

Appendix V

REPORT ON CORPORATE GOVERNANCE

(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020, by the Minister of Finance)

QUANG NGAI AGRICULTURAL
PRODUCTS AND FOODSTUFF JSC

Socialist Republic of Vietnam
Independence - Freedom - Happiness

No.: 43 /BC-NSTP

Quang Ngai, date 23 month 01 year 2025.

REPORT
Corporate Governance in 2024

To: - State Securities Commission of Vietnam

- Vietnam Exchange

Company Information:

- Company Name: QUANG NGAI AGRICULTURAL PRODUCTS AND FOODSTUFF JOINT STOCK COMPANY
- Head Office Address: 48 Pham Xuan Hoa, Quang Ngai City, Quang Ngai Province
- Telephone: (0255) 3822529, 3827308
- Fax: (0255) 3822060
- Website: apfco.com.vn
- Email: apfco@apfco.com.vn
- Charter Capital: 297,705,780,000 VND
- Stock Code: APF
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director.
- Internal Audit Function Implementation: Not implemented.

I. Activities of the General Meeting of Shareholders

The Annual General Meeting of Shareholders (AGM) 2024 of Quang Ngai Agricultural Products and Foodstuff Joint Stock Company was held on April 27, 2024. The contents of the AGM 2024 Resolution include:

1. Approval of the Board of Directors' 2023 performance report, the 2023 business operations results, and the 2024 business plan;
2. Approval of the summary report for the 2019-2023 term and the orientation for the 2024-2028 term;
3. Approval of the Supervisory Board's activity report for 2023 and the 2019-2023 term;



4. Approval and ratification of the audited 2023 Financial Statements;
5. Approval and ratification of the 2023 profit distribution plan;
6. Approval and ratification of the proposal for stock issuance to pay dividends for 2023;
7. Approval and ratification of the remuneration and bonuses for the Board of Directors, the Supervisory Board, subcommittees of the Board of Directors, and the company's management in 2024;
8. Approval of the selection of the auditing firm for the 2024 Financial Statements;
9. Approval and ratification of the proposal for stock issuance under the employee stock ownership plan (ESOP) based on the 2024 business performance;
10. Approval of the proposal to change the company's business sectors;
11. Approval of the proposal to amend and supplement the Company Charter;
12. Approval of the election regulations for the Board of Directors and the Supervisory Board for the 2024-2028 term;
13. Approval of the list of Supervisory Board candidates for the 2024-2028 term nominated by the incumbent Supervisory Board;
14. Approval of the list of Board of Directors candidates for the 2024-2028 term;
15. Announcement of the election results for the Board of Directors for the 2024-2028 term;
16. Announcement of the election results for the Supervisory Board for the 2024-2028 term.

II. Board of Directors

1. Board Member Information:

No.	Board Members	Position/ (Independent Board Member, Non-Executive Board Member)	Start Date/End Date as Board Member/Independent Board Member	
			Appointment Date	Termination Date
1	Mr: Võ Văn Danh	Chairman of the Board (Non-Executive Board Member)	August 1, 2020. Elected for the 2024-2028 term on April 27, 2024	
2	Mr: Trần Ngọc Hải	Vice Chairman of the Board	April 20, 2019. Elected for the 2024-2028 term and appointed as Vice Chairman of the Board of Directors on April 27, 2024.	
3	Mr: Đồng Văn Lập	Board Member	April 20, 2019. Elected for the 2024-2028 term and appointed on April 27, 2024.	

No.	Board Members	Position/ (Independent Board Member, Non-Executive Board Member)	Start Date/End Date as Board Member/Independent Board Member	
			Appointment Date	Termination Date
4	Mr: Lê Ngọc Hình	Board Member	April 20, 2019. Elected for the 2024-2028 term and appointed on April 27, 2024.	
5	Mr: Nguyễn Đức Thắng	Board Member (Non-Executive Board Member)	Elected for the 2024-2028 term and appointed on April 27, 2024.	
6	Mr: Lê Tuấn Toàn	Vice Chairman of the Board (Non-Executive Board Member)	April 20, 2019	April 27, 2024

2. Board Meetings:

No.	Board Members	Number of Board Meetings Attended	Attendance Rate	Reason for Non-Attendance
1	Mr: Võ Văn Danh	12	100	
2	Mr: Lê Tuấn Toàn	06	100	Resigned as Board Member on April 27, 2024
3	Mr: Trần Ngọc Hải	12	100	
4	Mr: Đồng Văn Lập	12	100	
5	Mr: Lê Ngọc Hình	12	100	
6	Mr: Nguyễn Đức Thắng	06	100	Elected for the 2024-2028 Term on April 27, 2024

3. Supervisory Activities of the Board of Directors (BOD) over the Board of Management (BOM):

- The Board of Directors supervises and provides guidance to the Board of Management in implementing the resolutions of the General Meeting of Shareholders, as well as the resolutions and decisions of the Board of Directors.
- Under the guidance of the BOD, the BOM has implemented specific tasks during each period. Timely information and reports are provided to the BOD regarding the results of the tasks and responsibilities assigned, both periodically and upon request.

- The Board's instructions are considered by the BOM as the key and urgent tasks that need to be focused on and prioritized.

4. Activities of Subcommittees under the Board of Directors:

Basic Construction Committee (Investment Committee):

- Approving construction technical designs, estimates, contractor selection, and settlement of investment projects, as well as economic-technical reports in accordance with regulations.

- Organizing the verification of projects, economic-technical reports, designs, estimates, contractor selection, and settlement of completed investment projects, and submitting them to the BOD for approval in accordance with regulations.

- Reporting to the BOD in a timely manner on the progress of assigned tasks in compliance with legal regulations, the company's charter, and the resolutions of the General Meeting of Shareholders and the BOD.

5. Resolutions/Decisions of the Board of Directors:

No.	Reference Number	Date of Issuance	Abstract
1	01/NQ-HĐQT	06/01/2024	Approval of the 2023 business performance results and the 2024 production and business plan.
2	02/NQ-HĐQT	06/01/2024	Approval of the 2024 production and business targets.
3	03/NQ-HĐQT	06/01/2024	First interim dividend payment for 2023 in cash.
4	04/NQ-HĐQT	06/01/2024	Approval of the Charter of Taoy Company.
5	05/NQ-HĐQT	06/01/2024	Opinions on the 2023 profit distribution, 2024 production and business plan, and investment activities at Tay Nguyen Company.
6	06/NQ-HĐQT	06/01/2024	Opinions on the 2023 profit distribution, 2024 production and business plan, and investment activities at Dak Nong Company.
7	07/NQ-HĐQT	06/01/2024	Opinions on the 2023 profit distribution, 2024 production and business plan, and investment activities at Khanh Duong Dak Lak Company.
8	08/NQ-HĐQT	06/01/2024	Opinions on the 2023 profit distribution, 2024 production and business plan, and investment activities at Eakar Joint Stock Company.
9	10/QĐ-HĐQT	03/02/2024	Increase in charter capital of Quang Ngai Agricultural Products and Foodstuff Joint Stock Company.
10	11/NQ-HĐQT	03/02/2024	Approval of the 2023 profit distribution of Sepon Company.

No.	Reference Number	Date of Issuance	Abstract
11	12/NQ-HĐQT	03/02/2024	Approval of the 2023 profit distribution of Attapeu Company.
12	13/NQ-HĐQT	03/02/2024	Approval of the investment policy for the expansion of the dried pulp storage facility at Sepon Company.
13	14/NQ-HĐQT	03/02/2024	Loan financing from Vietcombank Quang Ngai and authorization for the General Director to execute.
14	15/NQ-HĐQT	03/02/2024	Approval of the Charter of Sepon Company.
15	16/NQ-HĐQT	03/02/2024	Approval of the Charter of Attapeu Company.
16	17/QĐ-HĐQT	03/02/2024	Approval of the cost estimate and designation of suppliers for equipment packages: Package No. 15: Press machines, rotary drums, and pulp pumps. Package No. 16: Dynamic drying system and drying furnace. Project: Construction of the Taoy Company in Laos with an annual capacity of 40,000 tons of products.
17	18/QĐ-HĐQT	03/02/2024	Approval of the construction drawing design, cost estimate, and contractor appointment for the machine foundation works under Package No. 04 of the Taoy Company project in Laos with an annual capacity of 40,000 tons of products.
18	19/QĐ-HĐQT	03/02/2024	Approval of the construction drawing design and cost estimate for the following items: Water tower, dried pulp drying house, and incineration area under Package No. 05 of the Taoy Company in Laos with an annual capacity of 40,000 tons of products.
19	20/QĐ-HĐQT	03/02/2024	Approval of the contractor selection for the construction of the main production plant and finished goods warehouse under Package No. 03 of the Taoy Company in Laos with an annual capacity of 40,000 tons of products.
20	21/QĐ-HĐQT	03/02/2024	Approval of the construction contractor for the main production plant and finished goods warehouse under Package No. 02 – Investment project for the construction of the Taoy Company in Laos, with an annual capacity of 40,000 tons of products.

No.	Reference Number	Date of Issuance	Abstract
21	27/NQ-HĐQT	26/02/2024	Approval of the 2024 Annual General Meeting plan.
22	29/QĐ-HĐQT	28/02/2024	Approval of the construction contractor for the water tower, dried pulp house, and incineration area under Package No. 05 – Investment project for the construction of the Taoy Company in Laos, with a capacity of 40,000 tons of products per year.
23	30/QĐ-HĐQT	28/02/2024	Approval of the cost estimate and selection of the construction contractor for the Transformer Station with a total capacity of 5,000 kVA under Package No. 19 – Investment project for the construction of the Taoy Company in Laos, with a capacity of 40,000 tons of products per year.
24	31/QĐ-HĐQT	28/02/2024	Approval of the price and selection of the supplier for the thermal oil boiler with a capacity of 4.5 million kCal/h under Package No. 14 - Investment project for the construction of the Taoy Company in Laos, with an annual capacity of 40,000 tons of products.
25	32/QĐ-HĐQT	28/02/2024	Approval of the construction drawing design, cost estimate, and contractor appointment for the raw material storage area under Package No. 4 of the Investment Project for Taoy Company in Laos, with a capacity of 40,000 tons of products per year.
26	33/QĐ-HĐQT	28/02/2024	Approval of the construction drawing design, cost estimate, and contractor appointment for items under Package No. 12 - Equipment manufactured by the parent company, as part of the Investment Project for Taoy Company in Laos, with a capacity of 40,000 tons of products per year.
27	36/QĐ-HĐQT	23/03/2024	Approval of the 2023 payroll fund settlement.
28	37/QĐ-HĐQT	23/03/2024	Approval of the 2024 labor and payroll plan.
29	38/NQ-HĐQT	23/03/2024	Approval for construction surveying and preparing the investment project for Pathoumphone Tapioca Company.

No.	Reference Number	Date of Issuance	Abstract
30	39/NQ-HĐQT	23/03/2024	Approval of overseas investment for the Investment Project of Taoy Company in Laos, with a capacity of 40,000 tons of products per year.
31	40/QĐ-HĐQT	23/03/2024	Approval of the investment policy for expanding the finished goods warehouse at Attapeu Company.
32	41/QĐ-HĐQT	23/03/2024	Approval of the investment policy for expanding the finished goods warehouse at Sepon Company.
33	42/QĐ-HĐQT	26/03/2024	Approval of the construction drawing design, cost estimate, and selection of the implementing unit for Package No. 11A – Procurement and self-execution of equipment for the investment project of Taoy Company in Laos, with a capacity of 40,000 tons of product per year.
34	43/QĐ-HĐQT	26/03/2024	Approval of the construction drawing design, cost estimate, and selection of the implementing unit for several items, including the preliminary water settling tank, aeration tank (lining), and CIGAR ponds 1 and 2 (lining and piping), under Package No. 9 – Investment project for the construction of Taoy Company in Laos, with a capacity of 40,000 tons of product per year.
35	44/QĐ-HĐQT	26/03/2024	Approval of the construction drawing design, cost estimate, and selection of the implementing unit for the remaining items of Package No. 12 – Equipment manufactured by the parent company under the investment project for the construction of Taoy Company in Laos, with a capacity of 40,000 tons of product per year.
36	45/QĐ-HĐQT	26/03/2024	Approval of the construction drawing design, cost estimate, and selection of the implementing unit for the plant access road, internal concrete roads, and raw material parking lot under Package No. 4 (remaining items) – Investment project for the

No.	Reference Number	Date of Issuance	Abstract
			construction of Taoy Company in Laos, with a capacity of 40,000 tons of product per year.
37	54/QC-HĐQT	03/04/2024	Election regulations for the Board of Directors and the Supervisory Board for the 2024-2028 term.
38	57/QĐ-HĐQT	03/04/2024	Approval of the construction drawing design, cost estimate, and selection of the implementing unit for Package No. 17 - Environmental equipment under the investment project for the construction of Taoy Company in Laos, with a capacity of 40,000 tons of product per year.
39	60/QĐ-HĐQT	19/04/2024	Formation of the organizing committee for the 2024 Annual General Meeting.
40	61/NQ-HĐQT	19/04/2024	Addition of business field changes to be submitted to the 2024 Annual General Meeting of Shareholders.
41	62/QĐ-HĐQT	19/04/2024	Approval of the policy to upgrade the environmental treatment system at Sepone Company.
42	64/QĐ-HĐQT	19/04/2024	Commendation for teams and individuals who had excellent work performance in 2023.
43	66/QC-HĐQT	19/04/2024	Working regulations for the 2024 Annual General Meeting of Shareholders.
44	67/QĐ-HĐQT	19/04/2024	Approval of the construction drawing design, cost estimate, and contractor appointment for items under package No. 20, including the external power line and power system - Investment Project of Taoy Company with a capacity of 40,000 tons of products per year.
45	69/NQ-HĐQT	29/04/2024	Election of the Chairman and Vice Chairman of the Board of Directors for the 2024-2028 term.
46	70/NQ-HĐQT	29/04/2024	Appointment of the General Director, Deputy General Directors, and Chief Accountant.
47	71/NQ-HĐQT	29/04/2024	Appointment of members of the Investment Committee for the 2024-2028 term.
48	72/NQ-HĐQT	29/04/2024	Appointment of the Person in Charge cum Secretary for the 2024-2028 term.

No.	Reference Number	Date of Issuance	Abstract
49	73/QĐ-HĐQT	29/04/2024	Appointment of the secretary and assistant secretary.
50	74/QĐ-HĐQT	29/04/2024	Appointment of Mr. Trần Ngọc Hải as General Director.
51	75/QĐ-HĐQT	29/04/2024	Appointment of Mr. Đồng Văn Lập as Deputy General Director.
52	76/QĐ-HĐQT	29/04/2024	Appointment of Mr. Lê Ngọc Hinh as Deputy General Director.
53	77/QĐ-HĐQT	29/04/2024	Appointment of Mr. Trần Đức Thạch as Deputy General Director.
54	78/QĐ-HĐQT	29/04/2024	Appointment of Mr. Phạm Quốc Tàu as Chief Accountant.
55	79/NQ-HĐQT	29/04/2024	Approval of the plan for handling odd shares and implementation of the share issuance plan to pay 2023 dividends.
56	82/NQ-HĐQT	13/05/2024	Approval of the total budget estimate for the investment project to construct the Taoy Company in Laos, with a capacity of 40,000 tons of products per year.
57	83/NQ-HĐQT	13/05/2024	Approval of the investment policy for the Pathoumphone Company project in Champasak Province, Laos, with a capacity of 300 tons of products per day.
58	84/NQ-HĐQT	13/05/2024	Approval of the economic-technical report for the investment in expanding the finished goods warehouse at Sepon Company.
59	85/NQ-HĐQT	13/05/2024	Approval of the economic-technical report for the investment in expanding the finished goods warehouse at Attapeu Company.
60	86/NQ-HĐQT	13/05/2024	Approval of the investment policy for the construction of the CIGAR 3 wastewater treatment pond at Attapeu Company.
61	87/NQ-HĐQT	13/05/2024	Selection of an independent auditing firm to audit the semi-annual and annual financial statements for 2024.
62	88/NQ-HĐQT	13/05/2024	Approval of remuneration for the Board of Directors, Supervisory Board, Secretariat, and Investment Committee.
63	91/NQ-HĐQT	20/06/2024	Approval of the investment policy for upgrading the environmental treatment system at the Dak Song Plant.

No.	Reference Number	Date of Issuance	Abstract
64	92/NQ-HĐQT	20/06/2024	Second interim cash dividend payment for 2023.
65	93/QĐ-HĐQT	20/06/2024	Approval of the bidding results for the construction of the expanded finished goods warehouse at Sepon Company.
66	94/QĐ-HĐQT	20/06/2024	Approval of the bidding results for the construction of the finished goods warehouse at Attapeu Company.
67	95/NQ-HĐQT	18/06/2024	Regarding loan application at Vietnam Investment and Development Commercial Joint Stock Bank – Quang Ngai Branch and authorization for the General Director to execute.
68	96/NQ-HĐQT	20/06/2024	Issuance of the Information Disclosure Regulations of Quang Ngai Agricultural Products and Foodstuff Joint Stock Company (revised 2024).
69	97/NQ-HĐQT	20/06/2024	Issuance of the Charter of Quang Ngai Agricultural Products and Foodstuff Joint Stock Company (revised 2024).
70	98/NQ-HĐQT	20/06/2024	Issuance of the Regulation on Interest Control.
71	99/NQ-HĐQT	20/06/2024	Issuance of the Regulation on Responsibilities and Handling of Responsibilities of the Head and Deputy Head in Case of Corruption within the Unit.
72	100/NQ-HĐQT	20/06/2024	Issuance of the Regulation on Management and Coordination between Quang Ngai Agricultural Products and Foodstuff Joint Stock Company and its subsidiaries in Laos.
73	101/NQ-HĐQT	20/06/2024	Issuance of the Internal Governance Regulations of Quang Ngai Agricultural Products and Foodstuff Joint Stock Company (revised 2024).
74	102/NQ-HĐQT	20/06/2024	Issuance of the Board of Directors' Operational Regulations of Quang Ngai Agricultural Products and Foodstuff Joint Stock Company (revised 2024).
75	103/NQ-HĐQT	10/07/2024	Relocation of the Representative Office in Ho Chi Minh City.
76	107/QĐ-HĐQT	20/07/2024	Decision on approval of the economic-technical report for the investment in

No.	Reference Number	Date of Issuance	Abstract
			wastewater treatment pond No. 03 at Attapeu Company.
77	108/QĐ-HĐQT	20/07/2024	Decision on approval of the economic-technical report for the investment in upgrading the environmental treatment system at Sepone Company.
78	109/QĐ-HĐQT	20/07/2024	Decision on approval of the economic-technical report for the investment in upgrading the environmental treatment system at Sepone Company.
79	110/QĐ-HĐQT	20/07/2024	Decision on approval of the construction drawing design, cost estimate, and appointment of the implementing unit for equipment installation items under Bid Package No. 13 - Taoy Company with a capacity of 40,000 tons of product per year.
80	111/QĐ-HĐQT	20/07/2024	Decision on approval of the construction drawing design and cost estimate for the remaining items of Bid Package No. 09 – Taoy Company with a capacity of 40,000 tons of product per year.
81	112/QĐ-HĐQT	20/07/2024	Decision on approving the construction drawing design and cost estimate for the remaining items of Package No. 08 - Investment Project of Taoy Company in Laos with a capacity of 40,000 tons of products per year.
82	114/NQ-HĐQT	17/09/2024	Resolution on the establishment of Pathoumphone Company.
83	115/QĐ-HĐQT	17/09/2024	Resolution on the appointment of the Chairman of Pathoumphone Company.
84	116/QĐ-HĐQT	17/09/2024	Decision on increasing the charter capital of Quang Ngai Agricultural Products and Foodstuff Joint Stock Company.
85	117/QĐ-HĐQT	19/09/2024	Decision on approving the additional investment in the automatic switching 300x3kVar compensation station on the 22kV medium voltage power line supplying the Taoy Company Project in Laos, with a capacity of 40,000 tons of products per year.

No.	Reference Number	Date of Issuance	Abstract
86	118/QĐ-HĐQT	19/09/2024	Decision on approving the finalization of the investment capital and the Economic-Technical Report for the investment in upgrading a 12-ton/hour chain grate wood chip-fired boiler to an Indonesian coal-oil-fired boiler or a hybrid of wood chips and Indonesian coal oil in Gia Lai Factory 1.
87	119/QĐ-HĐQT	19/09/2024	Decision on approving the bidding results for the environmental treatment system upgrade at Sepon Company.
88	120/QĐ-HĐQT	19/09/2024	Decision on approving the investment policy and the Economic-Technical Report for the expansion of the dried pulp storage facility at Sepon Cassava Starch Processing One Member Limited Liability Company.
89	121/NQ-HĐQT	19/09/2024	Resolution on adjusting the project development schedule for the Pathoumphone Cassava Starch Processing Plant Investment Project in Champasak Province, Laos, with a capacity of 300 tons of products per day.
90	122/NQ-HĐQT	19/09/2024	Resolution on changing the business lines of the company.
91	124/NQ-HĐQT	16/10/2024	Resolution on the issuance of the Regulation on Emulation and Commendation.
92	125/NQ-HĐQT	16/10/2024	Approval of the Charter of Pathoumphone Company.
93	126/QĐ-HĐQT	22/10/2024	Decision on the adjustment of the final settlement of investment capital for the project to increase the production capacity of Sepon Company to 300 tons of products per day.
94	127/QĐ-HĐQT	22/10/2024	Approval of the contractor for the construction of the dry residue storage facility under the economic-technical report on the investment expansion of the dry residue storage at Sepon Company.

III. Supervisory Board:

1. Supervisory Board Information (SB Members):

No.	Supervisory Board Members	Position	Start Date/End Date as a SB Member	Professional qualifications
1	Mr: Phạm Văn Lâm	Chief of SB	April 20, 2019 (SB Member). Elected for the 2024-2028 term and appointed as Chief of SB on April 29, 2024.	Bachelor's Degree
2	Mr: Nguyễn Thanh	SB Member	April 29, 2024	Bachelor's Degree
3	Mr: Nguyễn Thái	SB Member	April 29, 2024	Bachelor's Degree
4	Mrs: Bùi Thị Như Hoa	Chief of SB	No longer Chief of SB as of April 27, 2024.	Bachelor's Degree
5	Mr: Lâm Đức Chính	SB Member	No longer SB Member as of April 27, 2024.	Bachelor's Degree

2. Supervisory Board Meetings:

No.	Supervisory Board Members	Number of Meetings Attended	Attendance Rate	Voting Percentage	Reason for Non-Attendance
1	Mr: Phạm Văn Lâm	04	100	100	
2	Mr: Nguyễn Thanh	02	100	100	Absent before the 2024-2028 Supervisory Board election.
3	Mr: Nguyễn Thái	02	100	100	I.q.
4	Mrs: Bùi Thị Như Hoa	02	100	100	Absent after the 2024-2028 Supervisory Board election.
5	Mr: Lâm Đức Chính	02	100	100	I.q.

In 2024, the Supervisory Board held four meetings. In addition to these meetings, the members of the Supervisory Board regularly communicated, reached agreements, and made decisions on matters and tasks within their assigned functions and responsibilities in accordance with regulations.

3. Supervisory Activities of the Supervisory Board over the Board of Directors, Executive Management, and Shareholders:

3.1. Board of Directors:

- In 2024, through the supervision of the governance and management activities of the Board of Directors (BOD) and the Executive Board, the Supervisory Board has not identified any irregularities in the operations of the BOD and the Executive Board.
- BOD meetings have been convened and conducted in accordance with the Company's Charter. All BOD members have participated in discussions and voting objectively and independently, effectively fulfilling their governance role.
- The processes and content of resolutions and decisions issued by the BOD concerning the Company's production and business activities have been within the scope and authority of the BOD. Investment and construction-related decisions have been made in compliance with the Company's Basic Construction Investment Regulations, legal provisions, the Company's Charter, and within the framework of the Company's development strategy.

3.2. General Director and Management Structure:

- The General Director has assigned tasks to each executive member to manage the Company's specialized operations. Decisions have been issued within the authorized scope concerning business operations and investment activities in compliance with legal regulations, the Company's Charter, and BOD resolutions.
- The Executive Board and management structure operate based on the resolutions of the General Meeting of Shareholders and the resolutions and decisions of the BOD.
- Throughout the year, business operations, investment activities, and financial management have been conducted with agility and flexibility, aligning with actual market conditions and effectively utilizing available resources.
- Overall, the Company's subsidiaries and affiliated units have complied with legal regulations, the Company's Charter, as well as the resolutions and decisions of the BOD and the General Director.

4. Coordination between the Supervisory Board, the Board of Directors, the General Director, and Shareholders:

Throughout the year, the Supervisory Board collaborated with the Board of Directors and the General Director to fulfill its supervisory functions while maintaining principles of equality and independence. During the implementation process, coordination, support, and facilitation were consistently ensured, with comprehensive information exchange and provision in all operational activities.

The Supervisory Board was invited to attend all Board of Directors meetings, and its contributions during these meetings were acknowledged and incorporated into implementation plans by the Board of Directors. Members of the Supervisory Board also fully participated in periodic and summary meetings of various departments. As a result, access to and understanding of all company operations, as well as those of subsidiary units, were facilitated in a timely and effective manner.

5. Other Activities of the Supervisory Board (if any):

For Shareholders: The Supervisory Board has consistently maintained communication and information exchange with shareholders. Throughout the year, no shareholder complaints or requests were received.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Professional qualifications	Appointment date
1	Mr: Trần Ngọc Hải General Director	01/01/1973	Bachelor of Economics	August 1, 2020; Reappointed on April 29, 2024
2	Mr: Đồng Văn Lập Deputy General Director	26/02/1976	Electrical Engineer	May 24, 2016; Reappointed on April 29, 2024
3	Mr: Lê Ngọc Hình Deputy General Director	10/8/1977	Bachelor of Chemistry	August 10, 2020; Reappointed on April 29, 2024
4	Mr: Trần Đức Thạch Deputy General Director	20/05/1974	Bachelor of Economics	April 1, 2022; Reappointed on April 29, 2024

V. Chief Accountant

No.	Full name	Date of birth	Professional qualifications	Appointment date
1	Mr: Phạm Quốc Tàu	10/12/1979	Bachelor of Economics	May 1, 2022; Reappointed on April 29, 2024

VI. Corporate Governance Training:
Self-study through legal documents, books, newspapers, and practical experience.

VII. List of Related Parties of the Public Company and Transactions with Related Parties:

1. **List of related parties of the company:** As per Appendix 01.
2. **Transactions between the company and its related parties; or between the company and major shareholders, insiders, and related persons of insiders:** None.
3. **Transactions between the company's insiders, related persons of insiders, and subsidiaries or controlled entities:** None.
4. **Transactions between the company and other parties:**
 - 4.1. Transactions between the company and companies in which members of the Board of Directors, Supervisory Board, General Director (CEO), and other management members have been or are founding members, members of the Board of Directors, or executive directors in the past three (03) years (as of the reporting date): None.
 - 4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, Supervisory Board, General Director (CEO), and other management members are members of the Board of Directors or executive directors: None.
 - 4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, Supervisory Board, General Director (CEO), and other management members: None.



VIII. Share Transactions of Insiders and Related Parties of Insiders:

1. **List of insiders and related parties of insiders:** As per Appendix 02.
2. **Transactions of insiders and their related parties regarding the company's shares:** As per Appendix 03.

IX. Other Notable Issues: None.

Recipients:

As stated above;
Board of Directors, Supervisory Board of the Company;
Board of Management, Chief Accountant;
Archives: Admin Office.

Chairman of the Board


Võ Văn Danh

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
5.6	<i>Ms. Nguyen Thi Thuy</i>								<i>Sister</i>
5.7	<i>Mr. Nguyen Trong Duc Minh</i>								<i>son</i>
5.8	<i>Mr. Nguyen Trong Minh Duc</i>								<i>son</i>
6	Mr. Le Tuan Toan		Secretary of BOD			29/04/2024		Appoint	Internal persons
6.1	<i>Ms. Ngo Thi Lac</i>								<i>Wife</i>
6.2	<i>Mr. Le Tuan Tri</i>								<i>Brother</i>
6.3	<i>Mr. Le Ngo Tuan An</i>								<i>Son</i>
6.4	<i>Ms. Pham Thi Hoa</i>								<i>Daughter in law</i>
6.5	<i>Mr. Le Tuan Bang</i>								<i>Daughter</i>
7	Trần Đức Thạch		Deputy Executive Officer			29/04/2024		Appoint	Internal persons
7.1	<i>Ms. Vo Thi Hoa</i>								<i>Mother</i>
7.2	<i>Ms. Tran Thi Nhung</i>								<i>Wife</i>
7.3	<i>Ms. Tran Thi Thu Thuy</i>								<i>Sister</i>
7.4	<i>Mr. Tran Duc Thanh</i>								<i>Son</i>
7.5	<i>Ms. Tran Nu Mai Thy</i>								<i>Daughter</i>
7.6	<i>Mr Nguyen Duy Thiem</i>								<i>Brother in law</i>

Appendix 02

List Internal persons and related person of Internal person

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Number of shares owned at the end of the period (20/01/2025)	Percentage of share ownership at the end of the period (20/01/2025)	Note
1	Mr. Vo Van Danh		Chairman of the Board (Non-Executive Board Member)			1.705.612	5,73%	
1.1	<i>Ms. Dang My Ai Hoa</i>					412.239	1,38%	
1.2	<i>Ms. Vo Thi Chinh</i>						0,00%	
1.3	<i>Ms. Vo Thi Luan</i>						0,00%	
1.4	<i>Mr. Vo Van Tuan</i>						0,00%	
1.5	<i>Mr. Vo Van Bao</i>						0,00%	
1.6	<i>Ms. Vo Thi Loc</i>						0,00%	
1.7	<i>Ms. Vo Dang Ai Khang</i>						0,00%	
1.8	<i>Ms. Vo Dang Thuc Khang</i>					61.226	0,21%	
1.9	<i>Ms. Vo Dang Nha Khang</i>						0,00%	
1.10	<i>Mr. Doan Ngoc Hung</i>					251.791	0,85%	
2	Mr. Tran Ngoc Hai		Vice Chairman of the Board			613.399	2,06%	

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Number of shares owned at the end of the period (20/01/2025)	Percentage of share ownership at the end of the period (20/01/2025)	Note
2.1	<i>Ms. Phan Le Tam Mai</i>						0,00%	
2.2	<i>Ms. Tran Thi Thuy Hong</i>						0,00%	
2.3	<i>Ms. Tran Thi Kim Chung</i>						0,00%	
2.4	<i>Ms. Tran Thi Nhu Canh</i>						0,00%	
2.5	<i>Mr. Tran Ngoc Cuong</i>						0,00%	
2.6	<i>Ms. Tran Thuy Duong</i>					30.613	0,10%	
2.7	<i>Ms. Tran Anh Duong</i>						0,00%	
2.8	<i>Ms. Tran Kim Hang</i>						0,00%	
3	Mr. Dong Van Lap		Board Member			263.518	0,89%	
3.1	<i>Ms. Pham Thi Minh Suong</i>					600	0,00%	
4	Mr. Le Ngoc Hinh		Board Member			500.000	1,68%	
4.1	<i>Ms. Nguyen Thi Mot</i>						0,00%	
4.2	<i>Ms. Pham Thi Ai Lien</i>						0,00%	
4.3	<i>Mr. Le Ngoc Hien</i>						0,00%	

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Number of shares owned at the end of the period (20/01/2025)	Percentage of share ownership at the end of the period (20/01/2025)	Note
4.4	<i>Ms. Le Thi Anh Duong</i>						0,00%	
5	Mr. Nguyen Duc Thang		Board Member			2.067.375	6,94%	
5.1	<i>Ms. Nguyen Thi Thuy Tien</i>					300.520	1,01%	
5.2	<i>Mr. Nguyen Dinh Thi</i>						0,00%	
5.3	<i>Ms. Vu Thi That</i>						0,00%	
5.4	<i>Mr. Nguyen Duy Thanh</i>						0,00%	
5.5	<i>Mr. Nguyen Duy Thong</i>						0,00%	
5.6	<i>Ms. Nguyen Thi Thuy</i>						0,00%	
5.7	<i>Mr. Nguyen Trong Duc Minh</i>						0,00%	
5.8	<i>Mr. Nguyen Trong Minh Duc</i>						0,00%	

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Number of shares owned at the end of the period (20/01/2025)	Percentage of share ownership at the end of the period (20/01/2025)	Note
6	Mr. Le Tuan Toan		Secretary of BOD			1.027.809	3,45%	
6.1	<i>Ms. Ngo Thi Lac</i>					21.428	0,07%	
6.2	<i>Mr. Le Tuan Tri</i>						0,00%	
6.3	<i>Mr. Le Ngo Tuan An</i>					1.982	0,01%	
6.4	<i>Ms. Pham Thi Hoa</i>					10.616	0,04%	
6.5	<i>Mr. Le Tuan Bang</i>						0,00%	
7	Trần Đức Thạch		Deputy Executive Officer			351.601	1,18%	
7.1	<i>Ms. Vo Thi Hoa</i>						0,00%	
7.2	<i>Ms. Tran Thi Nhung</i>						0,00%	
7.3	<i>Ms. Tran Thi Thu Thuy</i>						0,00%	
7.4	<i>Mr. Tran Duc Thanh</i>						0,00%	
7.5	<i>Ms. Tran Nu Mai Thy</i>						0,00%	
7.6	<i>Mr Nguyen Duy Thiem</i>					68.795	0,23%	
8	Mr. Pham Quoc Tau		Chief Accountant			119.077	0,40%	
8.1	<i>Ms. Bui Thi Van</i>						0,00%	
8.2	<i>Mr. Pham Quoc Phap</i>						0,00%	
8.3	<i>Ms. Pham Hoang Phuong</i>						0,00%	
8.4	<i>Mr. Pham Tay</i>						0,00%	
8.5	<i>Ms. Tran Thi Cuc</i>						0,00%	

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Number of shares owned at the end of the period (20/01/2025)	Percentage of share ownership at the end of the period (20/01/2025)	Note
8.6	<i>Mr. Bui Tan Hoa</i>						0,00%	
8.7	<i>Ms. Pham Thi Nga</i>						0,00%	
8.8	<i>Mr. Pham Quang Vinh</i>						0,00%	
8.9	<i>Ms. Do Thi Thanh Hoe</i>						0,00%	
8.10	<i>Mr. Pham Quang</i>						0,00%	
8.11	<i>Mr. Pham Trung</i>						0,00%	
8.12	<i>Ms. Dang Thi Thanh</i>						0,00%	
8.13	<i>Ms. Pham Thi Tiet</i>						0,00%	
8.14	<i>Mr. Bui Tan That</i>						0,00%	
8.15	<i>Mr. Pham Trung Trieu</i>						0,00%	
8.16	<i>Ms. Nguyen Thi Anh Hien</i>						0,00%	
9	Mr. Pham Van Lam		Head of the Board of Supervisors			119.018	0,40%	
9.1	<i>Mr. Pham Tan Cho</i>						0,00%	
9.2	<i>Ms. Tran Thi Ngai</i>						0,00%	
9.3	<i>Ms. Pham Thi Thanh Chung</i>						0,00%	
9.4	<i>Mr. Pham Van Quang</i>						0,00%	
9.5	<i>Mr. Pham Van Huy</i>						0,00%	
9.6	<i>Ms. Pham Thi Kim Long</i>						0,00%	
9.7	<i>Ms. Pham Thi Kim Qui</i>						0,00%	
9.8	<i>Ms. Tran Thi Huyen</i>						0,00%	

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Number of shares owned at the end of the period (20/01/2025)	Percentage of share ownership at the end of the period (20/01/2025)	Note
10	Mr. Nguyen Thanh		Member of the BoS			152.692	0,51%	
10.1	<i>Ms. Nguyen Thi Hong Hoa</i>					103.131	0,35%	
10.2	<i>Ms. Nguyen Hong Hien</i>					10.520	0,04%	
11	Mr. Nguyen Van Thai		Member of the BoS			140.284	0,47%	
11.1	<i>Ms. Bui Thi Ai Linh</i>						0,00%	
11.2	<i>Mr. Nguyen Van Tuong</i>						0,00%	
11.3	<i>Mr. Nguyen Van Thu</i>					2.777	0,01%	

Appendix 03

Transactions of internal persons and affiliated persons with shares of the Company

STT	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period(10/7/2024)		Number of shares owned at the end of the period (20/1/2025)		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Mr. Vo Van Danh		1.705.612	5,73%	1.705.612	5,73%	
1.1	<i>Ms. Dang My Ai Hoa</i>	<i>Wife</i>	412.239	1,38%	412.239	1,38%	
1.2	<i>Ms. Vo Dang Thuc Khang</i>	<i>Daughter</i>	61.226	0,21%	61.226	0,21%	
1.3	<i>Mr. Doan Ngoc Hung</i>	<i>Son in law</i>	251.791	0,85%	251.791	0,85%	
2	Mr. Tran Ngoc Hai		613.399	2,06%	613.399	2,06%	
2.1	<i>Ms. Tran Thuy Duong</i>	<i>Daughter</i>	30.613	0,10%	30.613	0,10%	
3	Mr. Dong Van Lap		263.518	0,89%	263.518	0,89%	
3.1	<i>Ms. Pham Thi Suong</i>	<i>Wife</i>			600	0,00%	Buy
4	Mr. Le Ngoc Hinh		498.300	1,67%	500.000	1,68%	Buy
5	Mr. Nguyen Duc Thang		1.989.075	6,68%	2.067.375	6,94%	Buy
5.1	<i>Ms. Nguyen Thi Thuy Tien</i>	<i>Wife</i>	300.520	1,01%	300.520	1,01%	
6	Mr. Le Tuan Toan		1.027.809	3,45%	1.027.809	3,45%	
6.1	<i>Ms. Ngo Thi Lac</i>	<i>Wife</i>	26.928	0,09%	21.428	0,07%	<i>Sell</i>
6.2	<i>Mr. Le Ngo Tuan An</i>	<i>Son</i>	2.282	0,01%	1.982	0,01%	<i>Sell</i>

STT	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period(10/7/2024)		Number of shares owned at the end of the period (20/1/2025)		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
6.3	<i>Ms. Pham Thi Hoa</i>	<i>Daughter in law</i>	11.016	0,04%	10.616	0,04%	<i>Sell</i>
7	Mr. Tran Duc Thach		351.601	1,18%	351.601	1,18%	
7.1	<i>Mr. Nguyen Duy Thiem</i>	<i>Brother in law</i>	67.027	0,23%	68.795	0,23%	Buy
8	Mr. Pham Quoc Tau		118.877	0,40%	119.077	0,40%	Buy
9	Mr. Pham Van Lam		127.818	0,43%	119.018	0,40%	<i>Sell</i>
10	Mr. Nguyen Thanh		152.674	0,51%	152.692	0,51%	Buy
10.1	<i>Ms. Nguyen Thi Hong Hoa</i>	<i>Wife</i>	103.131	0,35%	103.131	0,35%	
10.2	<i>Ms. Nguyen Hong Hien</i>	<i>Daughter</i>	10.520	0,04%	10.520	0,04%	
11	Mr. Nguyen Van Thai		140.284	0,47%	140.284	0,47%	
11.1	<i>Mr. Nguyen Van Thu</i>	<i>Brother</i>	2.777	0,01%	2.777	0,01%	