | | 0 | | |
| 3.5 | Ha Thi Hong Hanh | Sister | | | | | 0 | | |
| 3.6 | Ha Viet Thang | Brother | | | | | 0 | | |
| 3.7 | Ha Thi Kieu Oanh | Sister | | | | | 0 | | |
| 3.8 | Nguyen Duy Hung | Brother-in-law | | | | | 1,226,000 | 0.59% | |
| 3.9 | Le Tra My | Sister-in-law | | | | | 0 | | |
| 3.10 | Nguyen Manh Hung | Brother-in-law | | | | | 0 | | |
| 3.11 | Nguyen Thi Ly | Sister-in-law | | | | | 0 | | |
| 3.12 | Saigon Dan Linh Real Estate Co., Ltd. | CEO | | | | | 5,786,460 | 2.77% | |

| Stt | Individual/ Organization Name | Relationship | Address | ID card / Business registration number | Issuance Date | Issuance Place | Number of PAN shares held at the closing date of the term | Ownership rate at the closing date of the term | Notes |
|----------|---|---|---------|---|------------------|-------------------|---|--|-------|
| 4 | Pham Viet Muon | Member of BOD, Chairman of Audit Committee | | | | | 56,250 | 0.03% | |
| 4.1 | Pham Thi Nguyen | Wife | | | | | 153,125 | 0.07% | |
| 4.2 | Pham Binh Truong | Son | | | | | 0 | | |
| 4.3 | Pham Kim Ngan | Daughter | | | | | 0 | | |
| 4.4 | Pham Viet Tranh | Brother | | | | | 0 | | |
| 4.5 | Nguyen Thu Trang | Daughter-in-law | | | | | 0 | | |
| 4.6 | SSI Securities Joint Stock Company | Member of BOD | | | | | 26,582,793 | 12.73% | |
| 5 | Nguyen Duy Khanh | Member of BOD | | | | | 251,562 | 0.12% | |
| 5.1 | Nguyen Duy Hung | Father | | | | | 1,226,000 | 0.59% | |
| 5.2 | Le Tra My | Mother | | | | | 0 | | |
| 5.3 | Nguyen Duy Linh | Brother | | | | | 0 | | |
| 5.4 | NDH Investment Co., Ltd. | CEO | | | | | 23,828,927 | 11.41% | |
| 5.5 | NDH Consulting Co., Ltd. | President | | | | | 0 | | |
| 5.6 | SSI Securities Joint Stock Company | Member of BOD | | | | | 26,582,793 | 12.73% | |
| 5.7 | PAN Food Joint Stock Company | Member of BOD | | | | | 0 | | |
| 5.8 | Huro Biotechnology Joint Stock Company | Chairman of the Board of Directors | | | | | 0 | | |
| 6 | Nguyen Vu Thuy Huong | Member of BOD | | | | | 155,077 | 0.07% | |
| 6.1 | Pham Hai Long | Husband | | | | | 0 | | |

| Stt | Individual/ Organization Name | Relationship | Address | ID card / Business registration number | Issuance Date | Issuance Place | Number of PAN shares held at the closing date of the term | Ownership rate at the closing date of the term | Notes |
|---|---|---|---------|---|------------------|-------------------|---|--|-------|
| 6.2 | Pham Nguyen Khanh Vi | Son/daughter | | | | | 0 | | |
| 6.3 | Pham Nguyen Hai Duy | Son/daughter | | | | | 0 | | |
| 6.4 | Vu Thi Hien | Mother | | | | | 0 | | |
| 6.5 | Nguyen Vu Thuy Duong | Sister | | | | | 0 | | |
| 6.6 | Pham Minh Dang | Father-in-law | | | | | 0 | | |
| 6.7 | Vu Thi Muon | Mother-in-law | | | | | 0 | | |
| 6.8 | Vietnam Disinfection Joint Stock Company | Member of BOD | | | | | 0 | | |
| 7 | Bui Xuan Tung | Member of BOD | | | | | 0 | | |
| <i>II. Internal person is the Chief Financial Officer. authorized person to disclose information and related persons of the internal person</i> | | | | | | | | | |
| 1 | Nguyen Anh Tuan | CFO, authorized person to disclose information | | | | | 52.506 | 0.02% | |
| 1.1 | Vietnam Seed Group Joint Stock Company | Head of the Supervisory Board | | | | | 0 | | |
| 1.2 | Vietnam Disinfection Joint Stock Company | Member of Supervisory Board | | | | | 0 | | |
| 1.3 | PAN Farm JSC | CFO | | | | | 0 | | |
| 1.4 | Nguyen Xuan Sinh | Father | | | | | 0 | | |
| 1.5 | Tran Thi Huong | Mother | | | | | 0 | | |
| 1.6 | Nguyen Van Binh | Father-in-law | | | | | 0 | | |
| 1.7 | Nguyen Thi Thanh Loan | Mother-in-law | | | | | 0 | | |
| 1.8 | Nguyen Thi Phuong Mai | Sister | | | | | 0 | | |
| 1.9 | Nguyen Thuy Dung | Wife | | | | | 0 | | |

| Stt | Individual/ Organization Name | Relationship | Address | ID card / Business registration number | Issuance Date | Issuance Place | Number of PAN shares held at the closing date of the term | Ownership rate at the closing date of the term | Notes |
|--|--------------------------------------|--|---------|---|------------------|-------------------|---|--|-------|
| 1.10 | Nguyen Hai Vu | Brother-in-law | | | | | 0 | | |
| 1.11 | Nguyen Ha Bao Trang | Son/daughter | | | | | 0 | | |
| 1.12 | Nguyen Hieu Minh | Son/daughter | | | | | 0 | | |
| III. Internal persons are chief accountants and related persons of internal persons: | | | | | | | | | |
| 1 | Van Thi Ngoc Anh | Chief Accountant | | | | | 0 | | |
| 1.1 | Vo Thang Long | Husband | | | | | 0 | | |
| 1.2 | Vo Duy Nhat | Son/daughter | | | | | 0 | | |
| 1.3 | Vo Ngoc Hong Anh | Son/daughter | | | | | 0 | | |
| 1.4 | Vo Duy Hoa | Father-in-law | | | | | 0 | | |
| 1.5 | Van Thi Huong Giang | Sister | | | | | 0 | | |
| 1.6 | Van Duc Diep | Brother | | | | | 0 | | |
| 1.7 | Nguyen Manh Toan | Brother-in-law | | | | | 0 | | |
| 1.8 | Doan Hong Ngoc | Sister-in-law | | | | | 0 | | |
| 1.9 | Tran Thi Tuyen | Mother | | | | | 0 | | |
| 1.10 | PAN Farm JSC | Chief Accountant | | | | | 0 | | |
| 1.11 | Southern Seed Joint Stock Company | Members of Supervisory Board | | | | | 0 | | |
| IV. Internal persons who are Governance Secretary of the Company, Person in charge of Corporate Governance: | | | | | | | | | |
| 1 | Nguyen Hong Hiep | Governance Secretary of the Company | | | | | 0 | | |
| 1.1 | Nguyen Hong Thom | Father | | | | | 0 | | |

| Stt | Individual/ Organization Name | Relationship | Address | ID card / Business registration number | Issuance Date | Issuance Place | Number of PAN shares held at the closing date of the term | Ownership rate at the closing date of the term | Notes |
|----------|---------------------------------------|--|---------|---|------------------|-------------------|---|--|-------|
| 1.2 | Tran Thi Huong | Mother | | | | | 0 | | |
| 1.3 | Nguyen Van Xuan | Father-in-law | | | | | 0 | | |
| 1.4 | Trinh Thi Lan | Mother-in-law | | | | | 0 | | |
| 1.5 | Nguyen Hong Thang | Brother | | | | | 0 | | |
| 1.6 | Nguyen Thi Thu Phuong | Wife | | | | | 0 | | |
| 1.7 | Nguyen Thu Ha | Sister-in-law | | | | | 0 | | |
| 1.8 | Nguyen Duc Dung | Son/daughter | | | | | 0 | | |
| 1.9 | Nguyen Ngoc Bao Ngan | Son/daughter | | | | | 0 | | |
| 1.10 | Atani Holdings Joint Stock Company | Member of BOD | | | | | 0 | | |
| 2 | Dinh Tien Hoang | Governance Secretary of the Company, Person in charge of Corporate Governance | | | | | 0 | | |
| 2.1 | Dinh Van Minh | Father | | | | | 0 | | |
| 2.2 | Ngo Thi Oanh | Mother | | | | | 0 | | |
| 2.3 | Dinh Hoang Yen | Sister | | | | | 0 | | |
| 2.4 | Nguyen Tuan Dung | Brother-in-law | | | | | 0 | | |
| 2.5 | PAN Farm Joint Stock Company | Members of Supervisory Board | | | | | 0 | | |
| 2.6 | PAN Hulic Joint Stock Company | Members of Supervisory Board | | | | | 0 | | |
| 2.7 | Dinh Tien Hoang Co., Ltd. | Director | | | | | 0 | | |



**APPENDIX NO. 03
TRANSACTIONS BETWEEN COMPANY AND COMPANY'S RELATED PARTIES
(Attached to the 2024 Report on Corporate Governance)**

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1. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, and related persons of insiders

Transactions between the company and related persons (NCLQ) of the company; between the company and major shareholders, internal persons (NNB), and related persons of internal persons approved by BOD of the company in Resolution No. 01-12/2023/NQ-HDQT dated December 29, 2023. The company's transactions during the period include:

| No. | Name of organization/individual (*) | Related relationship with the company | Year of transaction | Transaction | Transaction value (VND) |
|-----|--------------------------------------|---|---------------------|--|-------------------------|
| 1 | Huro Biotechnology JSC | Company related to Member of BOD Nguyen Duy Khanh | 2024 | Purchase of services | 16,200,000 |
| | | | 2024 | Paid - Purchase of services | 16,200,000 |
| 2 | Sai Gon Dan Linh Real estate Co. Ltd | Company related to Member of BOD Ha Thi Thanh Van | 2024 | Purchase of services | 96,641,466 |
| | | | 2024 | Paid - Purchase of services | 97,289,466 |
| 3 | NDH Consoulting Co.,Ltd | Company related to Member of BOD Nguyen Duy Khanh | 2024 | Purchase of services | 564,300,000 |
| | | | 2024 | Paid - Purchase of services | 564,300,000 |
| 4 | SSI Securities Corporation | Major shareholders Company related to the Chairman Nguyen Duy Hung, members of BOD Nguyen Duy Khanh and Pham Viet Muon | 2024 | Purchase of services | 12,895,233,265 |
| | | | 2024 | Interest income | 76,568,912 |
| | | | 2024 | Interest on transfer of bonds and certificate of deposit | 28,236,170,230 |
| | | | 2024 | Loss on transfer of bonds and certificate of deposit | 5,623,783,773 |

| | | | | | |
|----|--|---|------|-----------------------------|-----------------|
| 5 | Coco Food Trading Co.,Ltd | The company of the person related to Vice Chairwoman of BOD/CEO | 2024 | Purchase of services | 2,638,692,475 |
| | | | 2024 | Paid - Purchase of services | 2,638,692,475 |
| 6 | NDH Invest Co. Ltd | Major shareholders The company is related to the Chairman Nguyen Duy Hung and member of BOD Nguyen Duy Khanh | 2024 | Loss on transfer of bonds | 1,457,280,000 |
| 7 | Long An Food Processing Export JSC | Subsidiary | 2024 | Dividends | 17,788,261,500 |
| | | | 2024 | Receive dividends | 17,788,261,500 |
| 8 | PAN Food JSC | Subsidiary | 2024 | Loan principal | 350,000,000,000 |
| | | | 2024 | Repay loan principal | 247,000,000,000 |
| | | | 2024 | Interest | 38,733,861,925 |
| | | | 2024 | Interest payment | 9,161,835,616 |
| 9 | PAN Consumer Goods Distribution JSC | Indirect subsidiary | 2024 | Repay loan principal | 200,000,000,000 |
| | | | 2024 | Interest payment | 8,542,465,753 |
| | | | 2024 | Interest | 3,786,301,368 |
| 10 | Bentre Aquaproduct Import And Export JSC | Subsidiary | 2024 | Dividends | 18,012,058,000 |
| | | | 2024 | Receive dividends | 18,012,058,000 |
| 11 | 584 Nha Trang Seaproduct JSC | Subsidiary | 2024 | Dividends | 9,404,102,000 |
| | | | 2024 | Receive dividends | 9,404,102,000 |
| 12 | Khang An Foods JSC | Subsidiary | 2024 | Dividends | 12,000,000,000 |
| | | | 2024 | Receive dividends | 12,000,000,000 |
| 13 | Sao Ta Foods JSC | Subsidiary | 2024 | Dividends | 49,369,356,000 |
| | | | 2024 | Receive dividends | 49,369,356,000 |
| 14 | Bibica Western One-Member of Limited Liability Company | Indirect subsidiary | 2024 | Loan principal | 200,000,000,000 |
| | | | 2024 | Repay loan principal | 370,000,000,000 |
| | | | 2024 | Interest payment | 14,572,739,724 |

| | | | | | |
|----|--|---------------------|------|-----------------------------|-----------------|
| | | | 2024 | Interest | 11,060,958,900 |
| | | | 2024 | Purchase of services | 66,000,000 |
| | | | 2024 | Paid - Purchase of services | 99,000,000 |
| 15 | Bibiba JSC | Subsidiary | 2024 | Dividends | 27,651,993,000 |
| | | | 2024 | Receive dividends | 27,651,993,000 |
| 16 | Bibica Hanoi One-Member of Limited Liability Company | Indirect subsidiary | 2024 | Interest | 49,315,068 |
| | | | 2024 | Interest payment | 49,315,068 |
| | | | 2024 | Loan principal | 20,000,000,000 |
| | | | 2024 | Repay loan principal | 20,000,000,000 |
| 17 | PAN Farm JSC | Subsidiary | 2024 | Receive loan principal | 769,000,000,000 |
| | | | 2024 | Repay loan principal | 739,624,657,534 |
| | | | 2024 | Interest | 32,822,384,597 |
| | | | 2024 | Interest payment | 33,918,326,960 |
| 18 | Vietnam Fumigation JSC | Indirect subsidiary | 2024 | Repay loan principal | 450,000,000,000 |
| | | | 2024 | Interest | 22,652,028,371 |
| | | | 2024 | Interest payment | 32,460,795,496 |
| 19 | Vietnam National Seed Group JSC | Subsidiary | 2024 | Purchase of services | 1,784,000 |
| | | | 2024 | Paid - Purchase of services | 1,784,000 |
| 20 | Southern Seed JSC | Indirect subsidiary | 2024 | Interest | 5,013,698,628 |
| | | | 2024 | Interest payment | 5,378,082,190 |
| 21 | Golden Beans JSC | Subsidiary | 2024 | Buy services | 6,669,990 |
| | | | 2024 | Lending principal | 15,000,000,000 |
| | | | 2024 | Interest income | 476,369,862 |
| 23 | PAN-Hulic JSC | Subsidiary | 2024 | Loan principal | 14,000,000,000 |
| | | | 2024 | Interest | 191,320,548 |

(): For information on NSH Certificate Number, date of issuance, place of issue, head office address/contact address, please refer to the List of Related Persons attached in Appendix 1 of the Report.*

2. Transactions between company insiders, related persons of insiders and subsidiaries or Company controlled by the company

| No. | Transaction Executioner | Relations with Insiders | Title at listed company | Name of subsidiaries, companies controlled by listed company | Year of transaction | Transaction | Transaction value (VND) |
|-----|----------------------------|---|-------------------------|--|---------------------|-------------------------------|-------------------------|
| 1 | SSI Securities Corporation | Related Parties of Insiders | | PAN Farm JSC | 2024 | Interest income | 24,669,229 |
| | | | | PAN Farm JSC | 2024 | Custody and service fees | 846,691,630 |
| | | | | PAN Farm JSC | 2024 | Bond interest | 60,966,575,863 |
| | | | | PAN Farm JSC | 2024 | Late payment interest | 3,182,227,630 |
| | | | | Golden Beans Coffee JSC | 2024 | Sale of goods | 227,493,096 |
| | | | | Long An Food Processing Export JSC | 2024 | Sale of goods | 17,330,556 |
| | | | | Long An Food Processing Export JSC | 2024 | Custody fees, consulting fees | 177,272,727 |
| 2 | NDH Consulting Co.,Ltd | Related Parties of Insiders | | Long An Food Processing Export JSC | 2024 | Purchase of services | 133,750,000 |
| 3 | Coco Food trading Co.,Ltd | Related Parties of Insiders | | PAN Farm JSC | 2024 | Purchase of goods | 1,032,145,353 |
| | | | | Long An Food Processing Export JSC | 2024 | Sale of goods | 727,914,844 |
| 4 | Huro Biotechnology JSC | Company related to Member of BOD Nguyen Duy Khanh | | Golden Beans Coffee JSC | 2024 | Sale of goods | 842,592 |