



THE PAN GROUP

Số/No.: *DD9* .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 Potral 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 mispresentation./.

**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.
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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

**THE PAN GROUP
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness



**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 Huli 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 representa tive						-
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	003C2088 88 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)

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(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		
II. Internal person is the Chief Financial Officer. authorized person to disclose information and related persons of the internal person									
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 Hulec 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 Consoultng 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