

## REPORT ON CORPORATE GOVERNANCE (The Year 2024)

**To:**

- The State Securities Commission
- Ho Chi Minh Stock Exchange

- Company Name : PHU NHUAN JEWELRY JOINT STOCK COMPANY
- Address of head office : 170E Phan Dang Luu, Ward 4, Phu Nhuan District, HCMC
- Telephone : (028) 3995 1703
- Fax : (028) 3995 1702
- Charter capital : 3.380.747.760.000 VND
- Stock code : PNJ
- CG model : General Meeting of Shareholders, Board of Directors, CEO, and Audit Committee under the Board of Directors.
- Internal audit : Implemented

### I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS:

Documents concerning meetings, resolutions, and decisions of the General Meeting of Shareholders (including those resolutions of the General Meeting of Shareholders (GMS) ratified in written form):

No.	Resolution/Decision No.	Date	Content
01	279/2024/BB-ĐHĐCĐ-CTY	16/04/2024	Minutes of the 2024 Annual General Meeting of Shareholders
02	280/2024/NQ-ĐHĐCĐ-CTY	16/04/2024	Resolution of the 2024 Annual General Meeting of Shareholders

### II. BOARD OF DIRECTORS (Annual Report):

#### 1. Information about the members of the Board of Directors (“BOD”)

No.	The members of the Board of Directors	Position (Independent Board Member, Non-executive Board Member)	The date becoming/ceasing to be a member of the Board of Directors	
			Date of appointment	Date of dismissal
1.	Cao Thi Ngoc Dung	Chairperson of the BOD Non-executive Board Member	16/04/2022	
2.	Le Tri Thong	Vice Chairperson of the BOD Chief Executive Officer	16/04/2022	

No.	The members of the Board of Directors	Position (Independent Board Member, Non-executive Board Member)	The date becoming/ceasing to be a member of the Board of Directors	
			Date of appointment	Date of dismissal
3.	Tran Phuong Ngoc Thao	Vice Chairperson of the BOD Non-executive Board Member	10/06/2020	
4.	Nguyen Tuan Hai	Independent Member of the BOD Member of the Audit Committee	10/06/2020	
5.	Dao Trung Kien	Member of the BOD	16/04/2022	
6.	Dang Hai Anh	Member of the BOD	27/04/2023	
7.	Dang Thi Lai	Member of the BOD The non-executive member of the Board of Directors shall relinquish the position of Senior Executive Director effective from January 1 <sup>st</sup> , 2025	16/04/2024	
8.	Le Quang Phuc	Independent Member of the BOD Chairperson of the Audit Committee	17/04/2021	
9.	Tieu Yen Trinh	Independent Member of the BOD	10/06/2020	

## 2. Meetings of the BOD:

No.	The members of the Board of Directors	Number of meetings of the BOD attended	Attendance rat	Reasons for absence
1.	Cao Thi Ngoc Dung	23/23	100%	
2.	Le Tri Thong	23/23	100%	
3.	Tran Phuong Ngoc Thao	23/23	100%	
4.	Dao Trung Kien	23/23	100%	
5.	Dang Hai Anh	23/23	100%	
6.	Dang Thi Lai	23/23	100%	
7.	Nguyen Tuan Hai	23/23	100%	
8.	Le Quang Phuc	23/23	100%	

No.	The members of the Board of Directors	Number of meetings of the BOD attended	Attendance rat	Reasons for absence
9.	Tieu Yen Trinh	23/23	100%	

### 3. Supervisory activities of the BOD over the Board of Directors:

Pursuant to the Company's Charter and the Internal Regulations on Corporate Governance, the Board of Directors has undertaken oversight and monitoring of the Chief Executive Officer and the Board of Management's performance in managing production and business operations, as well as in executing the resolutions passed by the General Meeting of Shareholders and the Board of Directors during the year 2024, as detailed below:

#### 3. 1. Monitoring methods:

- The BOD has executed its supervisory duties through regular and extraordinary meetings, specialized seminars, and direct consultations or interactions with the CEO and the Board of Management.
- The BOD has exercised its oversight through its affiliated committees.

#### 3. 2. Monitoring outcomes:

- Exercised stringent control over financial and non-financial metrics to ensure operational performance was in accordance with the established plans.
- Through 23 BOD meetings, timely directives and strategic guidance were provided to assist the CEO and the Board of Management in executing production and business activities effectively. Outside of the official meetings, the BOD organized internal workshops focused on corporate governance and held direct discussions with the CEO and the Board of Management to support and facilitate the timely implementation of projects and business operations, meeting the Company's needs and plans.
- Through the Audit Committees, the Company's BOD has overseen and controlled transactions between the company and its related parties, as well as transactions between insiders, their related parties, and subsidiaries, as detailed in the appendices attached to this report.
- Through its subordinate committees, the BOD has exercised comprehensive oversight of the Company's production and business operations.

Overall, amid geopolitical instability and economic challenges in Vietnam and globally, the BOD has effectively fulfilled its role in overseeing the company's operations. They have collaborated with the CEO and the Board of Management to overcome challenges and difficulties to achieve the business plan for 2024. Additionally, the BOD has gradually implemented corporate governance practices aimed at aligning with best practices. In 2024, The Board of Directors of the Company has enacted the Corporate Governance Framework and Principles, which constitute the foundational basis for the refinement and elevation of the governance system at PNJ.

#### 4. The functions and operations of the committees and entities subordinate to the Board of Directors.

- The Board of Directors (BOD) of the Company has formally established a series of subordinate committees, which conduct their operations with utmost diligence and diversity, in strict adherence to the action plans sanctioned by the BOD. These committees are entrusted with the mandate to optimize the Company's resources and expenditures, with an unwavering dedication to the pursuit of exemplary corporate governance. They serve as advisory and auxiliary bodies, facilitating the BOD in the proficient discharge of its fiduciary oversight responsibilities, thereby enhancing the operational efficacy and governance standards of the BOD. The year 2024 saw the Committees develop programs and action plans that received approval from the Board of Directors. At regular Board meetings, the Committees present reports on their activities and the projects they have undertaken, along with submitting proposals to the Board. Acting on the Committees' recommendations, the Board of Directors has provided timely directives to the Executive Board through resolutions and decisions for execution. In addition, the Board also issues prompt decisions on matters for which the Committees request guidance or submit recommendations, aiming to expedite related work streams.
- The Board of Directors of the Company has instituted the Office of the Board of Directors, which is entrusted with the responsibilities of (i) planning, coordinating, guiding, and organizing corporate governance activities to ensure effectiveness and adherence to the company's charter and prevailing laws, and (ii) managing shareholder relations and implementing corporate governance principles to safeguard the legitimate rights and interests of shareholders and relevant stakeholders. The Board of Directors places significant emphasis on and allocates resources to Shareholder Relations and Potential Investor Relations activities, with the aim of enhancing the Company's value.
- The exhaustive particulars concerning the operational mandates of the Audit Committee and other committees subordinate to the Board of Directors are meticulously articulated in Sections III, IV, V, and VI set forth hereinbelow.

#### 5. Resolutions/Decisions of the Board of Directors (Annual Report)

No.	Resolution/Decision No.	Date	Content	Approval Rate
1.	05/2024/NQ-HĐQT-CTY	03/01/2024	Approve the distribution of shares to employees under the ESOP program for the year 2023, which ended on December 29 <sup>th</sup> , 2023, and the plan for handling unsold shares.	100%
2.	13/2024/NQ-HĐQT-CTY	09/01/2024	Approve the report on the results of issuing shares under the Employee Stock Ownership Plan for the year 2023 (ESOP 2023).	100%
3.	47/2024/NQ-HĐQT-CTY	17/01/2024	Approve borrowing from China Construction Bank Corporation – Ho Chi Minh City Branch.	100%
4.	49/2024/NQ-HĐQT-CTY	17/01/2024	Approve borrowing from Ho Chi Minh City Development Joint Stock Commercial Bank – Long an Branch.	100%

No.	Resolution/Decision No.	Date	Content	Approval Rate
5.	51/2024/NQ-HĐQT-CTY	17/01/2024	Approve borrowing from KEB Hana Bank – Ho Chi Minh City Branch.	100%
6.	53/2024/NQ-HĐQT-CTY	17/01/2024	Approve borrowing from Prosperity and Development Joint Stock Commercial Bank – Saigon Branch.	100%
7.	55/2024/NQ-HĐQT-CTY	17/01/2024	Approve borrowing from Woori Bank Vietnam Limited Liability Company – Bien Hoa Branch.	100%
8.	58/2024/NQ-HĐQT-CTY	17/01/2024	Approve the report on the business results and the performance of KPIs for the year 2023 of Phu Nhuan Jewelry Joint Stock Company (PNJ) and its subsidiaries; and other matters within the authority of the Board of Directors.	100%
9.	75/2024/NQ-HĐQT-CTY	23/01/2024	Approve the increase in the charter capital of PNJ after the issuance of 2023 ESOP shares.	100%
10.	147/2024/NQ-HĐQT-CTY	27/02/2024	Approve the establishment of a branch directly under the company in Hoa Binh province.	100%
11.	149/2024/NQ-HĐQT-CTY	27/02/2024	Approve the organization of the 30 <sup>th</sup> Annual General Meeting of Shareholders - 2024 and the interim dividend payment in cash for the first phase of 2023.	100%
12.	156/2024/NQ-HĐQT-CTY	28/02/2024	Approve the principal agreement between subsidiary companies	100%
13.	158/2024/NQ-HĐQT-CTY	28/02/2024	Approve the evaluation of the performance of the Board of Directors' activities in 2023; the plan and budget for the Internal Audit Committee's operations in 2024, and other matters within the authority of the Board of Directors.	100%
14.	212/2024/NQ-HĐQT-CTY	26/03/2024	Approve the report on the disbursement status of private placement according to Resolution No. 343/2023/NQ-DHDCDCTY and the proposal to adjust the disbursement schedule.	100%
15.	214/2024/NQ-HĐQT-CTY	26/03/2024	Approve the agenda and full documentation for the 30th Annual General Meeting of Shareholders – 2024.	100%
16.	248/2024/NQ-HĐQT-CTY	05/04/2024	Approve the principal contracts, agreements, and transactions in 2024 between the company and internal parties, and affiliated persons, and the mechanism of information disclosure for transactions between the Company and internal persons, and affiliated persons.	100%
17.	263/2024/NQ-HĐQT-CTY	11/04/2024	Approve the amendment and supplementation of the agenda and	100%

No.	Resolution/Decision No.	Date	Content	Approval Rate
			documentation for the 30th Annual General Meeting of Shareholders - 2024.	
18.	294/2024/NQ-HĐQT-CTY	22/04/2024	Approve the assignment of tasks to members of the Board of Directors.	100%
19.	373/2024/NQ-HĐQT-CTY	13/06/2024	Approve the implementation plan for issuing ESOP shares in 2024 and other related matters under the authority of the Board of Directors.	100%
20.	375/2024/NQ-HĐQT-CTY	13/06/2024	Approve borrowing from Vietcombank – Ho Chi Minh City Branch.	100%
21.	377/2024/NQ-HĐQT-CTY	13/06/2024	Approve borrowing from Shinhan Bank Vietnam Limited.	100%
22.	403/2024/NQ-HĐQT-CTY	01/07/2024	Approve the amendments and supplements to the principal agreement between subsidiary companies.	100%
23.	415/2024/NQ-HĐQT-CTY	10/07/2024	Approve the report on the business results and the performance of KPIs for the first six months of 2024 of PNJ and its subsidiaries; select the audit firm for 2024; reappoint the Corporate Governance Officer; and other matters within the authority of the Board of Directors.	100%
24.	444/2024/NQ-HĐQT-CTY	06/08/2024	Approve the amendments and supplements to certain contents specified in the 2024 ESOP Regulation as stipulated in Article 2, Resolution No. 373/2024/NQ-HĐQT-CTY dated June 13 <sup>th</sup> , 2024, to clarify the content as requested by the functional unit; and other matters within the authority of the Board of Directors.	100%
25.	487/2024/NQ-HĐQT-CTY	12/09/2024	Approve borrowing from Asia Commercial Bank.	100%
26.	489/2024/NQ-HĐQT-CTY	12/09/2024	Approve borrowing from Vietnam International Bank – Saigon Branch.	100%
27.	491/2024/NQ-HĐQT-CTY	12/09/2024	Approve the establishment of a branch directly under the company in Hung Yen province.	100%
28.	503/2024/NQ-HĐQT-CTY	18/09/2024	Approve the second cash dividend payment for the year 2023.	100%
29.	505/2024/NQ-HĐQT-CTY	18/09/2024	Approve the change of the authorized representative of PNJ at the subsidiary	100%
30.	511/2024/NQ-HĐQT-CTY	18/09/2024	Approve the policy for capital investment and business development.	100%
31.	527/2024/NQ-HĐQT-CTY	25/09/2024	Approve the results of the share distribution to employees under the 2024 employee stock option program ending on September 23 <sup>rd</sup> , 2024, and the plan for handling unsold shares	100%

No.	Resolution/Decision No.	Date	Content	Approval Rate
32.	531/2024/NQ-HĐQT-CTY	26/09/2024	Approve the report on the results of the stock issuance under the 2024 employee stock option program.	100%
33.	549/2024/NQ-HĐQT-CTY	30/09/2024	Approve the increase in the charter capital of PNJ after the issuance of 2024 ESOP shares.	100%
34.	626/2024/NQ-HĐQT-CTY	11/11/2024	Approve borrowing from the Bank for Investment and Development of Vietnam – Hoc Mon Branch.	100%
35.	628/2024/NQ-HĐQT-CTY	11/11/2024	Approve borrowing from Kasikornbank Public Company Limited, Vietnam – Ho Chi Minh City Branch.	100%
36.	630/2024/NQ-HĐQT-CTY	11/11/2024	Approve the appointment of the authorized representative to manage PNJ's capital contribution and nominate PNJ personnel to join the Board of Directors at Nguoi Ban Vang Joint Stock Company.	100%
37.	634/2024/NQ-HĐQT-CTY	11/11/2024	Approve the reappointment of the Head of the Internal Audit Committee	100%
38.	646/2024/NQ-HĐQT-CTY	25/11/2024	Approve borrowing from Vietnam Joint Stock Commercial Bank for Industry and Trade – Ho Chi Minh City Branch 1.	100%
39.	648/2024/NQ-HĐQT-CTY	25/11/2024	Approve the contracts, agreements, and transactions between the Company and internal persons, affiliated persons of internal persons, and affiliated persons of the Company regarding the Company's guarantee for its subsidiary's loan at Vietnam Joint Stock Commercial Bank for Industry and Trade – Branch 1, Ho Chi Minh City.	100%
40.	650/2024/NQ-HĐQT-CTY	25/11/2024	Approve the subsidiary's borrowing and the contracts, agreements, and transactions between the Company and internal persons, affiliated persons of internal persons, and affiliated persons of the Company regarding the Company's guarantee for its subsidiary's loan at Vietnam International Commercial Joint Stock Bank – Saigon Branch.	100%
41.	652/2024/NQ-HĐQT-CTY	25/11/2024	Approve the supplementary audit plan for anti-money laundering and counter-terrorism financing activities in 2024 by the Internal Audit Department and issue the Company's internal regulations.	100%
42.	681/2024/NQ-HĐQT-CTY	09/12/2024	Approve the issuance of the corporate governance framework and principles, along with the list of corporate governance documents to be developed, amended, supplemented, and issued for phase 1 of PNJ's Corporate Governance project.	100%
43.	691/2024/NQ-HĐQT-CTY	18/12/2024	Approve the election of the Head of Independent Board Members.	100%

No.	Resolution/Decision No.	Date	Content	Approval Rate
44.	692/2024/NQ-HĐQT-CTY	18/12/2024	Approve the personnel change for the Senior Director of Finance position.	100%
45.	693/2024/NQ-HĐQT-CTY	18/12/2024	Approve the adjustment of the organizational structure of the subsidiary.	100%
46.	698/2024/NQ-HĐQT-CTY	18/12/2024	Approve the recording of the list of executives of other enterprises nominated by the CEO for the BOD's decision.	100%

### III.AUDIT COMMITTEE (Annual Report)

#### 1. Information about Audit Committee Members

No.	The members of the Audit Committee	Position	The date becoming to be a member of the Audit Committee	The date ceasing to be a member of the Audit Committee	Professional Qualifications
1.	Le Quang Phuc	Chairperson of the Audit Committee	17/04/2021		Master of Business Administration Engineer
2.	Nguyen Tuan Hai	Member of the Audit Committee	17/04/2021		Master of Business Administration Bachelor of Foreign Languages

#### 2. Audit Committee Meeting

No.	The members of the Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1.	Le Quang Phuc	07	100%	100%	
2.	Nguyen Tuan Hai	07	100%	100%	

#### 3. The execution of duties and responsibilities by the Audit Committee.

- Execute the oversight of the formulation process and the veracity of the company's financial statements, as well as the presentation of financial outcomes at the Annual General Meeting of Shareholders.
- Engage in collaboration with the Board of Directors and the Executive Management to supervise the company's adherence to statutory laws, the corporate charter, and internal governance regulations.
- Undertake the procedures for the assessment, selection, and recommendation to the Board of Directors regarding the appointment of an independent auditor for the fiscal year 2024 financial statements.
- Conduct oversight and appraisal of the quality and impartial independence of the independent audit during the examination of the 2023 financial statements, the interim financial statements for 2024, and the year-end financial statements for 2024.



- Monitor, scrutinize, and evaluate transactions involving insiders and related parties concerning the authority for approval, compliance with statutory provisions, resolutions of the Board of Directors, and the disclosure of information in accordance with statutory requirements and the company's internal governance regulations.
- Collaborate with the Executive Management to prepare and propose to the Board of Directors the adoption and promulgation of regulations concerning the coordination of the three lines of defense model and regulations governing transactions with insiders and related parties.
- Assess the internal control and risk management frameworks, consistently coordinating and consulting with the Executive Management to augment the efficacy and efficiency of risk management and internal control frameworks.
- Direct, supervise, and evaluate the operations and capacity enhancement of the Internal Audit Department, including the execution of the 2024 internal audit plan as ratified by the Board of Directors.
- Formulate the strategic orientation for the Internal Audit Department's action program for the fiscal year 2025.

**4. Supervisory activities of the Audit Committee over the Board of Directors, Board of Management, and shareholders**

- Convene regular meetings to direct the Internal Audit Department ("IAD") in executing audits as per the audit plan approved by the Board of Directors. Require the IAD to provide updates on the implementation status and significant issues identified during internal audits, while also reviewing IAD's proposals for amendments or adjustments to the audit plan to align with business operations and emerging risks.
- Direct and monitor the IAD to: (i) assess the internal control and risk management systems of PNJ Company and its subsidiaries, (ii) participate in Risk Committee meetings and operational briefings to promptly grasp business activities, and (iii) execute the IAD's oversight role according to the three lines of defense model, while ensuring the implementation of post-audit recommendations.
- Direct and oversee the IAD in reviewing and evaluating transactions involving Insiders and Related Parties of the company, and guide the development of tools and applications to enhance the efficiency and timeliness of oversight activities.
- Supervise the implementation of the Coordination Regulation for the three lines of defense model and the Regulation on controlling transactions with insiders and related parties.
- Instruct the IAD to oversee the integrity of the Financial Statements (FS) by guiding key focus areas and clarifying issues during FS preparation, and monitor the disclosure of FS information in accordance with regulations.

**5. The coordination between the Audit Committee and the Board of Directors, Board of Management, and other management personnel:**

- Receive support and coordination from the Board of Directors, the General Director, and the Executive Board in performing duties in accordance with the Internal Regulations on Corporate Governance and the Audit Committee's Operating Regulations.
- Hold regular meetings with the Executive Board to discuss assessments and recommendations regarding the Company's internal control and risk management systems, address compliance issues with legal regulations and governance policies, and

resolve outstanding issues in coordination among relevant parties, including activities to enhance the control system.

- Collaborate with the Executive Board in overseeing the preparation of financial statements, ensuring compliance with legal and corporate regulations, and enhancing the effectiveness of the internal control and risk management systems, along with other related activities.
- Regularly update and report to the Board of Directors on the activities of the Audit Committee, internal audit issues, and risk management matters that the Audit Committee deems to have a significant impact on the Company's operations; additionally, advise the Board on reviewing and approving adjustments to the internal audit plan, budget plans, and staffing for the Internal Audit Department.

#### **6. Additional activities of the Audit Committee**

Evaluate Independent Audit Activities:

- Conduct assessments of independent audit service providers and recommend to the Board of Directors the selection of an audit firm for the Company's 2024 financial statements.
- Organize the supervision and evaluation of the independence and objectivity of the independent audit during the audit of the 2023 financial statements, the 2024 semi-annual financial statements, and the 2024 financial statements, while facilitating discussions and recording feedback from the independent auditors throughout the process.

### **IV. STRATEGY - FINANCE COMMITTEE (Annual Report)**

#### **1. Information about Strategy - Finance Committee Members**

No.	The members of the Strategy-Finance Committee	Position	The date becoming a member of the Strategy - Finance Committee	The date ceasing to be a member of the Strategy - Finance Committee
1.	Cao Thi Ngoc Dung	Committee Chair	25/03/2022	
2.	Le Tri Thong	Committee Vice Chair	25/03/2022	
3.	Tran Phuong Ngoc Thao	Member	25/03/2022	
4.	Dang Thi Lai	Member	25/03/2022	
5.	Dao Trung Kien	Member	25/03/2022	
6.	Nguyen Tuan Hai	Member	25/03/2022	
7.	Dang Hai Anh	Member	27/04/2023	

## 2. Strategy - Finance Committee Activities

- Supervise the CEO and the Board of Management in implementing the 2024 business plan as approved in the Annual General Meeting of Shareholders Resolution No. 280/2024/NQ-ĐHĐCĐ-CTY dated April 16<sup>th</sup>, 2024, through in-depth analysis of financial and non-financial indicators to ensure strategies are implemented consistently and effectively.
- Collaborate with the Executive Board to monitor the implementation progress of the Board of Directors' resolutions related to the areas under the Committee's responsibility. This is achieved through monthly meetings to update on changes in geopolitical and macroeconomic conditions, with the aim of promptly providing recommendations on business and management directions to the Board of Directors.
- Provide counsel to the Board of Directors on the Company's long-term development strategies and financial strategies.
- Prepare materials for the Strategic Symposium and provide advisory support to the Board of Directors to formulate appropriate strategies for the Company.

## V. ENVIRONMENTAL – SOCIAL - GOVERNANCE COMMITTEE (“ESG”) (Annual Report)

### 1. Information about ESG Committee members

No.	The members of the ESG Committee	Position	The date becoming a member of the ESG Committee	The date ceasing to be a member of the ESG Committee
1.	Tran Phuong Ngoc Thao	Committee Chair	25/03/2022	
2.	Le Quang Phuc	Member	25/03/2022	
3.	Huynh Thi Xuan Lien	Member	25/03/2022	
4.	Tieu Yen Trinh	Member	27/04/2023	

### 2. ESG Committee Activities

- Provide counsel to the Board of Directors in the development and promulgation of the Company's Corporate Governance Framework and Principles for the year 2024. This Framework and its principles consist of six pillars and twelve principles. Specifically, the six pillars are: (i) Shareholder Rights; (ii) Board of Directors; (iii) Sustainable Development; (iv) Enterprise-wide Risk Management; (v) Information Disclosure; and (vi) Stakeholder Relations.
- Execute Phase 1 of the review, update, and codification of the Corporate Governance Framework and Principles into corporate governance documents, ensuring compliance with the planned schedule for the 2023-2025 phase of the Corporate Governance Project.

- Supervise corporate governance matters across the Company to ensure compliance with the Charter, internal corporate governance regulations, Board of Directors' operational regulations, other internal regulations, and legal requirements in 2024.
- Enhance support resources and consistently collaborate closely with the Executive Board in implementing key policies, strategies, and activities related to Environmental, Social, and Corporate Governance (ESG) issues.
- Advise the General Director and the Executive Board on implementing key policies, strategies, and activities concerning the Company's ESG issues, particularly in greenhouse gas emissions management.

Develop action plans to enhance understanding of ESG topics of the BOD, Board of Management and the entire company, especially corporate governance in line with best practices and towards effectiveness.

## **VI. HUMAN RESOURCES - COMPENSATION COMMITTEE (Annual Report)**

### **1. Information about Human Resources - Remuneration Committee**

<b>No.</b>	<b>Members of the Human Resources - Remuneration Committee</b>	<b>Position</b>	<b>The date becoming a member of the Human Resources - Remuneration Committee</b>	<b>The date ceasing to be a member of the Human Resources - Remuneration Committee</b>
1.	Tieu Yen Trinh	Committee Chair	25/03/2022	
2.	Le Tri Thong	Member	25/03/2022	
3.	Tran Phuong Ngoc Thao	Member	25/03/2022	

### **2. Human Resources - Remuneration Committee Activities**

- Assess candidate information and propose recommendations to the Board of Directors concerning the appointment of new senior positions within the Company: Senior Director - Customer and Retail, and Senior Director - Finance.
- Providing strategic guidance to the Board of Directors and supervising the execution of the human resources development strategy for the 2024-2027 period, which includes formulating remuneration regulations and structures for Board members based on their assigned duties, scope of responsibilities, and market alignment.
- Supervising and directing the enhancement of specific compensation policies, and managing the remuneration and benefits policies within the Company.
- Supervising and directing the evaluation of talent management, and supervising the implementation of recognition and reward policies and tools to enhance employee productivity within the Company.

## VII. BOARD OF MANAGEMENT

No.	Member of the Board of Management	Date of Birth	Professional Qualifications	The date becoming to be a member of the Board of Management	The date ceasing to be a member of the Board of Management
1.	Le Tri Thong Chief Executive Officer		Master of Business Administration Bachelor of Chemical Engineering	21/04/2023	
2.	Dang Thi Lai Senior Director		Bachelor of Business Administration	06/02/2023	01/01/2025
3.	Nguyen Chi Kien Senior Director		Bachelor of Accounting - Auditing	19/09/2023	
4.	Dao Trung Kien Senior Director		Master of Business Administration Bachelor of Finance - Banking	06/02/2023	
5.	Dang Hai Anh Senior Director		Bachelor of Nuclear Technology	20/08/2020	
6.	Nguyen Ngoc Van Quan Senior Director		Master of Engineering Bachelor of Industrial Systems Engineering	16/02/2023	
7.	Nguyen Khoa Hong Thanh Senior Director		Master of Business Administration	26/03/2023	
8.	Truong Hoai Anh Senior Director		Master of Business Administration Bachelor of International Studies	02/01/2024	
9.	Nguyen Minh Hai Senior Director		Master of Business Administration Bachelor of Finance - Banking	01/01/2025	

## VIII. CHIEF ACCOUNTANT

Full name	Date of Birth	Professional Qualifications	Date of appointment	Date of dismissal
Duong Quang Hai		Bachelor of Economics Bachelor of Law	01/03/2023	

## IX. TRAINING COURSE ON CORPORATE GOVERNANCE

Training courses on corporate governance that members of the Board of Directors, Audit Committee, Chief Executive Officer (General Director), other management personnel, and the Company Secretary have attended in accordance with corporate governance regulations:

- Members of the Board of Directors, members of the Supervisory Board, and the Chief

Executive Officer have participated in training courses, professional guidance classes, specialized seminars, and forums on corporate governance.

- The corporate governance officer has participated in conferences on corporate governance, including the Training Conference on Securities Offering Registration Dossier, the Conference on Compliance with Securities Law Regulations, and the Conference on Enhancing Corporate Governance Capacity for Listed Companies.
- PNJ is committed to promoting advanced governance initiatives and encouraging businesses to adopt best practices. Members of the Board of Directors, Supervisory Board, the Chief Executive Officer, the Board of Management, and the corporate governance officer of PNJ regularly participate in training conferences, professional guidance classes, and specialized seminars on corporate governance organized by the State Securities Commission, Ho Chi Minh Stock Exchange, and various domestic and international organizations.

## **X. LIST OF AFFILIATED PERSONS OF THE PUBLIC COMPANY (ANNUAL REPORT) AND TRANSACTIONS OF AFFILIATED PERSONS OF THE COMPANY WITH THE COMPANY**

### **1. List of Affiliated Persons of the Company**

Refer to Appendix 1 attached.

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

Refer to Appendix 2 attached.

### **3. Transactions between company insiders, related parties of insiders, and subsidiaries or companies controlled by the company:**

Refer to Appendix 3 attached.

### **4. Transactions between the company and other parties:**

#### **4.1 Transactions between the company and any company in which a member of the Board of Directors, a member of the Supervisory Board, the Director (Chief Executive Officer), or other management personnel is or has been a founding member or a member of the Board of Directors, or the Director (Chief Executive Officer) in the past three (03) years (as of the reporting date):**

- Subsidiaries (PNJ Jewelry Production And Trading Company Limited (PNJP), PNJ Laboratory Company Limited (PNJL), Cao Fashion Company Limited (CAF)): engage in transactions involving the purchase and sale of goods, consignment of goods, commercial promotion activities, and commercial intermediation; provision of commercial services such as warranty, maintenance, inspection, appraisal, testing, repair, and processing of goods; lending, borrowing, leasing, renting, and granting rights to use assets, including offices, factories, premises, raw materials, equipment, intellectual property assets, and intangible assets; providing guarantees, loans, borrowing, cost-sharing, and shared use of resources between the parties; entering into confidentiality agreements, business

cooperation agreements, incentive schemes, revenue enhancement initiatives, media cooperation; and authorization agreements related to warehousing, distribution, and allocation of goods between the parties.

- Talent Net Corporation (TALENTNET): provides consulting services and solutions related to compensation structure projects, salary surveys, allowances, benefits, organizational development and training, human resource consulting, supply of goods, media cooperation, and other commercial services.
- Saigon House Production Trading Service Joint Stock Company (THOS): supplies goods, handicrafts, food products, current business products, and other commercial services.
- Vietnam Institute of Directors Social Enterprise Joint Stock Company (VIOD): Provides training programs on knowledge and experience related to corporate governance; collects membership fees.
- Ho Chi Minh City Association of Women Entrepreneurs (HAWEE): engages in commercial promotion activities, commercial intermediation, media cooperation agreements, sponsorship agreements, confidentiality agreements, and provides other commercial services.
- Ho Chi Minh City Young Businesspeople Association (YBA): engages in media cooperation agreements to promote each other's brand and image; collects membership fees.
- Ho Chi Minh City High-Quality Vietnamese Goods Business Association (HVNCLC): engages in media cooperation agreements to promote each other's brand and image.
- Vietnam Gold Traders Association (VGTA): engages in media cooperation agreements to promote each other's brand and image; collects membership fees.
- Vietnam Association of Women Entrepreneurs (VAWE): engages in media cooperation agreements to promote each other's brand and image.
- Golden Trust Fund: memorandum of understanding for leasing part of the premises to serve as the headquarters office of the Golden Trust Fund.
- Vietnam Young Entrepreneurs Association (VYEA): engages in media cooperation agreements to promote each other's brand and image; collects membership fees.

4.2 Transactions between the company and a company in which a related person of a member of the Board of Directors, a member of the Supervisory Board, the Director (Chief Executive Officer), and other managers serve as a member of the Board of Directors or as the Director (Chief Executive Officer):

- Golden Space Production Trade Company Limited: provides interior decoration services, supplies, installs, warranties, and repairs furniture, counters, cabinets, etc., for offices, production systems, retail store systems, and offers other commercial services.
- An Phu International General Clinic Company Limited: provides medical services, healthcare, and treatment services for staff and employees, and offers other commercial services.
- Subsidiaries (PNJ Jewelry Production And Trading Company Limited (PNJP), PNJ

Laboratory Company Limited (PNJL), Cao Fashion Company Limited (CAF)): engage in transactions involving the purchase and sale of goods, consignment of goods, commercial promotion activities, and commercial intermediation; provision of commercial services such as warranty, maintenance, inspection, appraisal, testing, repair, and processing of goods; lending, borrowing, leasing, renting, and granting rights to use assets, including offices, factories, premises, raw materials, equipment, intellectual property assets, and intangible assets; providing guarantees, loans, borrowing, cost-sharing, and shared use of resources between the parties; entering into confidentiality agreements, business cooperation agreements, incentive schemes, revenue enhancement initiatives, media cooperation; and authorization agreements related to warehousing, distribution, and allocation of goods between the parties.

- Vietnam Institute Of Directors Social Enterprise Joint Stock Company (VIOD): Provides training programs on knowledge and experience related to corporate governance; collects membership fees.
  - Ho Chi Minh City Association of Women Entrepreneurs (HAWEE): engages in commercial promotion activities, commercial intermediation, media cooperation agreements, sponsorship agreements, confidentiality agreements, and provides other commercial services.
  - Ho Chi Minh City Young Businesspeople Association (YBA): engages in media cooperation agreements to promote each other's brand and image; collects membership fees.
  - Vietnam Association of Women Entrepreneurs (VAWE): engages in media cooperation agreements to promote each other's brand and image.
  - Golden Trust Fund: memorandum of understanding for leasing part of the premises to serve as the headquarters office of the Golden Trust Fund.
- 4.3 Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, the Director (Chief Executive Officer), and other managers: None

## **XI. STOCK TRANSACTIONS OF INTERNAL PERSONS AND AFFILIATED PERSONS OF INTERNAL PERSONS (ANNUAL REPORT)**

### **1. List of internal persons and affiliated persons of internal persons**

Refer to Appendix 1 attached.

### **2. Transactions of internal persons and affiliated persons in the company's stock**

Refer to Appendix 1 attached.

## **XII. OTHER NOTABLE ISSUES**



1. On July 10<sup>th</sup>, 2024, PwC (Vietnam) Limited and Phu Nhuan Jewelry Joint Stock Company signed a contract to conduct the review of the consolidated financial statements and separate financial statements of the Company for the 6-month period ending on June 30<sup>th</sup>, 2024, and to audit the separate and consolidated financial statements of the company for the fiscal year ending on December 31<sup>st</sup>, 2024, prepared in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting Regime, and relevant legal regulations in Vietnam.
2. PNJ has issued shares under the employee stock option plan approved by the Annual General Meeting of Shareholders on April 16<sup>th</sup>, 2024. The number of shares expected to be issued: is 3,345,596 shares.

The total number of shares after the issuance (as of September 26, 2024): 338,074,776 shares, including:

- Number of outstanding shares: 337,905,217 shares.
- Number of treasury shares: 169,559 shares.

Recipients:

- As above
  - BOD, Supervisory Board
  - CEO;
  - Stored at the BOD Office;
  - Stored at the Clerical Office.
- Nh

**CHAIRPERSON OF THE BOARD OF DIRECTORS**



**CAO THI NGOC DUNG**

REPORT ON CORPORATE GOVERNANCE IN 2024

Annex 1: The list of internal persons, affiliated persons of the public company and share transactions of internal persons and affiliated persons

Stt	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Kind of ID, passport, certificate of business registration)	ID card number	Date of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons (of the change belonging to (11), (12))	Number of shares owned at the beginning of the period (on 01/01/2024)		Number of shares owned at the end of the period (on 31/12/2024)		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)	Note
													Number of shares	Percentage of share ownership at the beginning of the period	Number of shares	Percentage of share ownership at the end of the period		
1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
1.	Cao Thi Ngoc Dung		Chairperson of the Board of Directors		ID								8,898,689	2.71%	9,637,789	2.85%	ESOP	
1.1	Cao Ngoc Lien			Biological father	ID								0	0.00%	0	0.00%		
1.2	Tran Thi Mon			Biological mother	ID								718,672	0.22%	718,672	0.21%		
1.3	Tran Phuong Ngoc Thao			Offspring	ID								7,868,666	2.40%	8,815,253	2.61%	Buying	
1.4	Tran Phuong Ngoc Giao			Offspring	ID								8,319,974	2.54%	8,319,974	2.46%		
1.4	Tran Phuong Ngoc Giao			Offspring	ID								1,347,840	0.41%	1,347,840	0.40%		
1.5	Nguyen Minh Luan			Son-in-law	ID								0	0.00%	30	0.00%	Buying	
1.6	Tran Phuong Ngoc Ha			Offspring	ID								12,266,666	3.74%	12,266,666	3.63%		
1.7	Cao Ngoc Hiep			Elder brother	ID								73,495	0.02%	73,495	0.02%		
1.7	Cao Ngoc Hiep			Elder brother	ID								0	0.00%	0	0.00%		
1.8	Le Thi Sam			Sister-in-law	ID								0	0.00%	0	0.00%		
1.9	Cao Thi Thuy			Younger sibling	ID								17,760	0.01%	10,000	0.00%	selling	
1.10	Cao Thi Ngoc Hong			Younger sibling	ID								882,806	0.27%	882,806	0.26%		
1.11	Cao Ngoc Huy			Younger sibling	ID								61,713	0.02%	64,713	0.02%	Buying	
1.12	Le Nguyen Dang Hang			Sister-in-law	ID								1,128,266	0.34%	1,128,266	0.33%		
1.13	Cao Ngoc Duy			Younger sibling	ID								9,023,307	2.75%	9,023,307	2.67%		
1.14	Bui Thu Thuy			Sister-in-law	ID								0	0.00%	0	0.00%		
1.15	Cao Thi Ngoc Tam			Younger sibling	ID								83,174	0.03%	83,174	0.02%		
1.15	Cao Thi Ngoc Tam			Younger sibling	ID								0	0.00%	0	0.00%		
1.16	Cao Ngoc Hai			Younger sibling	ID								0	0.00%	0	0.00%		
1.17	Nguyen Thi Ngoc Van			Sister-in-law	ID								0	0.00%	0	0.00%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
1.18	PHU NHUAN JEWELRY JOINT STOCK COMPANY			Ms. Cao Thi Ngoc Dung holds the position of Chairperson of the Board of Directors	Certificate of business registration								169,559	0.05%	169,559	0.05%		
1.19	PNJ JEWELRY PRODUCTION AND TRADING COMPANY LIMITED			Ms. Cao Thi Ngoc Dung holds the position of Chairperson of the Board of Members	Certificate of business registration								0	0.00%	0	0.00%		
1.20	SAI GON FOOD JOINT STOCK COMPANY			Ms. Cao Thi Ngoc Dung holds the position of members of the Board of Directors	Certificate of business registration								0	0.00%	0	0.00%		
1.21	HO CHI MINH CITY ASSOCIATION FOR WOMEN EXECUTIVES & ENTREPRENEURS			Ms. Cao Thi Ngoc Dung holds the position of Chairperson of the Association	Decision on Establishment								0	0.00%	0	0.00%		
1.22	VIETNAM ASSOCIATION FOR WOMEN ENTREPRENEURS (VAWE)			Ms. Cao Thi Ngoc Dung holds the position of Vice Chairperson of the Association	Decision on Establishment								0	0.00%	0	0.00%		
1.23	WILL TO LIVE JOINT STOCK COMPANY - SOCIAL ENTERPRISE			Ms. Cao Thi Ngoc Dung holds the position of Advisory Member and Shareholder	Certificate of business registration								0	0.00%	0	0.00%		
1.24	VIETNAM INSTITUTE OF DIRECTORS SOCIAL ENTERPRISE JOINT STOCK COMPANY (VIOD)			Ms. Cao Thi Ngoc Dung holds the position of members of the Board of Directors	Certificate of business registration								0	0.00%	0	0.00%		
1.25	OPTIMISM DEVELOPMENT FOUNDATION			Ms. Cao Thi Ngoc Dung serves as the Founder and Chairperson of the Board of Fund Management.	Decision on Establishment					07/03/2024		Acknowledged by the Ministry of Home Affairs as a Member of the Board of Fund Management	0	0.00%	0	0.00%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
2.	Le Tri Thong		Deputy Chairman of the Board of Directors Chief Executive Officer Information Disclosure Officer		ID								1,120,754	0.34%	1,205,854	0.36%	ESOP, selling	
2.1	Le Van Tri			Biological father	ID								0	0.00%	0	0.00%		
2.2	Diep Thuy Kieu			Biological mother	ID								0	0.00%	0	0.00%		
2.3	Nguyen Khanh Linh			Wife	ID								0	0.00%	0	0.00%		
2.4	Le Tri Khai			Offspring	None								0	0.00%	0	0.00%		Still small
2.5	Le Tue Thu			Offspring	None								0	0.00%	0	0.00%		Still small
2.6	Le Diep Kieu Trang			Younger sibling	ID								0	0.00%	0	0.00%		
2.7	Vu Xuan Sonny			Brother-in-law	Passport								0	0.00%	0	0.00%		
2.8	Nguyen Quoc Khanh			Father-in-Law	ID								0	0.00%	0	0.00%		
2.9	Nguyen Thi Linh Anh			Mother-in-Law	ID								0	0.00%	0	0.00%		
2.10	PHU NHUAN JEWELRY JOINT STOCK COMPANY			Mr. Le Tri Thong holds the positions of Deputy Chairperson of the Board of Directors Chief Executive Officer Information Disclosure Officer	Certificate of business registration								169,559	0.05%	169,559	0.05%		
2.11	PNJ JEWELRY PRODUCTION AND TRADING COMPANY LIMITED			Mr Le Tri Thong holds the position of members of the Board of Directors	Certificate of business registration						18/09/2024	The Board of Directors relieves from duty in alignment with the company's human resources strategy	0	0.00%	0	0.00%		
2.12	Vietnam Gold Traders Association			Mr. Le Tri Thong holds the position of Vice Chairperson of the Association	Decision on Establishment								0	0.00%	0	0.00%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
2.13	VIET NAM YOUNG ENTREPRENEURS' ASSOCIATION			Mr. Le Tri Thong holds the position of Vice Chairperson of the Association	Decision on Establishment					29/01/2024		Appointed by the Central Committee of the Electoral Consultative Council	0	0.00%	0	0.00%		
2.14	YOUNG BUSINESS PEOPLE ASSOCIATION OF HO CHI MINH CITY (YBA)			Mr. Le Tri Thong holds the position of Chairperson of the Association	Decision on Establishment								0	0.00%	0	0.00%		
2.15	OPTIMISM DEVELOPMENT FOUNDATION			Mr. Le Tri Thong, as the representative of PNJ, acts as a Founder and Vice Chairman of the Fund Management Board	Decision on Establishment					07/03/2024		Acknowledged by the Ministry of Home Affairs as a member of the Fund Management Board	0	0.00%	0	0.00%		
2.16	Vietnam Youth Federation			Mr. Le Tri Thong holds the position of Vice Chairman	Decision on Establishment					14/08/2024		Acknowledged by the Central Committee of the Vietnam Youth Federation as the Vice Chairperson of the Ho Chi Minh City Vietnam Youth Federation	0	0.00%	0	0.00%		
3.	Đặng Hai Anh		Member of the Board of Directors Senior Executive Director		ID								53,333	0.02%	295,633	0.09%	ESOP, selling	
3.1	Đặng Văn Thái			Biological father	ID								0	0.00%	0	0.00%		
3.2	Đỗ Thị Nga			Biological mother	ID								0	0.00%	0	0.00%		
3.3	Nguyễn Hà Linh			Wife	ID								0	0.00%	0	0.00%		
3.4	Đặng Nguyễn Tuấn Anh			Offspring	None								0	0.00%	0	0.00%		Still small
3.5	Đặng Nguyễn Khang			Offspring	None								0	0.00%	0	0.00%		Still small

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
3.6	Đang Nguyen Phong			Offspring	None								0	0.00%	0	0.00%		Still small
3.7	Đang Thanh Phung Kien			Younger sibling	ID								0	0.00%	0	0.00%		
3.8	Nguyen Thi Bich Phuong			Sister-in-law	ID								0	0.00%	0	0.00%		
3.9	Nguyen Viet Quang			Father-in-Law	ID								0	0.00%	0	0.00%		
4.	Nguyen Tuan Hai		Members of the Board of Directors, Member of the audit committee		ID								26,666	0.01%	61,966	0.02%	ESOP	
4.1	Đang Thuc Đức			Biological mother	ID								0	0.00%	0	0.00%		
4.2	Đo Thi Minh Anh			Wife	ID								0	0.00%	0	0.00%		
4.3	Nguyen Minh Nhat			Offspring	ID								0	0.00%	0	0.00%		
4.4	Nguyen Thuy Minh			Daughter-in-law	ID								0	0.00%	0	0.00%		
4.5	Nguyen Ngoc My			Offspring	ID								0	0.00%	0	0.00%		
4.6	Nguyen Tri Chung			Son-in-law	ID								0	0.00%	0	0.00%		
4.7	Nguyen Tuan Phuong			Elder brother	ID								0	0.00%	0	0.00%		
4.8	Au Thien Huong			Sister-in-law	ID								0	0.00%	0	0.00%		
4.9	Nguyen Hai Yen			Younger sibling	ID								0	0.00%	0	0.00%		
4.10	Nguyen Ngoc Tuan			Brother-in-law	ID								0	0.00%	0	0.00%		
4.11	Nguyen Thi Son			Mother-in-Law	ID								0	0.00%	0	0.00%		
4.12	ALPHANAM INVESTMENT JOINT STOCK COMPANY			Mr Nguyen Tuan Hai holds the position of Chairperson of the Board of Directors	Certificate of business registration								0	0.00%	0	0.00%		
4.13	THAC BA LAKE URBAN AND TRAVEL, SPORTS CULTURE PARK INVESTMENT JOINT STOCK COMPANY			Mr. Nguyen Tuan Hai holds the position of Chairperson of the Board of Directors, Shareholders	Certificate of business registration								0	0.00%	0	0.00%		
4.14	ALPHA NAM REAL ESTATE JOINT STOCK COMPANY			Mr. Nguyen Tuan Hai serves as a Shareholder	Certificate of business registration								0	0.00%	0	0.00%		
4.15	RED STAR CENTRAL HIGHLANDS JOINT STOCK COMPANY			Mr Nguyen Tuan Hai holds the position of Members of the Board of Directors	Certificate of business registration								0	0.00%	0	0.00%		
4.16	WILL TO LIVE JOINT STOCK COMPANY - SOCIAL ENTERPRISE			Mr Nguyen Tuan Hai holds the position of Members of the Board of Directors	Certificate of business registration								0	0.00%	0	0.00%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
5.	Dao Trung Kien		Members of the Board of Directors Senior Executive Director		ID								229,710	0.07%	177	0.00%		
5.	Dao Trung Kien		Members of the Board of Directors Senior Executive Director		ID								0	0.00%	201	0.00%		
5.	Dao Trung Kien		Members of the Board of Directors Senior Executive Director		ID								0	0.00%	531,332	0.16%	ESOP	
5.1	Dao Anh Dung			Biological father	ID								0	0.00%	0	0.00%		
5.2	Pham Thi Loan			Biological mother	ID								0	0.00%	0	0.00%		
5.3	Le Nu Tung Anh			Wife	ID								0	0.00%	0	0.00%		
5.3	Le Nu Tung Anh			Wife	ID								0	0.00%	0	0.00%		
5.3	Le Nu Tung Anh			Wife	ID								0	0.00%	0	0.00%		
5.4	Dao Le Minh Anh			Offspring	None								0	0.00%	0	0.00%		Still small
5.5	Dao Chau Anh			Offspring	None								0	0.00%	0	0.00%		Still small
5.6	Dao Anh Cuong			Younger sibling	ID								0	0.00%	0	0.00%		
5.7	Le Thi Thao Yen			Sister-in-law	ID								0	0.00%	0	0.00%		
5.8	Le Anh Tai			Father-in-Law	ID								0	0.00%	0	0.00%		
5.9	PNJ JEWELRY PRODUCTION AND TRADING COMPANY LIMITED			Mr Dao Trung Kien holds the position of Members of the Board of Members	Certificate of business registration								0	0.00%	0	0.00%		
5.10	Kien Anh Company Limited			Mr Dao Trung Kien serves as a Shareholder	Certificate of business registration								0	0.00%	0	0.00%		
5.11	Party Committee Phu Nhuan Jewelry Joint Stock Company			Mr. Dao Trung Kien holds the position of Member of the Party Executive Committee for the 2022-2027 term	Decision on Establishment								0	0.00%	0	0.00%		
6.	Đang Thi Lai		Members of the Board of Directors Senior Executive Director		ID					16/04/2024		The General Meeting of Shareholders elected	1,550,322	0.47%	1,097,622	0.32%	ESOP, selling	

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
6.	Dang Thi Lai		Members of the Board of Directors		ID						01/01/2025	The Board of Directors relieves the Senior Director of their duties in accordance with the company's personnel plan	0	0.00%	0	0.00%	ESOP, selling	
6.	Dang Thi Lai		Members of the Board of Directors		ID						01/01/2025	The Board of Directors relieves the Senior Director of their duties in accordance with the company's personnel plan	465,600	0.14%	765,600	0.23%	ESOP	
6.	Dang Thi Lai		Members of the Board of Directors		ID						01/01/2025	The Board of Directors relieves the Senior Director of their duties in accordance with the company's personnel plan	0	0.00%	0	0.00%		
6.1	Tran Quang Minh			Husband	ID								75,440	0.02%	75,440	0.02%		
6.1	Tran Quang Minh			Husband	ID								0	0.00%	0	0.00%		
6.2	Tran Hoang Tu Linh			Offspring	ID								0	0.00%	0	0.00%		
6.3	Tran Huy Manh			Offspring	Passport								0	0.00%	0	0.00%		
6.4	Tran Quang Man			Offspring	ID								0	0.00%	0	0.00%		
6.5	Dang Thi Hue			Elder sister	ID								0	0.00%	0	0.00%		
6.6	Dang Thị Cúc			Elder sister	ID								86,657	0.03%	86,657	0.03%		
6.6	Dang Thi Cuc			Elder sister	ID								0	0.00%	0	0.00%		
6.7	Le Doan Tinh			Brother-in-law	ID								0	0.00%	0	0.00%		
6.8	Dang Ngoc Thao			Younger sibling	ID								107,618	0.03%	107,618	0.03%		
6.8	Dang Ngoc Thao			Younger sibling	ID								0	0.00%	90,800	0.03%	ESOP	
6.8	Dang Ngoc Thao			Younger sibling	ID								80,000	0.02%	80,000	0.02%		
6.9	Lam Thi Ngoc My			Sister-in-law	ID								0	0.00%	0	0.00%		
6.10	Ha Thi Xuan Hy			Mother-in-Law	ID								0	0.00%	0	0.00%		



1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
6.11	PNJ JEWELRY PRODUCTION AND TRADING COMPANY LIMITED			Ms Dang Thi Lai holds the position of Members of the Board of Members	Certificate of business registration								0	0.00%	0	0.00%		
6.12	The Union of Phu Nhuan Jewelry Joint Stock Company			Ms Dang Thi Lai holds the position of Chairperson of the Union	Decision on Establishment								209,825	0.06%	281,686	0.08%	Buying	
6.13	Confederation of Labor of Phu Nhuan district			Ms. Dang Thi Lai holds the position of Executive Committee Member for the 2023-2028 term	Confederation of Labor of Ho Chi Minh city								0	0.00%	0	0.00%		
7.	Le Quang Phuc		Members of the Board of Members Chairperson of the Audit Committee		ID								0	0.00%	71,400	0.02%	ESOP, selling	
7.1	Le Thi Lien			Biological mother	ID								0	0.00%	0	0.00%		
7.2	Chau Thi Ngoc Huong			Wife	ID								0	0.00%	0	0.00%		
7.3	Le Minh Huy			Offspring	ID								0	0.00%	0	0.00%		
7.4	Le Hanh Nguyen			Offspring	ID								0	0.00%	0	0.00%		
7.5	Le Thi Phuong Thao			Elder sister	ID								0	0.00%	0	0.00%		
7.6	Truong Dinh Tam			Brother-in-law	ID								0	0.00%	0	0.00%		
7.7	Le Quang Loc			Younger sibling	ID								0	0.00%	0	0.00%		
7.8	Than Thi Thu Trang			Sister-in-law	ID								0	0.00%	0	0.00%		
7.9	Le Minh Tri			Younger sibling	ID								0	0.00%	0	0.00%		
7.10	Ho Thi To Anh			Sister-in-law	ID								0	0.00%	0	0.00%		
7.11	Le Quoc Binh			Younger sibling	ID								0	0.00%	0	0.00%		
7.12	Pham Thi Thuy Hang			Sister-in-law	ID								0	0.00%	0	0.00%		
7.13	Le Minh Chau			Younger sibling	ID								0	0.00%	0	0.00%		
7.14	Le Thi Le Huyen			Sister-in-law	ID								0	0.00%	0	0.00%		
7.15	BDSC MANAGEMENT CONSULTING CORPORATION			Mr Le Quang Phuc holds the position of Director	Certificate of business registration								0	0.00%	0	0.00%		
7.16	FILMORE REAL ESTATE DEVELOPMENT CORPORATION			Mr Le Quang Phuc holds the position of Members of the Board of Directors	Certificate of business registration								0	0.00%	0	0.00%		
7.17	PHAT DAT REAL ESTATE DEVELOPMENT CORP			Mr Le Quang Phuc holds the position of Members of the Board of Directors	Certificate of business registration								0	0.00%	0	0.00%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
7.18	TAYHO INVESTMENT & CONSTRUCTION JOINT STOCK COMPANY			Mr Le Quang Phuc holds the position of Members of the Board of Directors	Certificate of business registration						16/10/2024	The Board of Directors consents to the resignation request, pursuant to personal intent	0	0.00%	0	0.00%		
7.19	THANH THANH CONG - BIEN HOA JOINT STOCK COMPANY			Mr. Le Quang Phuc holds the position of Members of the Board of Directors	Certificate of business registration					24/10/2024		The General Meeting of Shareholders elected	0	0.00%	0	0.00%		
7.20	LE & PARTNERS COMPANY LIMITED			Mr. Le Quang Phuc holds 65% of the charter capital.	Certificate of business registration								0	0.00%	0	0.00%		
7.21	Bac Cuong Investment Joint Stock Company.			Mr. Le Quang Phuc holds the position of Chief Executive Officer	Certificate of business registration								0	0.00%	0	0.00%		
7.22	SEAREFICO CORPORATION			Mr. Le Quang Phuc holds the position of Members of the Board of Directors	Certificate of business registration								0	0.00%	0	0.00%		
8.	Tran Phuong Ngoc Thao		Vice Chairperson of the Board of Directors Chairperson of the Subsidiary Members of the Board of Members of the Board of the Subsidiary		ID								7,868,666	2.40%	8,815,253	2.61%	Buying	
8.1	Cao Thi Ngoc Dung		Chairperson of the Board of Directors	Biological mother	ID								8,898,689	2.71%	9,637,789	2.85%	ESOP	
8.2	Dang Tran Vinh			Offspring	None								0	0.00%	0	0.00%		Still small
8.3	Dang Tran Vian			Offspring	None								0	0.00%	0	0.00%		Still small
8.4	Tran Phuong Ngoc Giao		Members of the Board of Members of the Subsidiary	Younger sibling	ID								8,319,974	2.54%	8,319,974	2.46%		
8.4	Tran Phuong Ngoc Giao		Members of the Board of Members of the Subsidiary	Younger sibling	ID								1,347,840	0.41%	1,347,840	0.40%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
8.5	Nguyen Minh Luan			Brother-in-law	ID								0	0.00%	30	0.00%	Buying	
8.6	Tran Phuong Ngoc Ha			Younger sibling	ID								12,266,666	3.74%	12,266,666	3.63%		
8.7	YOUNG BUSINESS PEOPLE ASSOCIATION OF HO CHI MINH CITY (YBA)			Ms. Tran Phuong Ngoc Thao holds the position of Vice Chairperson of the association	Decision on Establishment								0	0.00%	0	0.00%		
8.8	VINH AN PARTNERS LIMITED LIABILITY COMPANY			Ms Tran Phuong Ngoc Thao holds the position of Director	Certificate of business registration								0	0.00%	0	0.00%		
8.9	PNJ LABORATORY COMPANY LIMITED			Ms. Tran Phuong Ngoc Thao holds the position of Chairperson of the Company	Certificate of business registration								0	0.00%	0	0.00%		
8.10	PNJ LABORATORY COMPANY LIMITED			Ms Tran Phuong Ngoc Thao holds the position of Members of the Board of Members	Certificate of business registration					18/09/2024		The Board of Directors designates	0	0.00%	0	0.00%		
9.	Tieu Yen Trinh		Members of the Board of Directors		ID								26,666	0.01%	61,966	0.02%	ESOP	
9.1	Tieu Tuan Ca			Biological father	ID								0	0.00%	0	0.00%		
9.2	Nguyen Hoang Giang			Husband	ID								0	0.00%	0	0.00%		
9.3	Nguyen Tieu Minh Khue			Offspring	ID								0	0.00%	0	0.00%		
9.4	Nguyen Luong Nghi			Offspring	ID								0	0.00%	0	0.00%		
9.5	Tieu Anh Tuan			Younger sibling	ID								0	0.00%	0	0.00%		
9.6	Nguyen Thi Hue Anh			Sister-in-law	ID								0	0.00%	0	0.00%		
9.7	Tieu Anh Toan			Younger sibling	ID								0	0.00%	0	0.00%		
9.8	Nguyen Thi Thanh Truong			Sister-in-law	ID								0	0.00%	0	0.00%		
9.9	TALENT NET CORPORATION			Ms. Tieu Yen Trinh holds the position of Chairperson of the Board of Director and also serves as the chief executive officer	Certificate of business registration								0	0.00%	0	0.00%		
9.10	VIETNAM DAIRY PRODUCTS JOINT STOCK COMPANY			Ms. Tieu Yen Trinh holds the position of Members of the Board of Director	Certificate of business registration								0	0.00%	0	0.00%		
9.11	HO CHI MINH CITY ASSOCIATION FOR WOMEN EXECUTIVES & ENTREPRENEURS			Ms. Tieu Yen Trinh holds the position of Vice Chairperson of the Association	Decision on Establishment								0	0.00%	0	0.00%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
10.	Nguyen Anh Tuan		Chief Internal Auditor		ID					11/11/2024		The Board of Directors reappoints	67,313	0.02%	176,513	0.05%	ESOP, selling	
11.	Nguyen Anh Tuan		Chief Internal Auditor		ID					11/11/2024		The Board of Directors reappoints	0	0.00%	0	0.00%	ESOP, selling	
12.	Nguyen Anh Tuan		Chief Internal Auditor		ID					11/11/2024		The Board of Directors reappoints	0	0.00%	0	0.00%	ESOP, selling	
10.1	Le Thi Thanh Hao			Biological mother	ID								0	0.00%	0	0.00%		
10.2	Le Nguyen Thi Ngoc Vi			Wife	ID								0	0.00%	0	0.00%		
10.3	Nguyen Lam Tu Trang			Offspring	ID								0	0.00%	0	0.00%		
10.4	Nguyen Huu Tai			Offspring	ID								0	0.00%	0	0.00%		
10.5	Nguyen Le Gia Han			Offspring	None								0	0.00%	0	0.00%		Still small
10.6	Nguyen Quoc Chinh			Elder brother	ID								0	0.00%	0	0.00%		
10.7	Nguyen Thanh Tu			Younger sibling	ID								0	0.00%	0	0.00%		
10.8	Nguyen Thi Hong Tham			Sister-in-law	ID								0	0.00%	0	0.00%		
10.9	Nguyen Thi Nhon			Mother-in-Law	ID								0	0.00%	0	0.00%		
10.10	The Union of Phu Nhuan Jewelry Joint Stock Company			Mr Nguyen Anh Tuan holds the position of Vice Chairperson of the Union	Decision on Establishment								209,825	0.06%	281,686	0.08%	Buying	
10.11	Party Committee Phu Nhuan Jewelry Joint Stock Company			Mr. Nguyen Anh Tuan holds the position of Deputy Secretary of the Party Committee for the 2020-2025 term	Decision on Establishment								0	0.00%	0	0.00%		
11.	Duong Quang Hai		Chief Accountant		ID								0	0.00%	385,200	0.11%	ESOP	
11.	Duonng Quang Hai		Chief Accountant		ID								378,767	0.12%	364,567	0.11%	Selling	
11.1	Duong Quang Tro			Biological father	ID								0	0.00%	0	0.00%		
11.2	Vo Thi Tao			Biological mother	ID								0	0.00%	0	0.00%		
11.3	Nguyen Thi Diem Trang			Wife	ID								1	0.00%	1	0.00%		
11.3	Nguyen Thi Diem Trang			Wife	ID								1,333	0.00%	1,333	0.00%		
11.4	Duong Diem Quynh			Offspring	ID								0	0.00%	0	0.00%		
11.5	Duong Quang Hung			Offspring	ID								0	0.00%	0	0.00%		
11.6	Duong Truc Lam			Offspring	ID								0	0.00%	0	0.00%		
11.7	Duong Thi Thanh Phuong			Elder sister	ID								0	0.00%	0	0.00%		
11.8	Pham Van Bay			Brother-in-law	ID								0	0.00%	0	0.00%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
11.9	Duong Thi Phuong Nga			Elder sister	ID								0	0.00%	0	0.00%		
11.10	Duong Quang Tam			Elder brother	ID								0	0.00%	0	0.00%		
11.11	Đo Thi Thuy Trang			Sister-in-law	ID								0	0.00%	0	0.00%		
11.12	Duong Thi Phuong Ha			Elder sister	ID								0	0.00%	0	0.00%		
11.13	Nguyen Van Đom			Father-in-Law	Passport								0	0.00%	0	0.00%		
11.14	Vo Thi Lien			Mother-in-Law	Passport								0	0.00%	0	0.00%		
12.	Nguyen Chi Kien		Senior Executive Director		ID								0	0.00%	31,500	0.01%	ESOP	
12.1	Tran My Lien			Biological mother	ID								0	0.00%	0	0.00%		
12.2	Nguyen Mai Lan Phuong			Wife	ID								0	0.00%	0	0.00%		
12.3	Nguyen Quang Minh			Offspring	ID								0	0.00%	0	0.00%		Still small
12.4	Nguyen An Nhien			Offspring	ID								0	0.00%	0	0.00%		Still small
12.5	Le My Lan			Younger sibling	ID								0	0.00%	0	0.00%		
12.6	Nguyen Van Hanh			Father-in-Law	ID								0	0.00%	0	0.00%		
12.7	Ha Thi Thuy			Mother-in-Law	ID								0	0.00%	0	0.00%		
13.	Nguyen Minh Hai		Senior Executive Director		ID					01/01/2025		The Board of Directors designates	0	0.00%	0	0.00%		
13.1	Nguyen Si Vien			Biological father						01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		
13.2	Đo Thi Lan			Biological mother						01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		
13.3	Le Thi My Dung			Wife	ID					01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		
13.3	Le Thi My Dung			Wife	ID					01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		
13.3	Le Thi My Dung			Wife	ID					01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		
13.4	Nguyen Minh Khoi			Offspring	ID					01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		
13.5	Nguyen Minh Khue			Offspring	None					01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		Still small
13.6	Nguyen Minh Chau			Elder brother						01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
13.7	Nguyen Thi Minh Phuong			Elder sister	ID					01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		
13.8	Ho Duc Thai Hoang			Brother-in-law	ID					01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		
13.9	Le Minh Vien			Father-in-Law	ID					01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		
13.10	Dang Thuy My Tram			Mother-in-Law						01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		
13.11	EFIMA Joint Stock Company			Mr Nguyen Minh Hai holds the position of Chief Executive Officer	Certificate of business registration					01/01/2025		Related Party of Insiders	0	0.00%	0	0.00%		
14.	Nguyen Ngoc Van Quan		Senior Executive Director		ID								33,466	0.01%	226,466	0.07%	ESOP, selling	
15.	Nguyen Ngoc Van Quan		Senior Executive Director		ID								0	0.00%	0	0.00%		
14.1	Nguyen Ngoc Kiet			Biological father	ID								0	0.00%	0	0.00%		
14.2	Doan Thi My Dung			Biological mother	ID								0	0.00%	0	0.00%		
14.3	Nguyen Thii Truong An			Wife	ID								0	0.00%	0	0.00%		
14.4	Nguyen Nhat Minh Long			Offspring	None								0	0.00%	0	0.00%		Still small
14.5	Nguyen Cong Minh Tien			Offspring	None								0	0.00%	0	0.00%		Still small
14.6	Nguyen Ngoc Duy			Younger sibling	ID								0	0.00%	0	0.00%		
14.7	Lam Thi Cham			Sister-in-law	ID								0	0.00%	0	0.00%		
14.8	Tran Thi Kim Anh			Mother-in-Law	ID								0	0.00%	0	0.00%		
15.	Nguyen Khoa Hong Thanh		Senior Executive Director		ID								0	0.00%	104,400	0.03%	ESOP	
15.	Nguyen Khoa Hong Thanh		Senior Executive Director		ID								0	0.00%	0	0.00%		
15.1	Nguyen Khoa Hong Van			Biological father	ID								0	0.00%	0	0.00%		
15.2	Nguyen Thi My Hanh			Biological mother	ID								0	0.00%	0	0.00%		
15.3	Nguyen Khoa An Lac			Offspring	None								0	0.00%	0	0.00%		Still small
15.4	Nguyen Khoa Hong An			Younger sibling	ID								0	0.00%	0	0.00%		
15.5	Nguyen Khoa Hong Nguyet Mai Oanh			Younger sibling	ID								0	0.00%	0	0.00%		
15.6	Le Ngoc Huy			Brother-in-law	ID								0	0.00%	0	0.00%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
15.7	Nguyen Khoa Hong Thuy Mai Anh			Younger sibling	ID								0	0.00%	0	0.00%		
15.8	Tran Tin Thanh			Brother-in-law	ID								0	0.00%	0	0.00%		
15.9	Vietnamese High- Quality Goods Business Association			Mr. Nguyen Khoa Hong Thanh is a Member of the Executive Board for the 2024-2028 term	Decision on Establishment								0	0.00%	0	0.00%		
16.	Truong Hoai Anh		Senior Executive Director		ID					02/01/2024		The Board of Directors designates	0	0.00%	122,400	0.04%	ESOP	
16.1	Truong Hoai Chau			Biological father						02/01/2024		Related Party of Insiders	0	0.00%	0	0.00%		
16.2	Nguyen Thi Huong Tra			Biological mother	ID					02/01/2024		Related Party of Insiders	0	0.00%	0	0.00%		
16.3	Tran Duc Trung			Husband	ID					02/01/2024		Related Party of Insiders	0	0.00%	0	0.00%		
16.4	Tran Trung Hieu			Son	None					02/01/2024		Related Party of Insiders	0	0.00%	0	0.00%		Still small
16.5	Truong Dieu Linh			Younger sibling	ID					02/01/2024		Related Party of Insiders	0	0.00%	0	0.00%		
16.6	Phan Viet Hai			Brother-in-law	ID					02/01/2024		Related Party of Insiders	0	0.00%	0	0.00%		
16.7	Tran Van Bao			Father-in-Law						02/01/2024		Related Party of Insiders	0	0.00%	0	0.00%		
16.8	Nguyen Thi Hong			Mother-in-Law						02/01/2024		Related Party of Insiders	0	0.00%	0	0.00%		
17.	Huynh Duc Huy		Chief Executive Officer of the subsidiary Members of the Board of Members of the Subsidiary		ID								84,354	0.03%	291,054	0.09%	ESOP, selling	
17.1	Huynh Duc Hanh			Biological father	ID								0	0.00%	0	0.00%		
17.2	Huynh Lam Bao Khanh			Offspring	Passport								0	0.00%	0	0.00%		
17.3	Huynh Ngoc Kha Doanh			Offspring	None								0	0.00%	0	0.00%		Still small
17.4	Huynh Duc Hien			Younger sibling	ID								0	0.00%	0	0.00%		
17.5	Huynh Duc Hien			Younger sibling	ID								0	0.00%	0	0.00%		
17.6	Pham Thi Ngoc Thuan			Sister-in-law	ID								0	0.00%	0	0.00%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
17.7	PNJ JEWELRY PRODUCTION AND TRADING COMPANY LIMITED			Mr. Huynh Duc Huy holds the position of Member of the Board of Members and Chief Executive Officer	Certificate of business registration								0	0.00%	0	0.00%		
18.	Huynh Thi Xuan Lien		Chairperson of the Board of Members of the subsidiary.		ID								169,333	0.05%	189,733	0.06%	ESOP, bán	
18.1	Đào Thi Xuan			Biological mother									0	0.00%	0	0.00%		
18.2	Nguyen Viet Hung			Husband	ID								0	0.00%	0	0.00%		
18.3	Nguyen Hoang Bao Anh			Offspring	ID								0	0.00%	0	0.00%		
18.4	Huynh Kim Ngan			Elder brother	ID								0	0.00%	0	0.00%		
18.5	Le Thi Thu Huong			Sister-in-law	ID								0	0.00%	0	0.00%		
18.6	Huynh Thi Xuan Huong			Elder sister	ID								0	0.00%	0	0.00%		
18.7	Phan Thanh Binh			Brother-in-law	ID								0	0.00%	0	0.00%		
18.8	Huynh Thi Xuan Linh			Elder sister	CCCD								0	0.00%	0	0.00%		
18.9	Trương Sanh			Anh rể	ID								0	0.00%	0	0.00%		
18.10	Huynh Kim Han			Elder brother	ID								0	0.00%	0	0.00%		
18.11	Nguyen Thi Luu			Mother-in-Law	ID								0	0.00%	0	0.00%		
18.12	CAO FASHION COMPANY LIMITED			Ms. Huynh Thi Xuan Lien holds the position of Chairperson of the Board of Members	Certificate of business registration								0	0.00%	0	0.00%		
18.13	Vietnam Marketing Association (VMA)			Ms. Huynh Thi Xuan Lien holds the position of Vice Chairperson of the Association	Decision on Establishment								0	0.00%	0	0.00%		
18.14	Vietnam Chief Sales & Marketing Officers Club (CSMO)			Ms. Huynh Thi Xuan Lien is the Vice Chairperson of the club	Decision on Establishment								0	0.00%	0	0.00%		
18.15	HO CHI MINH CITY ASSOCIATION FOR WOMEN EXECUTIVES & ENTREPRENEURS			Ms. Huynh Thi Xuan Lien holds the position of Vice Chairperson of the association	Decision on Establishment								0	0.00%	0	0.00%		
19.	Tran Phuong Ngoc Giao		Members of the Board of Members of the subsidiary		ID								8,319,974	2.54%	8,319,974	2.46%		
19.	Tran Phuong Ngoc Giao		Members of the Board of Members of the subsidiary		ID								1,347,840	0.41%	1,347,840	0.40%		



1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
19.1	Cao Thi Ngoc Dung		Chairperson of the Board of Directors	Biological mother	ID								8,898,689	2.71%	9,637,789	2.85%	ESOP	
19.2	Nguyen Minh Luan			Husband	ID								0	0.00%	30	0.00%	Buying	
19.3	Nguyen Tran Gia Han			Offspring	None								0	0.00%	0	0.00%		Still small
19.4	Nguyen Tran Gia Linh			Offspring	None								0	0.00%	0	0.00%		Still small
19.5	Nguyen Tran Gia Tue			Offspring	None								0	0.00%	0	0.00%		Still small
19.6	Tran Phuong Ngoc Thao		Vice Chairperson of the Board of Directors	Elder sister	ID								7,868,666	2.40%	8,815,253	2.61%	Buying	
19.7	Tran Phuong Ngoc Ha			Younger sibling	ID								12,266,666	3.74%	12,266,666	3.63%		
19.8	Nguyen Van Lich			Father-in-Law	ID								0	0.00%	0	0.00%		
19.9	Ngo Anh Hue			Mother-in-Law	ID								0	0.00%	0	0.00%		
19.10	CAO FASHION COMPANY LIMITED			Ms. Tran Ngoc Phuong Giao holds the position of Member of the Board of Members, Director	Certificate of business registration								0	0.00%	0	0.00%		
20.	Vo Ngoc Thuy Anh		Members of the Board of Members of the subsidiary		ID								29,421	0.01%	53,821	0.02%	ESOP, buying, selling	
20.1	Vo Thanh Dung			Biological father	ID								0	0.00%	0	0.00%		
20.2	Le Thi Thuy Nga			Biological mother	ID								0	0.00%	0	0.00%		
20.3	Vo Ngoc Thy Anh			Younger sibling	ID								0	0.00%	0	0.00%		
20.4	CAO FASHION COMPANY LIMITED			Ms. Vo Ngoc Thuy Anh holds the position of Member of the Board of Members	Certificate of business registration								0	0.00%	0	0.00%		
21.	Trinh Thi Ngoc Hieu		Company Governance Officer		ID					01/08/2024		The Board of Directors reappoints	87,978	0.03%	214,078	0.06%	ESOP, buying, selling	
21.1	Trinh Van Ngoc			Biological father	ID								0	0.00%	0	0.00%		
21.2	Pham Thi Mao			Biological mother	ID								0	0.00%	0	0.00%		
21.3	Trinh Thi Ngoc Phuong			Elder sister	ID								16	0.00%	16	0.00%		
21.3	Trinh Thi Ngoc Phuong			Elder sister	ID								0	0.00%	0	0.00%		
21.4	Tran Thanh Hung			Brother-in-law	Passport								0	0.00%	0	0.00%		
21.5	Trinh Ngoc Tuan			Younger sibling	ID								0	0.00%	0	0.00%		
21.6	Tran Thi Bich Van			Sister-in-law	ID								2,781	0.00%	2,781	0.00%		
21.7	Trinh Thi Ngoc Lan			Younger sibling	ID								10	0.00%	10	0.00%		

1	2	3	4	5	6	7	8	9	10	11	12	13	16	17	20	21	22	23
21.7	Trinh Thi Ngoc Lan			Younger sibling	ID								0	0.00%	0	0.00%		
22.	THE SOCIO - POLITICAL ORGANIZATION OF PNJ																	
22.1	The Labor Union of Phu Nhuan Jewelry Joint Stock Company			Socio-Political Organization of PNJ	Decision on Establishment								209,825	0.06%	281,686	0.08%	Buying	
22.2	The Grassroots Union of Phu Nhuan Jewelry Joint Stock Company			The Socio-Political Organization of PNJ	Decision to acknowledge the Executive Committee of the grassroots Youth Union								0	0.00%	0	0.00%		
23.3	The Executive Committee of the Party Cell of Phu Nhuan Jewelry Joint			The Political Organization of (PNJ)	Decision on Establishment								0	0.00%	0	0.00%		

REPORT ON CORPORATE GOVERNANCE FOR THE YEAR 2024

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

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, total value of transaction		Note
							Content of transaction	Total value of transaction (Unit: VND)	
1	PNJ JEWELRY PRODUCTION AND TRADING COMPANY LIMITED (PNJP)	Subsidiary	0315018466, 28/04/2018, Ho Chi Minh City Department of Planning and Investment	23 Street No. 14, Ward 5, Go Vap District, Ho Chi Minh City	01/01/2024 to 04/04/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	PNJ shall disburse payment to PNJP for services rendered, including but not limited to, processing, warranty, and repair of goods	139,062,852	
							PNJ shall collect fees for the leasing of assets, including offices, premises, factories, and shared infrastructure usage costs, among others, from PNJP	1,703,885,439	
					05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ shall disburse payment to PNJP for services rendered, including but not limited to, processing, warranty, and repair of goods	9,056,230,163	
							PNJ shall collect fees for the leasing of assets, including offices, premises, factories, and shared infrastructure usage costs, among others from PNJP	5,111,656,317	
					01/01/2024 to 15/04/2024	287/2023/NQ-HĐQT-CTY date 05/04/2023	PNJ shall sell goods to PNJP	1,150,343,145,894	
							PNJ shall purchase goods from PNJP	2,646,543,063,018	
					16/04/2024 to 31/12/2024	280/2024/NQ-ĐHĐCĐ- CTY dated 16/04/2024	PNJ shall engage in the purchase and sale of goods with PNJP	12,860,763,243,471	
					25/11/2024	648/2024/NQ-HĐQT-CTY dated 25/11/2024	PNJ shall act as a guarantor for PNJP in securing loans from the bank	400,000,000,000	

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, total value of transaction		Note
							Content of transaction	Total value of transaction  (Unit: VND)	
2	PNJ LABORATORY COMPANY LIMITED (PNJL)	Subsidiary	0310521330, 16/12/2010, Ho Chi Minh City Department of Planning and Investment	No. 302 - 304 Phan Xich Long, Ward 7, Phu Nhuan District, Ho Chi Minh City	01/01/2024 to 04/04/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	PNJ shall disburse payment to PNJL for inspection and testing services	2,339,384,255	
					05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ shall disburse payment to PNJL for inspection and testing services	8,408,032,385	
					01/01/2024 to 31/12/2024	394/2021/NQ-HĐQT-CTY dated 09/11/2021	PNJL shall disburse payment to PNJ for the leasing of premises	1,145,454,546	
3	CAO FASHION COMPANY LIMITED (CAF)	Subsidiary	0309279212, 14/08/2009, Ho Chi Minh City Department of Planning and Investment	170E Phan Dang Luu, Ward 3, Phu Nhuan District, Ho Chi Minh City.	01/01/2024 to 04/04/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	PNJ shall engage in the purchase and sale of goods with CAF	17,706,523,992	
							CAF shall disburse payment to PNJ for the leasing of premises	106,500,000	
							PNJ shall receives revenue from its business collaboration with CAF	6,920,321,127	
					05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ shall engage in the purchase and sale of goods with CAF	38,856,747,065	
							CAF shall disburse payment to PNJ for the leasing of premises	319,500,000	
							PNJ shall receives revenue from its business collaboration with CAF	16,331,917,853	
					26/11/2024	650/2024/NQ-HĐQT-CTY dated 25/11/2024	PNJ shall act as a guarantor for CAF in securing a loan from the bank	100,000,000,000	

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, total value of transaction		Note
							Content of transaction	Total value of transaction  (Unit: VND)	
4	TALENTNET CORPORATION (TALENTNET)	Related Party of a Member of the Board of Directors	0305202145, 18/09/2007, Ho Chi Minh City Department of Planning and Investment	33 Mac Dinh Chi, Da Kao Ward, District 1, Ho Chi Minh City.	01/01/2024 to 04/04/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	PNJ shall disburse payment to Talentnet for services related to training, consulting, and providing solutions in human resources and workforce management	863,735,040	
					05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ shall sell goods to Talentnet	Has not been incurred	
							Talentnet shall provide PNJ with services related to training, consulting, and providing solutions in human resources and workforce management	Has not been incurred	
							PNJ and Talentnet shall engage in a media collaboration	187,000,000	
5	GOLDEN SPACE PRODUCTION TRADE COMPANY LIMITED	Related Party of the Chairperson of the Board of Directors	0316094445, 06/01/2020, Ho Chi Minh City Department of Planning and Investment	43 Street 30B, An Khanh Ward, Thu Duc City, Ho Chi Minh City.	01/01/2024 to 31/12/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	PNJ shall disburse payment to Golden Space for the purchase, installation, and repair of counters, furniture, and other interior items	310,245,993	
6	AN PHU INTERNATIONAL GENERAL CLINIC COMPANY LIMITED	Related Party of the Chairperson of the Board of Directors	0310517140, 14/12/2010, Ho Chi Minh City Department of Planning and Investment	251A Luong Dinh Cua, An Phu Ward, District 2, Ho Chi Minh City.	01/01/2024 to 04/04/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	An Phu shall provide health examination and consultation services to PNJ	Is not incurred	
					05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ shall disburse payment to An Phu for health examination and consultation services	3,020,443,750	

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, total value of transaction		Note
							Content of transaction	Total value of transaction  (Unit: VND)	
7	HO CHI MINH CITY ASSOCIATION FOR WOMEN EXECUTIVES & ENTREPRENEURS (HAWEE)	Related Party of the Chairperson of the Board of Directors	990/QĐ-UBND, 06/03/2015, Ho Chi Minh People's Committee	170E Phan Dang Luu, Ward 3, Phu Nhuan District, Ho Chi Minh City.	01/01/2024 to 04/04/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	PNJ shall disburse payment to HAWEE for media collaboration expenses	150,000,000	
					05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ and HAWEE shall engage in a media collaboration	17,000,000	
8	VIETNAM INSTITUTE OF DIRECTORS SOCIAL ENTERPRISE JOINT STOCK COMPANY (VIOD)	Related Party of the Chairperson of the Board of Directors	0108180534, 09/03/2018, Ha Noi City Department of Planning and Investment	Room 606, 6th Floor, Belvedere Building, 28A Tran Hung Dao, Phan Chu Trinh Ward, Hoan Kiem District, Hanoi.	01/01/2024 to 04/04/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	PNJ shall disburse payment to VIOD for the provision of corporate governance training services	23,760,000	
					05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	VIOD shall provide corporate governance training services to PNJ	223,533,000	
9	YOUNG BUSINESS PEOPLE ASSOCIATION OF HO CHI MINH CITY (YBA)	Related Party of the Vice Chairperson of the Board of Directors	930/QĐ-UBND, 02/03/2010, Ho Chi Minh People's Committee	4 Alexandre De Rhodes, Ben Nghe Ward, District 1, Ho Chi Minh City	01/01/2024 to 04/04/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	PNJ shall disburse payment to YBA for media collaboration expenses	300,000,000	
					05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ shall disburse payment to YBA for media collaboration expenses and membership fees	1,568,360,000	
10	HO CHI MINH CITY ASSOCIATION OF VIETNAMESE HIGH- QUALITY GOODS ENTERPRISES (HVNCLC)	Related Party of the Vice Chairperson of the Board of Directors, Chief Executive Officer	930/QĐ-UBND, 02/03/2010, Ho Chi Minh People's Committee	60/2 Ly Chinh Thang Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City	01/01/2024 to 04/04/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	PNJ shall disburse payment to HVNCLC for media collaboration expenses	143,200,000	
					05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ and HVNCLC shall engage in a media collaboration	Has not been incurred	

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, total value of transaction		Note
							Content of transaction	Total value of transaction  (Unit: VND)	
11	VIETNAM GOLD TRADERS ASSOCIATION (VGTA)	Related Party of the Vice Chairperson of the Board of Directors	12/2002/QĐ- BTCCBCP, 25/02/2002, Ministry of Home Affairs	No.7, Alley 151B/88 Thai Ha Street, Trung Liet Ward, Dong Da District, Hanoi, Vietnam	01/01/2024 to 04/04/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	PNJ and VGTA shall engage in a media collaboration	Is not incurred	
					05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ shall disburse payment to VGTA for media collaboration expenses and membership fees	50,000,000	
12	VIETNAM ASSOCIATION FOR WOMEN ENTREPRENEURS (VAWE)	Related Party of the Chairperson of the Board of Directors	749/QĐ-BNV, 21/07/2014, Ministry of Home Affairs	No. 57 Trang Tien Street, Hoan Kiem District, Hanoi, Vietnam	01/01/2024 to 04/04/2024	287/2023/NQ-HĐQT-CTY dated 05/04/2023	PNJ and VAWE shall engage in a media collaboration	Is not incurred	
					05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ shall disburse payment to VAWE for media collaboration expenses	42,406,000	
13	OPTIMISM DEVELOPMENT FOUNDATION	Related Party of the Chairperson of the Board of Directors; the Vice Chairperson of the Board of Directors	803/QĐ-BNV, 10/10/2023, Ministry of Home Affairs	52A-52B Nguyen Van Troi Street, Ward 15, Phu Nhuan District, Ho Chi Minh City, Vietnam	05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ and the Optimism Development Foundation shall engage in a media collaboration	Has not been incurred	
14	VIET NAM YOUNG ENTREPRENEURS' ASSOCIATION (VYEA)	Related Party of the Vice Chairperson of the Board of Directors	03/2002/QĐ-BNV, 11/9/2002, Ministry of Home Affairs	64 Ba Trieu, Hoan Kiem District, Hanoi, Vietnam	05/04/2024 to 31/12/2024	248/2024/NQ-HĐQT-CTY dated 05/04/2024	PNJ shall disburse payment to VYEA for media collaboration expenses and membership fees	592,800,000	
15	Other transactions, encompassing the purchase and sale of goods, products, and materials between PNJ and individuals classified as insiders, or individuals/entities deemed related parties, shall be executed in strict accordance with Resolution of the Board of Directors No. 287/2023/NQ-HĐQT-CTY dated April 5, 2023, and Resolution No. 248/2024/NQ-HĐQT-CTY dated April 5, 2024. Such transactions must conform to the company's established sales programs, pricing policies, and sales incentives, ensuring that the terms and conditions are not more advantageous than those extended to other customers under these policies. Furthermore, these transactions shall adhere to the sales policies and incentives specifically designated for company employees, which include restrictions on the frequency of purchases within a year and the number of items, as determined by the Chief Executive Officer.						PNJ shall buy goods	16,834,628,079	
							PNJ shall sell goods	6,600,208,650	

## REPORT ON CORPORATE GOVERNANCE FOR THE YEAR 2024

### Annex 3: Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power

No.	Transaction Executor	Relationship with internal persons	Posittion at the listed Company	ID card No. /Passport No., date of issue, place of Issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, total value of transaction		Note
								Content of transaction	Total value of transaction (Unit: VND)	
1	CAO FASHION COMPANY LIMITED (CAF)	Related Party of Insiders	Subsidiary	0309279212, 14/08/2009, Ho Chi Minh City Department of Planning and Investment	170E Phan Dang Luu, Ward 3, Phu Nhuan District, Ho Chi Minh City	PNJ LABORATORY COMPANY LIMITED (PNJL)	01/01/2024 to 31/12/2024	CAF shall disburse payment to PNJL for inspection and testing services	292,111,113	
	PNJ LABORATORY COMPANY LIMITED (PNJL)			0310521330, 16/12/2010, Ho Chi Minh City Department of Planning and Investment	302 - 304 Phan Xich Long, Ward 7, Phu Nhuan District, Ho Chi Minh City	CAO FASHION COMPANY LIMITED (CAF)				
2	CAO FASHION COMPANY LIMITED (CAF)	Related Party of Insiders	Subsidiary	0309279212, 14/08/2009, Ho Chi Minh City Department of Planning and Investment	170E Phan Dang Luu, Ward 3, Phu Nhuan District, HCM City	PNJ JEWELRY PRODUCTION AND TRADING COMPANY LIMITED (PNJP)	01/01/2024 to 31/12/2024	PNJP shall engage in the purchase and sale of goods with CAF	182,846,728,690	
	PNJ JEWELRY PRODUCTION AND TRADING COMPANY LIMITED (PNJP)			0315018466, 28/04/2018, Ho Chi Minh City Department of Planning and Investment	23 Street No. 14, Ward 5, Go Vap District, Ho Chi Minh City	CAO FASHION COMPANY LIMITED (CAF)		PNJP and CAF shall provide joint services, sharing infrastructure and resources between both parties	4,144,770,627	



No.	Transaction Executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, total value of transaction		Note
								Content of transaction	Total value of transaction <i>(Unit: VND)</i>	
3	PNJ LABORATORY COMPANY LIMITED (PNJL)	Related Party of Insiders	Subsidiary	0310521330, 16/12/2010, Ho Chi Minh City Department of Planning and Investment	302 - 304 Phan Xich Long, Ward 7, Phu Nhuan District, Ho Chi Minh City	PNJ JEWELRY PRODUCTION AND TRADING COMPANY LIMITED (PNJP)	01/01/2024 to 31/12/2024	PNJP shall disburse payment to PNJL for inspection and testing services	578,704	
	PNJ JEWELRY PRODUCTION AND TRADING COMPANY LIMITED (PNJP)			0315018466, 28/04/2018, Ho Chi Minh City Department of Planning and Investment	23 Street No. 14, Ward 5, Go Vap District, Ho Chi Minh City	CAO FASHION COMPANY LIMITED (PNJL)				