

REPORT ON CORPORATE GOVERNANCE (For the year 2025)

To:

- **The State Securities Commission**
- **The Ho Chi Minh City Stock Exchange**

- Company name: PHU NHUAN JEWELRY JOINT STOCK COMPANY (“COMPANY”/ “PNJ”)
- Head office address: 170E Phan Dang Luu Street, Duc Nhuan Ward, Ho Chi Minh City, Vietnam
- Telephone: (028) 3995 1703
- Fax: (028) 3995 1702
- Charter capital: VND 3,413,186,660,000
- Stock code: PNJ
- Model of corporate governance: General Meeting of Shareholders (“GMS”), Board of Directors (“BOD”), Chief Executive Officer (“CEO”) and Audit Committee (“AC”) under the Board of Directors.
- Regarding the implementation of the internal audit function: Implemented

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

Information on meetings and Resolutions/Decisions of the GMS (including GMS Resolutions passed via written opinions):

No.	Resolution/Decision No.	Date	Content
01	177/2025/BB-DHDCD-CTY	26/04/2025	Minutes of the 2025 Annual General Meeting of Shareholders
02	178/2025/NQ-DHDCD-CTY	26/04/2025	Resolution of the 2025 Annual General Meeting of Shareholders

II. THE BOARD OF DIRECTORS (ANNUAL REPORT)

In 2025, the BOD continued to fully exercise its highest stewardship role towards the Company, with a focus on directing long-term development strategy, managing risk, effectively supervising the activities of the Executive Board, protecting the legitimate and sustainable interests of shareholders, while simultaneously balancing the interests of stakeholders.

With the goal of maintaining legal compliance and good governance standards, enhancing the quality of governance decisions, and strengthening market confidence, the BOD has issued and implemented the Corporate Governance Framework and several other governance documents to serve as guideline principles an overarching guideline for the design and operation of PNJ's entire governance system.

Pursuant to the Charter on organization and operation and the Internal Regulation on Corporate Governance of the Company, the BOD strictly supervised the progress and results of the implementation of GMS and BOD Resolutions passed at the GMS meeting on April 26th, 2025.

1. Information on BOD members

No.	BOD Member	Position (Independent BOD Member, Non-executive BOD Member)	Date of becoming/ceasing to be a BOD Member/Independent BOD Member	
			Date of appointment	Date of dismissal due to conclusion of 2020–2025 term
1.	Cao Thi Ngoc Dung	Chairperson of the BOD Non-executive Member of the BOD	16/04/2022	
2.	Le Tri Thong	Vice Chairperson of the BOD Chief Executive Officer	16/04/2022	
3.	Tran Phuong Ngoc Thao	Vice Chairperson of the BOD Non-executive Member of the BOD	10/06/2020	26/04/2025
			26/04/2025	
4.	Nguyen Tuan Hai	Independent Member of the BOD	10/06/2020	26/04/2025
			26/04/2025	
		Member of the AC	23/04/2021	26/04/2025
			26/04/2025	
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	16/04/2024	
		Non-executive Member of the BOD	01/01/2025	
		Member of the AC	21/01/2025	
8.	Le Quang Phuc	Independent Member of the BOD Chairperson of the AC	17/04/2021	
9.	Tieu Yen Trinh	Independent Member of the BOD	10/06/2020	26/04/2025
			26/04/2025	

2. BOD Meetings

No.	BOD Member	BOD Meetings attended (*)	Attendance rate	Reason for non-attendance
1.	Cao Thi Ngoc Dung	21/21	100%	
2.	Le Tri Thong	21/21	100%	
3.	Tran Phuong Ngoc Thao	21/21	100%	
4.	Dao Trung Kien	21/21	100%	
5.	Dang Hai Anh	21/21	100%	
6.	Dang Thi Lai	21/21	100%	
7.	Nguyen Tuan Hai	21/21	100%	
8.	Le Quang Phuc	21/21	100%	
9.	Tieu Yen Trinh	21/21	100%	

(*): Including 17 meetings and 04 obtaining written opinions round.

3. BOD's supervision activities over the Executive Board

In 2025, the BOD established and implemented the Principles Framework on BOD Supervision in a synchronous, structured manner consistent with the Company's internal governance document system, including the Company's Charter on organization and operation, Internal Regulations on Corporate Governance, Regulation on operation of the BOD, Regulation on operation of Committees under the BOD, Regulation on operation of the Executive Board. The completion of this governance framework demonstrates an elevation in quality, professionalism, and standardization in corporate governance. The BOD established and agreed upon the matters and work agenda for the year, serving as a basis for the Executive Board (“EB”) to prepare materials, reports, and presentations at BOD meetings. Through BOD meetings and written opinions, the BOD reviewed the implementation status of Resolutions and the quarterly and cumulative production and business results, thereby issuing Resolutions, conclusions, and directions to serve as a basis for the CEO and the EB to organize implementation.

3.1. Oversight methods

- The BOD exercised supervision by reviewing periodic and ad-hoc reports; discussing and evaluating matters at periodic meetings, extraordinary meetings, and written opinions, as well as through working sessions, thematic workshops, and direct meetings or exchanges with the CEO and the EB.
- In addition, the BOD exercised supervision through its Committees in each area under their charge and utilized governance tools, direct inspection, and independent consultation when necessary to ensure effectiveness and objectivity in supervision activities.

3.2. Oversight results

- Business performance results in 2025 were implemented on schedule.
- Through 17 BOD meetings and 04 written opinions in 2025, the BOD provided timely direction and strategic orientation to support the CEO and the EB in implementing production and business activities effectively.

Overall, in the context of the 2025 business environment being impacted by geopolitical instability and domestic and international economic fluctuations, the BOD upheld its directional and supervisory role in accordance with the responsibilities delegated by the GMS, while maintaining companionship with the CEO and the EB in managing the Company's operations. The BOD timely reviewed, provided opinions, and issued necessary decisions, contributing to supporting the EB in proactively responding to challenges and effectively organizing the implementation of the 2025 business plan. Through operating the supervision activities of the BOD, its Committees under the BOD, and the Office of the BOD under a unified structure with clear delineation of roles and responsibilities, in 2025, the PNJ BOD progressively enhanced governance efficiency and supervision quality across the entire group.

4. Activities of Committees and Boards under the BOD

In 2025, the BOD continued to promote the role of Committees under the BOD, operating with clearly defined functions, duties, and authority. The Committees played an advisory and consulting role to: (i) Assist the BOD in conducting in-depth research on thematic issues, (ii) Enhance the depth of analysis and counter-argument before important matters are submitted to the BOD for consideration and decision, (iii) Contribute to improving the quality of supervision over the EB, especially in areas with high risk levels or long-term impact.

Through the operational mechanism of the Committees, the BOD exercised its role of direction, decision-making, and supervision on the basis of comprehensive, multi-dimensional information and independent assessments, consistent with good corporate governance practices.

4.1. Committees under the BOD

Pursuant to BOD Resolution No. 185/2025/NQ-HDQT-CTY dated April 26, 2025, BOD Resolution No. 273/2025/NQ-HDQT-CTY dated July 11, 2025, and BOD Resolution No. 430/2025/NQ-HDQT-CTY dated September 17, 2025, regarding the assignment of roles and duties of BOD members in the Committees under the BOD, the Committees under the BOD carried out their activities in accordance with their assigned functions and duties.

The Committees under the BOD organized meetings, thematic workshops, and direct meetings or exchanges with the CEO and the EB to enhance the effectiveness of supervision over the CEO and the EB in the process of organizing the implementation of GMS and BOD Resolutions. Committee members proactively exchanged and discussed professional matters and provided timely recommendations and advice to the BOD on matters within their scope of responsibility. The Committees under the BOD reported to the BOD on the implementation status of specialized projects as well as ad-hoc reports as requested by the BOD.

Details of the activities of each Committee under the BOD are presented in Section III, Section IV, Section V, and Section VI below.

4.2. Office of the BOD

- The Office of the BOD effectively performed its advisory and professional support role for the BOD and its Committees in planning, preparing relevant documents; coordinating and collaborating internal activities to provide information and communicate BOD decisions to the CEO, members of the Executive Board, and relevant parties.
- The Office of the BOD proactively prepared for BOD meetings, conducted written opinions from the BOD; recorded BOD meeting minutes; prepared files and documents as requested by the BOD, the Chairperson of the BOD, and the Committees under the BOD in accordance with the applicable laws and internal regulations.
- The Office of the BOD monitored the Company's implementation and compliance with information disclosure obligations and periodically reported the implementation status to the BOD.
- In 2025, the Office of the BOD effectively promoted its coordinating and connecting role between the BOD, the Executive Board, and related parties, thereby contributing to improving the operational efficiency of the BOD and its Committees.

5. BOD Resolutions/Decisions (Annual Report)

No.	Resolution/Decision No.	Date	Content	Approval rate
1.	17/2025/NQ-HDQT-CTY	21/01/2025	Approval of the policy to borrow funds from KEB Hana Bank – Ho Chi Minh City Branch.	100%
2.	19/2025/NQ-HDQT-CTY	21/01/2025	Approval of the appointment of Ms. Dang Thi Lai as a Member of the AC.	100%
3.	20/2025/NQ-HDQT-CTY	21/01/2025	Approval of the change of General Director of the subsidiary - PNJ Jewelry Production and Trading Company Limited (“PNJP”).	100%
4.	21/2025/NQ-HDQT-CTY	21/01/2025	Approval of the change of Company Chairperson of the subsidiary – PNJ Laboratory Company Limited (“PNJL”).	100%
5.	22/2025/NQ-HDQT-CTY	21/01/2025	Approval of capital contribution to FLVN Joint Stock Company.	100%
6.	23/2025/NQ-HDQT-CTY	21/01/2025	Approval of the record date for exercising shareholders' rights to attend the 2025 GMS and for the first cash dividend advance of 2024.	100%
7.	24/2025/NQ-HDQT-CTY	21/01/2025	Approval of the performance review of the 2024 action plan for the Company and its subsidiaries, and other matters under the BOD's authority.	100%
8.	28/2025/QD-HDQT-CTY	21/01/2025	Decision on changing the Legal Representative of PNJP.	

No.	Resolution/Decision No.	Date	Content	Approval rate
9.	31/2025/QD-HDQT-CTY	21/01/2025	Decision on changing the Legal Representative of PNJL.	
10.	54/2025/NQ-HDQT-CTY	14/02/2025	Approving the convening of the 31st Annual General Meeting of Shareholders – 2025 (“GMS 2025”).	100%
11.	62-63/2025/NQ-HDQT-CTY	20/02/2025	Approval of the plan to handle shares issued to employees under the employee stock ownership plan (“ESOP shares”) in 2020, 2021, 2023, and 2024 held by resigned employees during the transfer restriction period.	100%
12.	64/2025/NQ-HDQT-CTY	20/02/2025	Approval for the Company to enter into a framework contract with related persons of the Company’s internal persons.	100%
13.	65/2025/NQ-HDQT-CTY	20/02/2025	Approval of the assignment of roles to members in the BOD’s Committees and other matters under the BOD’s authority.	100%
14.	98/2025/NQ-HDQT-CTY	18/03/2025	Approval of the agreement between the Company and related persons of the Company regarding the Company’s guarantee for a subsidiary’s loan at Vietcombank – Ho Chi Minh City Branch.	100%
15.	100/2025/NQ-HDQT-CTY	18/03/2025	Approval of the adjustment of the Senior Director – Finance’s information in BOD resolutions related to loan policies at banks issued in the second half of 2024.	100%
16.	102/2025/NQ-HDQT-CTY	18/03/2025	Approval of the policy to invest in purchasing real estate assets to serve the Company’s business plan.	100%
17.	104/2025/NQ-HDQT-CTY	18/03/2025	Approval of the 2024 performance evaluation results of the BOD.	100%
18.	123/2025/NQ-HDQT-CTY	03/04/2025	Approval of the agenda and documents for GMS 2025; transactions/agreements/contracts between the Company and its internal persons, related persons of internal persons, and related persons of the Company in 2025.	100%
19.	144/2025/NQ-HDQT-CTY	10/04/2025	Approval of supplementing the GMS 2025 meeting documents.	100%
20.	166/2025/NQ-HDQT-CTY	15/04/2025	Approval of submitting to GMS 2025 the list of nominated BOD candidates for the 2025-2030 term and other matters under the BOD’s authority.	100%
21.	184-185/2025/NQ-HDQT-CTY	26/04/2025	Approval of personnel decisions in the BOD for the new term following the conclusion of GMS 2025.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
22.	207/2025/NQ-HDQT-CTY	27/05/2025	Approval of registering the change of head office address of PNJL.	100%
23.	220/2025/NQ-HDQT-CTY	03/06/2025	Approval of the policy to borrow funds from the Joint Stock Commercial Bank for Foreign Trade of Vietnam – HCMC Branch.	100%
24.	222/2025/NQ-HDQT-CTY	03/06/2025	Approval of the policy to borrow funds from Kasikornbank Public Company Limited – Ho Chi Minh City Branch.	100%
25.	224/2025/NQ-HDQT-CTY	03/06/2025	Approval for increasing the charter capital of the subsidiary, CAO Fashion Company Limited (“CAF”).	100%
26.	226/2025/NQ-HDQT-CTY	03/06/2025	Approval of the plan to implement business activities, the Company's 2025 investment budget, the 2025-2027 internal audit (“IA”) plan, and the 2025 plan and budget for the Internal Audit Department.	100%
27.	227B/2025/NQ-HDQT-CTY	03/06/2025	Approval of the policy to invest in purchasing real estate assets to serve the Company's business plan.	100%
28.	239/2025/NQ-HDQT-CTY	18/06/2025	Approval of the policy to borrow funds from The Siam Commercial Bank Public Company Limited – Ho Chi Minh City Branch.	100%
29.	241/2025/NQ-HDQT-CTY	18/06/2025	Approval of the policy for a subsidiary to borrow funds from Vietnam Joint Stock Commercial Bank for Industry and Trade - Branch 1, Ho Chi Minh City (“Vietinbank”) and to guarantee the subsidiary's loan at Vietinbank.	100%
30.	243/2025/NQ-HDQT-CTY	18/06/2025	Approval of the agreement between the Company and related persons of the Company regarding the Company's guarantee for a subsidiary's loan at Vietinbank.	100%
31.	244/2025/NQ-HDQT-CTY	18/06/2025	Approval of the ESG Committee's recommendation to issue a Commitment to reduce greenhouse gas emissions by 2030 and other matters under the BOD's authority.	100%
32.	253/2025/QD-HDQT-CTY	26/06/2025	Decision on increasing the charter capital of CAF.	100%
33.	258/2025/NQ-HDQT-CTY	30/06/2025	Approval of the appointment of the Chairperson of the Members' Council of the subsidiary – CAF.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
34.	269/2025/NQ-HDQT-CTY	11/07/2025	Approval of the appointment of the Person in charge of Corporate Governance.	100%
35.	273/2025/NQ-HDQT-CTY	11/07/2025	Approval of the allocation of the BOD's 2025 operational budget, the appointment of Mr. Nguyen Chi Kien as a member of the Human Resources Committee, and other matters under the BOD's authority.	100%
36.	274/2025/NQ-HDQT-CTY	11/07/2025	Approval of the selection of the external auditor for the year 2025.	100%
37.	289B/2025/NQ-HDQT-CTY	04/08/2025	Approval of the content of the Regulation on operation of the Committees under the BOD.	100%
38.	298/2025/NQ-HDQT-CTY	19/08/2025	Approval of the implementation of the share issuance plan under the employee stock ownership plan (“ESOP”) in 2025.	100%
39.	301/2025/NQ-HDQT-CTY	19/08/2025	Approval of the Company's commitment to reducing greenhouse gas emissions.	100%
40.	429/2025/NQ-HDQT-CTY	17/09/2025	Approval of: (i) the re-appointment of the Senior Director – Human Resources of the Company; (ii) the second cash dividend payment of 2024; (iii) the adjustment of the content of the Framework Contract between the Company and a related person of the Company's internal person signed on 03/04/2025.	100%
41.	430/2025/NQ-HDQT-CTY	17/09/2025	Approval of the re-appointment of a member of the Human Resources Committee and the plan to establish the list of corporate governance documents under PNJ's Corporate Governance Project.	100%
42.	433/2025/NQ-HDQT-CTY	17/09/2025	Approval of the policy to borrow funds from Asia Commercial Joint Stock Bank.	100%
43.	452/2025/NQ-HDQT-CTY	01/10/2025	Approval of the results of share issuance under the employee stock ownership plan (“ESOP”) in 2025.	100%
44.	454/2025/NQ-HDQT-CTY	01/10/2025	Approval of the policy to borrow funds from the Joint Stock Commercial Bank for Investment and Development of Vietnam – Hoc Mon Branch.	100%
45.	454/2025/NQ-HDQT-CTY	01/10/2025	Approval of the change of Member of the Members' Council of the subsidiary – PNJ Jewelry Production and Trading Company Limited (“PNJP”).	100%
46.	457/2025/NQ-HDQT-CTY	01/10/2025	Approval of the content of the Principles Framework on BOD	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			Supervision, the Regulation on operation of the Executive Board, and other matters under the BOD's authority.	
47.	483/2025/NQ-HDQT-CTY	13/10/2025	Approval of increasing the Company's charter capital after the 2025 ESOP issuance and updating the change of the Company's head office address according to the new administrative boundaries.	100%
48.	490/2025/NQ-HDQT-CTY	13/10/2025	Approval of the policy to invest in purchasing real estate assets to serve the Company's business plan.	100%
49.	490B/2025/NQ-HDQT-CTY	13/10/2025	Approval of adjusting the capital disbursement schedule of PNJ's private share issuance according to BOD Resolution No. 38/2022/NQ-HDQT-CTY dated 21/01/2022, BOD Resolution No. 184/2022/NQ-HDQT-CTY dated 18/03/2022, 2023 Annual GMS Resolution No. 343/2023/NQ-DHDCD-CTY dated 27/04/2023, and 2024 Annual GMS Resolution No. 280/2024/NQ-DHDCD-CTY dated 16/04/2024.	100%
50.	539/2025/NQ-HDQT-CTY	24/11/2025	Approval of the policy to develop PNJ's Product Exchange and Return Policy.	100%
51.	540/2025/NQ-HDQT-CTY	24/11/2025	Approval of the content of the Company's Code of Conduct.	100%
52.	569/2025/NQ-HDQT-CTY	16/12/2025	Approval of the policy to borrow funds from Vietnam Joint Stock Commercial Bank for Industry and Trade - Branch 1 - Ho Chi Minh City.	100%
53.	570/2025/NQ-HDQT-CTY	16/12/2025	Approval of the re-appointment of the Senior Director – Customer & Retail and the Senior Director – Operation of the Company.	100%
54.	571/2025/NQ-HDQT-CTY	16/12/2025	Approval of the issuance of the Information Disclosure Regulation, the Regulation on operation of Internal Audit, the Principles Framework on BOD Supervision, and the Regulation on BOD Supervision Activities.	100%
55.	573-574-575/2025/NQ-HDQT-CTY	16/12/2025	Approval of the change of the Company's Authorized Representative at Golden Friend Joint Stock Company and other matters under the BOD's authority.	100%
56.	590/2025/NQ-HDQT-CTY	26/12/2025	Approval of the change of the AC Chairperson position from 01/01/2026 in accordance with	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			the Company's personnel planning orientation.	
57.	591/2025/NQ-HDQT-CTY	26/12/2025	Approval of finalizing the list of shareholders to perform the procedure for collecting written opinions from shareholders and for the first advance payment of 2025 cash dividend.	100%
58.	594/2025/NQ-HDQT-CTY	26/12/2025	Approval of the adjustment of the transaction value of Framework Agreement No. 507/2025/PNJ-QUYNIEMTINVANG signed on 03/04/2025 between the Company and a related person of the Company's internal person.	100%

III. AUDIT COMMITTEE (ANNUAL REPORT)

1. Information on AC members

No.	AC Member	Position	Start date as AC member	End date as AC member	Professional qualifications
1.	Nguyen Tuan Hai	Member of the AC	26/04/2025		Master of Business Administration Bachelor of Foreign Languages
2.	Le Quang Phuc	Chairperson of the AC	17/04/2021		Master of Business Administration Engineer
3.	Dang Thi Lai	Member of the AC	21/01/2025		Bachelor of Business Administration

For clarification, Mr. Le Quang Phuc ceased to hold the role of Chairperson of the AC from 01/01/2026 pursuant to the Company's personnel planning orientation and continues to be a Member of the AC pursuant to BOD Resolution No. 590/2025/NQ-HDQT-CTY dated 26/12/2025. On that basis, the BOD appointed Mr. Nguyen Tuan Hai as Chairperson of the AC from 01/01/2026.

2. AC Meetings

No.	AC Member	Meetings attended	Attendance rate	Voting rate	Reason for non-attendance
1.	Le Quang Phuc	08	100%	100%	
2.	Nguyen Tuan Hai	08	100%	100%	
3.	Dang Thi Lai	08	100%	100%	

3. Activities of the AC

- Directed Internal Audit to supervise the preparation process and the integrity of the Company's 2024 Annual Financial Statements (“FS”) and 2025 Semi-annual FS.
- Supervised the independence and objectivity of the external auditor during the audit of the 2024 Annual FS and the review of the 2025 Semi-annual FS.
- Reviewed and assessed transactions of internal persons and related persons, promptly providing recommendations to the Company to increasingly enhance transparency, prevent conflicts of interest according to good practices, and simultaneously comply with applicable laws and BOD Resolutions, and information disclosure as required by the applicable laws and Company regulations.
- Coordinated with the BOD and the EB to supervise the Company's activities in compliance with the applicable laws, the Charter on organization and operation, and Company regulations.
- Assessed the internal control and risk management systems, coordinated and exchanged with the EB on improving the effectiveness and efficiency of the risk management and internal control systems.
- Assessed the activities of the Internal Audit Department, directed and guided the activities of the Internal Audit Department for 2025, including the 2025 operational plan and budget.
- Discussed, provided feedback, and recommended the BOD to approve the adjustment of the Regulation on operation of the Internal Audit towards compliance with international standards, consolidating and applying good practices suitable to the Company's actual operating conditions.

4. AC’s supervision activities over the BOD, Executive Board, and shareholders

- Organized meetings and directed the Internal Audit Department to develop the 2025 operational plan, including the operating budget and risk-oriented internal audit plan; continued to enhance capacity and update/improve operations in accordance with GIAS standards.
- Evaluated the operational status and supervised the implementation of the Internal Audit Department's 2025 operational plan, directed the Internal Audit Department to execute assessment and supervision activities flexibly and suitable to the Company's production and business situation.
- Directed the Internal Audit Department to evaluate the Company's internal control and risk management systems, execute the supervisory role of the AC/Internal Audit according to the three lines model, and urge the implementation of post-audit recommendations.
- Discussed with the EB on matters related to enhancing transparency and avoiding conflicts of interest through supervising transactions of Internal persons and Related persons of the Company.

- Directed the Internal Audit Department to supervise the FS preparation process; the AC recommended to the Executive Board matters related to improving the process of preparing and issuing FS.
- Supervised the Executive Board in executing BOD Resolutions regarding policies on production and business activities consistent with the Company's practical conditions.

5. Coordination between the AC and the BOD, EB, and other management staff

- The AC received support and coordination from the BOD, the CEO, and members of the Executive Board in performing its duties according to the Internal Regulations on Corporate Governance and the Regulation on operation of the AC.
- The AC discussed with the Executive Board its assessments and recommendations on the Company's internal control and risk management systems following internal audits, as well as the progress of implementing recommendations.
- Discussed with the EB regarding supervision of the FS preparation process, compliance with applicable laws and Company regulations, and activities to enhance the effectiveness of the internal control system during the FS preparation and issuance process.
- The AC supervised and recommended to the BOD matters related to the corporate governance system, control system, and risk management during operations.

6. Other activities of the AC

The AC evaluated independent audit service providers approved by the GMS to recommend to the BOD the selection of an auditor for the 2025 FS.

IV. STRATEGY AND FINANCE COMMITTEE (ANNUAL REPORT)

1. Information on Strategy and Finance Committee members

No.	Strategy and Finance Committee Member	Position	Date of commencement as a member of the Strategy and Finance Committee	End date as a Strategy and Finance Committee member
1.	Cao Thi Ngoc Dung	Head of the Committee	25/03/2022	
2.	Le Tri Thong	Deputy Head of the Committee	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 and Finance Committee Meetings

No.	Strategy and Finance Committee Member	Meetings attended (**)	Attendance rate	Reason for non-attendance
1.	Cao Thi Ngoc Dung	4/4	100%	
2.	Le Tri Thong	4/4	100%	
3.	Tran Phuong Ngoc Thao	4/4	100%	
4.	Dang Thi Lai	4/4	100%	
5.	Dao Trung Kien	4/4	100%	
6.	Nguyen Tuan Hai	4/4	100%	
7.	Dang Hai Anh	4/4	100%	

(**): Includes 03 meeting and 01 professional discussion session of the Committee.

3. Activities of the Strategy and Finance Committee

- In 2025, the Strategy and Finance Committee performed its professional advisory role to the BOD on key issues related to the Company's strategic development and long-term financial orientation, specifically:
 - Monitored and supervised the execution of directions and action plans approved by the BOD.
 - Directed New Business Development (NBD): Advised on the direction for expanding into new business areas, including building PNJ's own brands, developing co-branding models with partners, or exploiting brands through franchising, suitable to the specifics of each industry.
 - Provided strategic orientation and raised awareness of technology across the entire group.
 - Advised, managed, and supervised the Company's financial, investment, and capital mobilization activities.
 - Enhanced strategic planning capacity: Organized a thematic workshop on strategy for the BOD and the EB.
- The EB timely adjusted business plans, policies and new businesses development (NBDs).

V. ENVIRONMENTAL – SOCIAL – GOVERNANCE COMMITTEE (“ESG”) (ANNUAL REPORT)

1. Information on ESG Committee members

No.	ESG Committee Member	Position	Start date as ESG Committee member	End date as ESG Committee member
1.	Le Quang Phuc	Head of the Committee	25/03/2022	
2.	Tran Phuong Ngoc Thao	Member	25/03/2022	
3.	Huynh Thi Xuan Lien	Member	25/03/2022	
4.	Tieu Yen Trinh	Member	27/04/2023	20/02/2025
5.	Dao Trung Kien	Member	20/02/2025	
6.	Nguyen Khoa Hong Thanh	Member	20/02/2025	

2. ESG Committee Meetings

No.	ESG Committee Member	Meetings attended	Attendance rate	Reason for non-attendance
1.	Le Quang Phuc	16/16	100%	
2.	Tran Phuong Ngoc Thao	16/16	100%	
3.	Huynh Thi Xuan Lien	16/16	100%	
4.	Tieu Yen Trinh	2/2	100%	Ceased to be an ESG Committee member as of 20/02/2025
5.	Dao Trung Kien	14/16	100%	Assigned as an ESG Committee member as of 20/02/2025
6.	Nguyen Khoa Hong Thanh	14/16	100%	Assigned as an ESG Committee member as of 20/02/2025

3. Activities of ESG Committee

- In 2025, closely following the BOD's direction on integrating ESG into the long-term development strategy, the ESG Committee synchronously implemented advisory, supervisory, and support activities for executing the 5-year ESG roadmap (2022–2027), focusing on consolidating the compliance foundation, standardizing the governance framework, and progressively integrating ESG factors into the Company's production, business, and administrative activities, aiming toward international standards for sustainable development.

- With the role as the advisory body to the BOD regarding directing and supervising the implementation of the ESG strategy, key activities of the ESG Committee in 2025 were implemented across the three ESG pillars as follows:
 - Regarding Environmental activities (“E – Environmental”):
 - Advised the BOD to issue and announce the Commitment to reduce greenhouse gas emissions, clearly defining emission reduction targets by 2030 and aiming for Net Zero by 2050.
 - In addition, supervised the implementation of environmental management initiatives, including greenhouse gas inventory, emission reduction, waste circularity, and efficient energy use, thereby supporting the Company in controlling environmental risks and improving operational efficiency.
 - Regarding Social activities (“S – Social”):
 - Advised on integrating Corporate Social Responsibility (CSR), Diversity, Equity & Inclusion (DEI), as well as content related to employee and community engagement into the Company's sustainable development strategy. Promoted the Executive Board to continue implementing CSR programs based on the “Living Beautifully” platform, creating a positive impact on the community; simultaneously completed the assessment of the DEI status across the system, serving as a basis for building directions and implementation roadmaps for subsequent phases.
 - Focused on promoting awareness and participation levels of employees regarding the ESG strategy through communication activities, training, and programs combining corporate culture and ESG, gradually making a green and beautiful lifestyle a part of PNJ's common culture.
 - Regarding Corporate Governance (“G – Governance”):
 - In accordance with the Corporate Governance Framework and Principles approved by the BOD, performed the professional advisory role to the BOD in reviewing, updating, and perfecting the system of governance documents under the authority of the GMS and BOD. Specifically, important documents were issued such as: The Charter on organization and operation of the Company, Internal Regulations on Corporate Governance, Regulation on operation of the BOD, Regulation on operation of Committees under the BOD, Regulation on operation of the Executive Board, Information Disclosure Regulation, Principles Framework on BOD Supervision, and other regulations. The standardization and synchronization of governance documents contributed to clarifying functions, authority, and supervision mechanisms, and enhancing transparency and risk management efficiency throughout the Company.
 - Advised and coordinated the implementation of key matters, including: (i) finalizing and issuing the Code of Conduct applicable to the Company and its subsidiaries; (ii) reviewing readiness for transitioning the accounting system to

comply with IFRS standards, developing an implementation roadmap, organizing training, and assessing impacts during the transition; and (iii) organizing corporate governance training programs for senior personnel of the Company and its subsidiary companies.

- In 2025, the Company's ESG practice efforts continued to be recognized by the community and many prestigious organizations through numerous awards and titles for sustainable development, notably: being honored for the third consecutive time in the Top 50 Sustainable Development Enterprises 2025 voted by Nhip Cau Dau Tu Magazine, with two prominent categories in Environment (Pioneer in Waste Reduction) and Social (Outstanding CSR Activities), and international awards at the Jewelry World Awards (JWA), including the “Sustainability Leadership” category in 2025 and “Social Empowerment” in 2024.

VI. HUMAN RESOURCES COMMITTEE (ANNUAL REPORT)

1. Information on HR Committee members

No.	Human Resources Committee Member	Position	Start date as a Human Resources Committee member	End date as a Human Resources Committee member
1.	Tieu Yen Trinh	Head of the Committee	25/03/2022	
2.	Cao Thi Ngoc Dung	Member	20/02/2025	
3.	Le Tri Thong	Member	25/03/2022	
4.	Tran Phuong Ngoc Thao	Member	25/03/2022	20/02/2025
5.	Dang Thi Lai	Member	20/02/2025	
6.	Nguyen Chi Kien	Member	11/07/2025	

2. Human Resources Committee Meetings

No.	Human Resources Committee Member	Meetings attended	Attendance rate	Reason for non-attendance
1.	Tieu Yen Trinh	4/4	100%	
2.	Cao Thi Ngoc Dung	3/3	100%	Assigned as an HR Committee member as of 20/02/2025
3.	Le Tri Thong	4/4	100%	
4.	Tran Phuong Ngoc Thao	1/1	100%	Ceased to be an HR Committee member as of 20/02/2025

No.	Human Resources Committee Member	Meetings attended	Attendance rate	Reason for non-attendance
5.	Dang Thi Lai	3/3	100%	Assigned as an HR Committee member as of 20/02/2025
6.	Nguyen Chi Kien	2/2	100%	Assigned as an HR Committee member as of 11/07/2025

3. Activities of Human Resources Committee

- In 2025, the Human Resources Committee performed its professional advisory role to the BOD on key issues related to human resources development strategy, corporate culture, and senior personnel policies. Key activities were implemented as follows:
 - 2025 Action Agenda: The Committee established and implemented key activities for the year, prioritizing programs on corporate culture and talent development strategy.
 - Talent development strategy: Advised on a talent development strategy for levels N-1, N-2, and N-3, consistent with the succession roadmap and the Company's sustainable development goals.
 - Corporate culture: Accompanied the Executive Board in building and supervising the implementation of the corporate culture activity plan to spread the core values of PNJ's people, linked to the sustainable development orientation and the Company's unique cultural identity in 2025.
 - BOD Remuneration Policy: The Committee advised the BOD on adjusting the BOD remuneration policy in the direction of optimizing the BOD's 2025 operational budget as approved by the 2025 GMS.
 - Orientation to enhance the comprehensive efficiency of the operating model, focusing on applying “Strategic Workforce Planning” and human resource optimization models.
- With the professional guidance and supervision of the Human Resources Committee, corporate culture development programs and talent development strategies have been implemented in the right direction. Initial results in 2025 show positive improvements in team engagement, as well as proactivity in preparing succession resources for key positions.

VII. BOARD OF MANAGERMENTS

No.	Member of the Board of Management	Date of birth	Professional qualification	Appointment date as a Board of Management member	Dismissal date as a Board of Management member
1.	Le Tri Thong Chief Executive Officer		Master of Business Administration Chemical Engineering	21/04/2023	
2.	Dang Thi Lai Senior Director		Bachelor of Business Administration	06/02/2023	01/01/2025

No.	Member of the Board of Management	Date of birth	Professional qualification	Appointment date as a Board of Management member	Dismissal date as a Board of Management member
3.	Nguyen Chi Kien Senior Director		Bachelor of Accounting and Auditing	19/09/2025	
4.	Dao Trung Kien Senior Director		Master of Business Administration Bachelor of Finance and 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 Industrial Systems Engineering	16/02/2023	
7.	Nguyen Khoa Hong Thanh Senior Director		Master of Business Administration Bachelor of International Relations	26/03/2023	
8.	Truong Hoai Anh Senior Director		Master of Business Administration Bachelor of International Studies	29/12/2025	
9.	Nguyen Minh Hai Senior Director		Master of Business Administration Bachelor of Finance and Banking	01/01/2025	

VIII. CHIEF ACCOUNTANT

Full name	Date of birth	Professional qualification	Appointment Date	Dismissal Date
Duong Quang Hai		Bachelor of Economics Bachelor of Laws	01/03/2023	

IX. CORPORATE GOVERNANCE TRAINING

Corporate governance training courses attended by members of the BOD, members of the AC, the Chief Executive Officer (CEO), other managers, and the Person in charge of Corporate Governance in 2025:

- Members of the BOD, members of the AC, and the CEO participated in training courses, professional guidance classes, thematic workshops, and forums on corporate governance.
- The Chairperson of the BOD and an Independent Member of the BOD attended an advanced training program for BOD Members in Switzerland, focusing on strategic contents regarding the BOD's role in direction, supervision, and risk control; building a succession pipeline for the BOD; training and evaluating BOD members; artificial intelligence and technological transformation; and building a culture of innovation and creativity.
- Members of the AC and the Head of Internal Audit participated in advanced training courses on AC operations, enterprise risk management, and advanced internal control,

aiming to enhance the capacity for independent assessment and effective coordination within the three lines of defense system.

- The CEO, the EB, and the Person in charge of Corporate Governance participated in thematic workshops and training sessions organized by the State Securities Commission, the Ho Chi Minh City Stock Exchange, and domestic professional organizations, focusing on updates to new regulations under the amended Law on Securities, transparent information disclosure, and sustainable development reporting requirements according to international standards.
- Members of the Office of the BOD participated in thematic workshops and training sessions on “Corporate Governance Orientation according to ACGS: From Assessment to Action” and “Decoding Financial Statements: Identifying Tax Risks & Designing Governance Frameworks” organized by the Vietnam Institute of Directors Social Enterprise Joint Stock Company (“VIOD”) and thematic workshops related to corporate governance organized by domestic professional organizations.

X. LIST OF RELATED PERSONS OF THE PUBLIC COMPANY (2025 ANNUAL REPORT) AND TRANSACTIONS OF RELATED PERSONS OF THE COMPANY WITH THE COMPANY ITSELF

1. List of the Company's related persons:

See attached Appendix 1.

2. Transactions between the Company and its related persons; or between the Company and its major shareholders, internal persons, and related persons of internal persons:

See attached Appendix 2.

3. Transactions between the Company's internal persons, related persons of internal persons, and the Company's subsidiary companies or controlled companies:

See attached Appendix 3.

4. Transactions between the Company and other parties:

See attached Appendix 4.

XI. SHARES TRADING BY INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS (2025 ANNUAL REPORT)

1. List of internal persons and related persons of internal persons:

See attached Appendix 1.

2. Transactions of internal persons and related persons involving the Company's shares:

See attached Appendix 1.

XII. OTHER MATTERS FOR CONSIDERATION

- On July 28th, 2025, PwC (Vietnam) Limited and the Company signed an audit service engagement contract to conduct a review of the separate and consolidated interim financial statements and an audit of the separate and consolidated financial statements for the fiscal year 2025 of the Company.
- For the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders approved on April 26th, 2025, PNJ issued shares under the Employee Stock Ownership Plan (“ESOP”), with the number of issued shares being 3,243,890 shares. The total number of Company shares after the issuance (as of September 23rd, 2025) is 341,318,666 shares, of which:
 - Number of outstanding shares: 341,149,107 shares.
 - Number of treasury shares: 169,559 shares.

Recipients:

- As above
- BOD, AC
- SFC, ESGC, HRC
- CEO
- BOD Office archives
- Document Control archives

CHAIRPERSON OF THE BOARD OF DIRECTORS



CAO THI NGOC DUNG

REPORT ON CORPORATE GOVERNANCE FOR THE YEAR 2025

APPENDIX 1: SHARE TRANSACTIONS BY INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS (ANNUAL REPORT)

1A - LIST OF INTERNAL PERSONS, RELATED PERSONS OF INTERNAL PERSONS AND SHARE TRANSACTIONS OF INTERNAL PERSONS, RELATED PERSONS

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1.	PNJ	Cao Thi Ngoc Dung		Chairperson of the BOD		Citizen Identity Card								9,637,789	2.85%	5,417,557	1.59%	ESOP, Conversion	
1.	PNJ	Cao Thi Ngoc Dung		Chairperson of the BOD		Citizen Identity Card								0	0.00%	2,596,632	0.76%	Conversion	
1.	PNJ	Cao Thi Ngoc Dung		Chairperson of the BOD		Citizen Identity Card								0	0.00%	2,000,000	0.59%	Conversion	
1.1	PNJ	Tran Thi Mon			Mother	ID Card								718,672	0.21%	718,672	0.21%		
1.2	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD	Child	Citizen Identity Card								2,273,387	0.67%	5,326,800	1.56%	Purchase	
1.2	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD	Child	Citizen Identity Card								0	0.00%	4,741,400	1.39%	Conversion	
1.2	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD	Child	Citizen Identity Card								6,541,866	1.94%	1,937,266	0.57%	ESOP, Conversion	

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
1.3	PNJ	Tran Phuong Ngoc Giao			Child	Citizen Identity Card								8,319,974	2.46%	8,414,974	2.47%	ESOP	
1.3	PNJ	Tran Phuong Ngoc Giao			Child	Citizen Identity Card								1,347,840	0.40%	1,347,840	0.39%		
1.4	PNJ	Nguyen Minh Luan			Son-in-law	Citizen Identity Card								30	0.00%	30	0.00%		
1.5	PNJ	Tran Phuong Ngoc Ha			Child	Citizen Identity Card								12,266,666	3.63%	12,266,666	3.59%		
1.6	PNJ	Cao Ngoc Hiep			Elder Brother	Citizen Identity Card								73,495	0.02%	26	0.00%	Sale	Update from ID Card to Citizen Identity Card
1.7	PNJ	Le Thi Sam			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
1.8	PNJ	Cao Thi Thuy			Younger Sibling	Citizen Identity Card								10,000	0.00%	10,000	0.00%		
1.9	PNJ	Cao Thi Ngoc Hong			Younger Sibling	Citizen Identity Card								882,806	0.26%	882,806	0.26%		
1.10	PNJ	Cao Ngoc Huy			Younger Sibling	Citizen Identity Card								64,713	0.02%	64,713	0.02%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
1.11	PNJ	Le Nguyen Dang Hang			Sister-in-law	Citizen Identity Card								1,128,266	0.33%	1,128,266	0.33%		
1.12	PNJ	Cao Ngoc Duy			Younger Sibling	Citizen Identity Card								9,023,307	2.67%	9,023,307	2.64%		
1.13	PNJ	Bui Thu Thuy			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
1.14	PNJ	Cao Thi Ngoc Tam			Younger Sibling	ID Card								83,174	0.02%	0	0.00%		
1.14	PNJ	Cao Thi Ngoc Tam			Younger Sibling	Citizen Identity Card								0	0.00%	83,174	0.02%		
1.15	PNJ	Cao Ngoc Hai			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
1.16	PNJ	Nguyen Thi Ngoc Van			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
1.17	PNJ	PNJ Jewelry Production and Trading Company Limited			Ms. Cao Thi Ngoc Dung is Chairperson of the Members' Council	ERC	0315018466	28/04/2018	HCMC Department of Planning and Investment	No. 23, Street 14, An Nhon Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
1.18	PNJ	Vietnam Institute of Directors Social Enterprise Joint Stock Company (VIOD)			Ms. Cao Thi Ngoc Dung is a Member of the BOD	ERC	0108180534	09/03/2018	Hanoi Department of Planning and Investment	7th Floor, VinaChildex Tower, No. 34 Lang Ha Street, Lang Ward, Hanoi				0	0.00%	0	0.00%		
1.19	PNJ	Will To Live Joint Stock Company - Social Enterprise			Ms. Cao Thi Ngoc Dung is an Advisory Member, Shareholder	ERC	0110148464	13/10/2022	Hanoi Department of Planning and Investment	2A Floor, Building No. 96 Dinh Cong, Phuong Liet Ward, Hanoi				0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
1.20	PNJ	Sai Gon Food JSC			Ms. Cao Thi Ngoc Dung is a Member of the BOD	ERC	0302994301	18/07/2003	HCMC Department of Planning and Investment	Lot C24 - 24B/II, C25/II, Street 2F, Vinh Loc Industrial Park, Hamlet 59, Vinh Loc Commune, Ho Chi Minh City				0	0.00%	0	0.00%		
1.21	PNJ	Phu Nhuan Jewelry JSC			Ms. Cao Thi Ngoc Dung is Chairperson of the BOD	ERC	0300521758	02/01/2004	HCMC Department of Planning and Investment	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City				169,559	0.05%	169,559	0.05%		
1.22	PNJ	Vietnam Association For Women Entrepreneurs (VAWE)			Ms. Cao Thi Ngoc Dung is Vice Chairperson of the Association	Establishment Decision	749/QĐ-BNV	21/07/2014	Ministry of Home Affairs	No. 68 Nguyen Chi Thanh, Lang Ward, Hanoi				0	0.00%	0	0.00%		
1.23	PNJ	Ho Chi Minh City Association for Women Executives & Entrepreneurs			Ms. Cao Thi Ngoc Dung is Chairperson of the Association	Establishment Decision	990/QĐ-UBND	06/03/2015	HCMC People's Committee	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
1.24	PNJ	Optimism Development Foundation			Ms. Cao Thi Ngoc Dung is Founding Member, Chairperson of the Fund Management Council	Establishment Decision	803/QĐ-BNV	10/10/2023	Ministry of Home Affairs	52A-52B Nguyen Van Troi, Cau Kieu Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
2.	PNJ	Le Tri Thong		Vice Chairperson of the BOD, CEO, Person authorized to disclose information		Citizen Identity Card								1,205,854	0.36%	1,513,854	0.44%	ESOP	
2.1	PNJ	Le Van Tri			Father	Citizen Identity Card								0	0.00%	0	0.00%		
2.2	PNJ	Diep Thuy Kieu			Mother	Citizen Identity Card								0	0.00%	0	0.00%		
2.3	PNJ	Nguyen Quoc Khanh			Father-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
2.4	PNJ	Nguyen Thi Linh Anh			Mother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
2.5	PNJ	Nguyen Khanh Linh			Wife	Citizen Identity Card								0	0.00%	0	0.00%		
2.6	PNJ	Le Tri Khai			Child	None								0	0.00%	0	0.00%		Minor
2.7	PNJ	Le Tue Thu			Child	None								0	0.00%	0	0.00%		Minor
2.8	PNJ	Le Diep Kieu Trang			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
2.9	PNJ	Vu Xuan Sonny			Brother-in-law	Passport								0	0.00%	0	0.00%		
2.10	PNJ	Phu Nhuan Jewelry JSC			Mr. Le Tri Thong is Vice Chairperson of the BOD, CEO, Person authorized to disclose information	ERC	0300521758	02/01/2004	HCMC Department of Planning and Investment	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City				169,559	0.05%	169,559	0.05%		
2.11	PNJ	National Data Association			Mr. Le Tri Thong is Vice Chairperson of the Executive Committee for the 2025-2030 term	Establishment Decision	10/QĐ-BNV	10/01/2025	Ministry of Home Affairs	47 Phạm Văn Đồng, Phường Phú Diễn, Hanoi	22/03/2025		Elected to the Executive Committee of the National Data Association (term 2025 – 2030)	0	0.00%	0	0.00%		
2.12	PNJ	Vietnam Gold Traders Association			Mr. Le Tri Thong is Vice Chairperson of the Association	Establishment Decision	12/2002/QĐ-BTCCBCP	25/02/2002	Government Committee for Organization and Personnel (now Ministry of Home Affairs)	No. 7, Lane 151B/88 Thai Ha, Dong Da Ward, Hanoi				0	0.00%	0	0.00%		
2.13	PNJ	Young Business People Association of Ho Chi Minh City (YBA)			Mr. Le Tri Thong is Chairperson of the Association	Establishment Decision	01/QĐTLH-94	16/09/1994	HCMC Committee of Vietnam Youth Federation	4 Alexandre de Rhodes, Sai Gon Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
2.14	PNJ	Vietnam Young Entrepreneurs' Association (VYEA)			Mr. Le Tri Thong is Vice Chairperson of the Association	Establishment Decision	03/2002/QĐ-BNV	11/09/2002	Ministry of Home Affairs	64 Ba Trieu, Hong Ha Ward, Hanoi				0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note	
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period			
2.15	PNJ	Vietnam Youth Federation in Ho Chi Minh City			Mr. Le Tri Thong is Vice Chairperson	Establishment Decision	6313/QD-UB	15/12/2004	HCMC People's Committee	5 Dinh Tien Hoang, Sai Gon Ward, Ho Chi Minh City				0	0.00%	0	0.00%			
2.16	PNJ	Optimism Development Foundation			Mr. Le Tri Thong is PNJ's Representative serving as Founding Member, Vice Chairperson of the Fund Management Council	Establishment Decision	803/QD-BNV	10/10/2023	Ministry of Home Affairs	52A-52B Nguyen Van Troi, Cau Kieu Ward, Ho Chi Minh City				0	0.00%	0	0.00%			
3.	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD		Citizen Identity Card							Elected as a Member of the BOD by the GMS and appointed as Vice Chairperson of the BOD by the BOD	26/04/2025	2,273,387	0.67%	5,326,800	1.56%	Purchase	
3.	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD		Citizen Identity Card							Elected as a Member of the BOD by the GMS and appointed as Vice Chairperson of the BOD by the BOD	26/04/2025	0	0.00%	4,741,400	1.39%	Conversion	
3.	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD		Citizen Identity Card							Elected as a Member of the BOD by the GMS and appointed as Vice Chairperson of the BOD by the BOD	26/04/2025	6,541,866	1.94%	1,937,266	0.57%	ESOP, Conversion	
3.1	PNJ	Cao Thi Ngoc Dung		Chairperson of the BOD	Mother	Citizen Identity Card									9,637,789	2.85%	5,417,557	1.59%	ESOP, Conversion	
3.1	PNJ	Cao Thi Ngoc Dung		Chairperson of the BOD	Mother	Citizen Identity Card									0	0.00%	2,596,632	0.76%	Conversion	

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
3.1	PNJ	Cao Thi Ngoc Dung		Chairperson of the BOD	Mother	Citizen Identity Card								0	0.00%	2,000,000	0.59%	Conversion	
3.2	PNJ	Dang Tran Vinh			Child	Identity Card								0	0.00%	0	0.00%		
3.3	PNJ	Dang Tran Vian			Child	None								0	0.00%	0	0.00%		Minor
3.4	PNJ	Tran Phuong Ngoc Giao			Child	Citizen Identity Card								8,319,974	2.46%	8,414,974	2.47%	ESOP	
3.4	PNJ	Tran Phuong Ngoc Giao			Child	Citizen Identity Card								1,347,840	0.40%	1,347,840	0.39%		
3.5	PNJ	Nguyen Minh Luan			Brother-in-law	Citizen Identity Card								30	0.00%	30	0.00%		
3.6	PNJ	Tran Phuong Ngoc Ha			Younger Sibling	Citizen Identity Card								12,266,666	3.63%	12,266,666	3.59%		
3.7	PNJ	Vinh An Partners Limited Liability Company			Ms. Tran Phuong Ngoc Thao is Chairperson of the Members' Council	ERC	0316890694	02/06/2021	HCMC Department of Planning and Investment	91/22/8 Nguyen Trong Tuyen, Cau Kieu Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
3.8	PNJ	PNJ Jewelry Production and Trading Company Limited			Ms. Tran Phuong Ngoc Thao is Member of the Members' Council, CEO	ERC	0315018466	28/04/2018	HCMC Department of Planning and Investment	No. 23, Street 14, An Nhon Ward, Ho Chi Minh City	05/02/2025		Appointed as General Director of the subsidiary by the BOD	0	0.00%	0	0.00%		
3.9	PNJ	PNJ Laboratory Company Limited			Ms. Tran Phuong Ngoc Thao is Company Chairperson	ERC	0310521330	16/12/2010	HCMC Department of Planning and Investment	176 Hoa Lan, Cau Kieu Ward, Ho Chi Minh City		05/02/2025	Dismissed by the BOD according to the company's personnel plan	0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
3.10	PNJ	Young Business People Association of Ho Chi Minh City (YBA)			Ms. Tran Phuong Ngoc Thao is Vice Chairperson of the Association	Establishment Decision	01/QDTLH-94	16/09/1994	HCMC Committee of Vietnam Youth Federation	4 Alexandre de Rhodes, Sai Gon Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
4.	PNJ	Dang Hai Anh		Member of the BOD, Senior Director		Citizen Identity Card								295,633	0.09%	282,400	0.08%	ESOP, Conversion	
4.	PNJ	Dang Hai Anh		Member of the BOD, Senior Director		Citizen Identity Card								0	0.00%	49,633	0.01%	Conversion, Sale	
4.1	PNJ	Dang Van Thai			Father	Citizen Identity Card								0	0.00%	0	0.00%		
4.2	PNJ	Do Thi Nga			Mother	Citizen Identity Card								0	0.00%	0	0.00%		
4.3	PNJ	Nguyen Viet Quang			Father-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
4.4	PNJ	Nguyen Ha Linh			Wife	Citizen Identity Card								0	0.00%	0	0.00%		
4.5	PNJ	Dang Nguyen Tue Anh			Child	None								0	0.00%	0	0.00%		Minor
4.6	PNJ	Dang Nguyen Khang			Child	None								0	0.00%	0	0.00%		Minor

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
4.7	PNJ	Dang Nguyen Phong			Child	None								0	0.00%	0	0.00%		Minor
4.8	PNJ	Dang Thanh Phung Kien			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
4.9	PNJ	Nguyen Thi Bich Phuong			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
4.10	PNJ	PNJ Jewelry Production and Trading Company Limited			Mr. Dang Hai Anh is Member of the Members' Council	ERC	0315018466	28/04/2018	HCMC Department of Planning and Investment	23 Street 14, An Nhon Ward, Ho Chi Minh City	01/10/2025		Appointed as a Member of the Member's Council by the BOD	0	0.00%	0	0.00%		
5.	PNJ	Nguyen Tuan Hai		Member of the BOD Member of the AC		Identity Card					(i) 26/04/2025 (ii) 01/01/2026		Elected as an Independent Member of the BOD by the GMS, elected as Lead Independent Director and appointed as a member of the Audit Committee by the BOD from April 26, 2025. (ii) Appointed as Chairperson of the AC by the BOD from January 01, 2026	61,966	0.02%	83,166	0.02%	ESOP	
5.1	PNJ	Dang Thuc Duc			Mother	Citizen Identity Card								0	0.00%	0	0.00%		
5.2	PNJ	Nguyen Thi Son			Mother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
5.3	PNJ	Do Thi Minh Anh			Wife	Identity Card								0	0.00%	0	0.00%		
5.4	PNJ	Nguyen Minh Nhat			Child	Citizen Identity Card								0	0.00%	0	0.00%		
5.5	PNJ	Nguyen Thuy Minh			Daughter-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
5.6	PNJ	Nguyen Ngoc My			Child	Identity Card								0	0.00%	0	0.00%		
5.7	PNJ	Nguyen Tri Chung			Son-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
5.8	PNJ	Nguyen Tuan Phuong			Elder Brother	Citizen Identity Card								0	0.00%	0	0.00%		
5.9	PNJ	Au Thien Huong			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
5.10	PNJ	Nguyen Hai Yen			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
5.11	PNJ	Nguyen Ngoc Tuan			Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
5.12	PNJ	Alphanam Investment Joint Stock Company			Mr. Nguyen Tuan Hai is Chairperson of the BOD	ERC	0900191660	30/11/2001	Hung Yen Department of Planning and Investment	Pho Noi A Industrial Park, Nhu Quynh Commune, Hung Yen Province, Vietnam				0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
5.13	PNJ	Thac Ba Lake Urban And Travel, Sports Culture Park Investment Joint Stock Company			Mr. Nguyen Tuan Hai is a Shareholder	ERC	5200897530	30/01/2019	Yen Bai Department of Planning and Investment	House No. 672, Group 6, Dai Dong Street, Yen Binh Commune, Lao Cai Province, Vietnam				0	0.00%	0	0.00%		
5.14	PNJ	Alpha Nam Real Estate Joint Stock Company			Mr. Nguyen Tuan Hai is a Shareholder	ERC	0304958281	25/04/2007	Hanoi Department of Planning and Investment	3rd Floor, No. 108 Nguyen Trai, Thanh Xuan District, Hanoi City, Vietnam				0	0.00%	0	0.00%		
5.15	PNJ	Will To Live Joint Stock Company - Social Enterprise			Mr. Nguyen Tuan Hai is a Member of the BOD	ERC	0110148464	13/10/2022	Hanoi Department of Planning and Investment	2A Floor, Building No. 96 Dinh Cong, Phuong Liet Ward, Hanoi City, Vietnam				0	0.00%	0	0.00%		
5.16	PNJ	Red Star Central Highlands Joint Stock Company			Mr. Nguyen Tuan Hai is a Member of the BOD	ERC	5901167483	26/03/2021	Gia Lai Department of Planning and Investment	583 Vo Van Kiet, Thong Nhat Ward, Gia Lai Province, Vietnam				0	0.00%	0	0.00%		
6.	PNJ	Dao Trung Kien		Member of the BOD Senior Director		ID Card					06/02/2026		Re-appointed as Senior Director by the BOD	177	0.00%	177	0.00%		
6.	PNJ	Dao Trung Kien		Member of the BOD Senior Director		ID Card					06/02/2026		Re-appointed as Senior Director by the BOD	201	0.00%	201	0.00%		
6.	PNJ	Dao Trung Kien		Member of the BOD Senior Director		Citizen Identity Card					06/02/2026		Re-appointed as Senior Director by the BOD	531,332	0.16%	652,732	0.19%	ESOP	
6.1	PNJ	Dao Anh Dung			Father	Citizen Identity Card								0	0.00%	0	0.00%		
6.2	PNJ	Pham Thi Loan			Mother	Citizen Identity Card								0	0.00%	0	0.00%		
6.3	PNJ	Le Anh Tai			Father-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
6.4	PNJ	Le Nu Tung Anh			Wife	ID Card								0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
6.4	PNJ	Le Nu Tung Anh			Wife	ID Card								0	0.00%	0	0.00%		
6.4	PNJ	Le Nu Tung Anh			Wife	Citizen Identity Card								0	0.00%	0	0.00%		
6.5	PNJ	Dao Le Minh Anh			Child	None								0	0.00%	0	0.00%		Minor
6.6	PNJ	Dao Chau Anh			Child	None								0	0.00%	0	0.00%		Minor
6.7	PNJ	Dao Anh Cuong			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
6.8	PNJ	Le Thi Thao Yen			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
6.9	PNJ	Kien Anh Company Limited			Mr. Dao Trung Kien is a Shareholder	ERC	0305033426	18/06/2007	HCMC Department of Planning and Investment	24 Nguyen Duy Cung, An Hoi Tay Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
6.10	PNJ	PNJ Jewelry Production and Trading Company Limited			Mr. Dao Trung Kien is Member of the Members' Council	ERC	0315018466	28/04/2018	HCMC Department of Planning and Investment	23 Street 14, An Nhon Ward, Ho Chi Minh City		01/10/2025	The BOD approved the resignation of Mr. Dao Trung Kien	0	0.00%	0	0.00%		
6.11	PNJ	Party Committee of Phu Nhuan Jewelry JSC			Mr. Dao Trung Kien is Member of the Party Executive Committee for the 2022-2027 term	Establishment Decision	314-QD/QU	19/04/2022	Phu Nhuan District Party Committee	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City		26/12/2025	Mr. Dao Trung Kien ceased to be a member of the Party Executive Committee	0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
7.	PNJ	Dang Thi Lai		Member of the BOD Member of the AC		Citizen Identity Card					(i) 21/01/2025	(ii) 01/01/2025	(i) Appointed as a Member of the AC by the BOD (ii) Dismissed from the position of Senior Director by the BOD according to the company's personnel plan	1,097,622	0.32%	1,097,622	0.32%		
7.	PNJ	Dang Thi Lai		Member of the BOD Member of the AC		Citizen Identity Card					(i) 21/01/2025	(ii) 01/01/2025	(i) Appointed as a Member of the AC by the BOD (ii) Dismissed from the position of Senior Director by the BOD according to the company's personnel plan	765,600	0.23%	957,600	0.28%	ESOP, Conversion	
7.1	PNJ	Ha Thi Xuan Hy			Mother-in-law	ID Card								0	0.00%	0	0.00%		
7.2	PNJ	Tran Quang Minh			Husband	ID Card								75,440	0.02%	75,440	0.02%		
7.2	PNJ	Tran Quang Minh			Husband	Citizen Identity Card								0	0.00%	0	0.00%		
7.3	PNJ	Tran Hoang Tu Linh			Child	Identity Card								0	0.00%	0	0.00%		
7.4	PNJ	Tran Huy Manh			Son-in-law	Passport								0	0.00%	0	0.00%		
7.5	PNJ	Tran Quang Man			Child	Citizen Identity Card								0	0.00%	0	0.00%		
7.6	PNJ	Dang Thi Hue			Elder Sister	Citizen Identity Card								0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
7.7	PNJ	Dang Thi Cuc			Elder Sister	Citizen Identity Card								86,657	0.03%	86,657	0.03%		
7.7	PNJ	Dang Thi Cuc			Elder Sister	Identity Card								0	0.00%	0	0.00%		
7.8	PNJ	Le Doan Tinh			Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
7.9	PNJ	Dang Ngoc Thao			Younger Sibling	ID Card								107,618	0.03%	107,618	0.03%		
7.9	PNJ	Dang Ngoc Thao			Younger Sibling	Citizen Identity Card								90,800	0.03%	139,600	0.04%	ESOP	
7.9	PNJ	Dang Ngoc Thao			Younger Sibling	Citizen Identity Card								80,000	0.02%	80,000	0.02%		
7.10	PNJ	Lam Thi Ngoc My			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
7.11	PNJ	Grassroots Trade Union of Phu Nhuan Jewelry JSC			Ms. Dang Thi Lai is Chairperson of the Trade Union	Establishment Decision	106/QĐ-ToC	22/09/2004	Phu Nhuan District Labor Federation	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City				281,686	0.08%	348,599	0.10%	Purchase	
7.12	PNJ	PNJ Jewelry Production and Trading Company Limited			Ms. Dang Thi Lai is Member of the Members' Council	ERC	0315018466	28/04/2018	HCMC Department of Planning and Investment	23 Street 14, An Nhon Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
7.13	PNJ	PNJ Laboratory Company Limited			Ms. Dang Thi Lai is Company Chairperson	ERC	0310521330	16/12/2010	HCMC Department of Planning and Investment	176 Hoa Lan, Cau Kieu Ward, Ho Chi Minh City	05/02/2025		Appointed by the BOD according to the company's personnel plan	0	0.00%	0	0.00%		
7.14	PNJ	Phu Nhuan District Labor Federation			Ms. Dang Thi Lai is Member of the Executive Committee for the 2023-2028 term	HCMC Labor Federation		30/04/1975	HCMC Labor Federation	60 Hoang Van Thu, Duc Nhuan Ward, Ho Chi Minh City				0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
8.	PNJ	Le Quang Phuc		Member of the BOD Chairperson of the AC		Identity Card							Mr. Le Quang Phuc ceased to be the Chairperson of the AC and continued as a Member of the AC from January 01, 2026	71,400	0.02%	69,280	0.02%	Sale, ESOP	
8.1	PNJ	Le Thi Lien			Mother	Citizen Identity Card								0	0.00%	0	0.00%		
8.2	PNJ	Chau Thi Ngoc Huong			Wife	Citizen Identity Card								0	0.00%	0	0.00%		
8.3	PNJ	Le Minh Huy			Child	Citizen Identity Card								0	0.00%	0	0.00%		
8.4	PNJ	Le Hanh Nguyen			Child	Citizen Identity Card								0	0.00%	0	0.00%		
8.5	PNJ	Le Thi Phuong Thao			Elder Sister	Identity Card								0	0.00%	0	0.00%		
8.6	PNJ	Truong Dinh Tam			Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
8.7	PNJ	Than Thi Thu Trang			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
8.8	PNJ	Le Minh Tri			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
8.9	PNJ	Ho Thi To Anh			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
8.10	PNJ	Le Quoc Binh			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
8.11	PNJ	Pham Thi Thuy Hang			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
8.12	PNJ	Le Minh Chau			Younger Sibling	Identity Card								0	0.00%	0	0.00%		
8.13	PNJ	Le Thi Le Huyen			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
8.14	PNJ	Bac Cuong Investment Joint Stock Company			Mr. Le Quang Phuc is General Director	ERC	0401370311	16/07/2010	Da Nang Department of Planning and Investment	223-225 Tran Phu, Hai Chau Ward, Da Nang				0	0.00%	0	0.00%		
8.15	PNJ	Phat Dat Real Estate Development Corp			Mr. Le Quang Phuc is a Member of the BOD	ERC	0303493756	13/09/2004	HCMC Department of Planning and Investment	39 Pham Ngoc Thach, Xuan Hoa Ward, HCMC				0	0.00%	0	0.00%		
8.16	PNJ	Thanh Thanh Cong - Bien Hoa Joint Stock Company			Mr. Le Quang Phuc is a Member of the BOD	ERC	3900244389	15/07/1995	Tay Ninh Department of Planning and Investment	Tan Phu Commune, Tay Ninh Province				0	0.00%	0	0.00%		
8.17	PNJ	BDSC Management Consulting Corporation			Mr. Le Quang Phuc is Director	ERC	0304967575	04/05/2007	HCMC Department of Planning and Investment	Room 19.02, 19th Floor, Centec Tower, 72-74 Nguyen Thi Minh Khai, Xuan Hoa Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
8.18	PNJ	Le & Partners Company Limited			Mr. Le Quang Phuc holds 65% of charter capital	ERC	0313830150	27/05/2016	HCMC Department of Planning and Investment	A243OT08, 43rd Floor, Block A2, Vinhomes Golden River, No. 02 Ton Duc Thang, Sai Gon Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
8.19	PNJ	SEAREFICO CORPORATION			Mr. Le Quang Phuc is a Member of the BOD	ERC	0301825452	18/09/1999	HCMC Department of Planning and Investment	253 Hoang Van Thu, Tan Son Hoa Ward, Ho Chi Minh City				0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
8.20	PNJ	Filmore Real Estate Development Corporation			Mr. Le Quang Phuc is a Member of the BOD	ERC	0312169442	01/03/2013	HCMC Department of Planning and Investment	357-359 An Duong Vuong, Cho Quan Ward, Ho Chi Minh City		09/07/2025	End of term	0	0.00%	0	0.00%		
9.	PNJ	Tieu Yen Trinh		Member of the BOD		Identity Card					26/04/2025		Elected as an Independent Member of the BOD by the GMS	0	0.00%	21,200	0.01%	ESOP	
9.	PNJ	Tieu Yen Trinh		Member of the BOD		Citizen Identity Card					26/04/2025		Elected as an Independent Member of the BOD by the GMS	61,966	0.02%	61,966	0.02%		
9.1	PNJ	Tieu Tuan Ca			Father	Citizen Identity Card								0	0.00%	0	0.00%		
9.2	PNJ	Nguyen Hoang Giang			Husband	Citizen Identity Card								0	0.00%	0	0.00%		
9.3	PNJ	Nguyen Tieu Minh Khue			Child	Identity Card								0	0.00%	0	0.00%		
9.4	PNJ	Nguyen Luong Nghi			Child	Citizen Identity Card								0	0.00%	0	0.00%		
9.5	PNJ	Tieu Anh Tuan			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
9.6	PNJ	Nguyen Thi Hue Anh			Sister-in-law	Identity Card								0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
9.7	PNJ	Tieu Anh Toan			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
9.8	PNJ	Nguyen Thi Thanh Truong			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
9.9	PNJ	Talent Net Corporation			Ms. Tieu Yen Trinh is Chairperson of the BOD cum CEO	ERC	0305202145	18/09/2007	HCMC Department of Planning and Investment	33 Mac Dinh Chi, Sai Gon Ward, Ho Chi Minh City				0	0.00%	9,800	0.00%	Purchase	
9.10	PNJ	Vietnam Dairy Products JSC			Ms. Tieu Yen Trinh is a Member of the BOD	ERC	0300588569	20/11/2003	HCMC Department of Planning and Investment	10 Tan Trao, Tan My Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
9.11	PNJ	Thien Long Group Corporation			Ms. Tieu Yen Trinh is a Member of the BOD	ERC	0301464830	14/03/2005	HCMC Department of Planning and Investment	10th Floor, Sofic Tower, No. 10 Mai Chi Tho, An Khanh Ward, Ho Chi Minh City	10/04/2025		Elected as a Member of the BOD by the GMS	0	0.00%	0	0.00%		
9.12	PNJ	Ho Chi Minh City Association for Women Executives & Entrepreneurs			Ms. Tieu Yen Trinh is Vice Chairpersons of the Association	Establishment Decision	990/QĐ-UBND	06/03/2015	HCMC People's Committee	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
10.	PNJ	Nguyen Anh Tuan		Head of Internal Audit		Citizen Identity Card								176,513	0.05%	181,113	0.05%	Sale, ESOP	
10.	PNJ	Nguyen Anh Tuan		Head of Internal Audit		Citizen Identity Card								0	0.00%	0	0.00%		
10.	PNJ	Nguyen Anh Tuan		Head of Internal Audit		Citizen Identity Card								0	0.00%	0	0.00%		
10.1	PNJ	Le Thi Thanh Hao			Mother	Citizen Identity Card								0	0.00%	0	0.00%		
10.2	PNJ	Nguyen Thi Nhon			Mother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
10.3	PNJ	Le Nguyen Thi Ngoc Vi			Wife	Citizen Identity Card								0	0.00%	0	0.00%		
10.4	PNJ	Nguyen Lam Tu Trang			Child	Citizen Identity Card								0	0.00%	0	0.00%		
10.5	PNJ	Nguyen Huu Tai			Child	Citizen Identity Card								0	0.00%	0	0.00%		
10.6	PNJ	Nguyen Le Gia Han			Child	None								0	0.00%	0	0.00%		Minor
10.7	PNJ	Nguyen Quoc Chinh			Elder Brother	Citizen Identity Card								0	0.00%	0	0.00%		
10.8	PNJ	Nguyen Thanh Tu			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
10.9	PNJ	Nguyen Thi Hong Tham			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
10.10	PNJ	Grassroots Trade Union of Phu Nhuan Jewelry JSC			Mr. Nguyen Anh Tuan is Vice Chairperson of the Trade Union	Establishment Decision	106/QĐ-ToC	22/09/2004	Phu Nhuan District Labor Federation	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City				281,686	0.08%	348,599	0.10%	Purchase	
10.11	PNJ	Party Committee of Phu Nhuan Jewelry JSC			Mr. Nguyen Anh Tuan is Deputy Secretary of the Party Committee for the 2025-2030 term	Establishment Decision	314-QĐ/QU	19/04/2022	Phu Nhuan District Party Committee	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
11.	PNJ	Duong Quang Hai		Chief Accountant		Citizen Identity Card								655,034	0.19%	818,457	0.24%	ESOP	
11.	PNJ	Duong Quang Hai		Chief Accountant		ID Card								94,733	0.03%	0	0.00%	Conversion	

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
11.1	PNJ	Duong Quang Tro			Father	Citizen Identity Card								0	0.00%	0	0.00%		
11.2	PNJ	Vo Thi Tao			Mother	Citizen Identity Card								0	0.00%	0	0.00%		
11.3	PNJ	Nguyen Van Dom			Father-in-law	Passport								0	0.00%	0	0.00%		
11.4	PNJ	Nguyen Thi Diem Trang			Wife	Citizen Identity Card								1,334	0.00%	1,334	0.00%		Update from ID Card to Citizen Identity Card
11.5	PNJ	Duong Diem Quynh			Child	Citizen Identity Card								0	0.00%	0	0.00%		
11.6	PNJ	Duong Quang Hung			Child	Citizen Identity Card								0	0.00%	0	0.00%		
11.7	PNJ	Duong Truc Lam			Child	Citizen Identity Card								0	0.00%	0	0.00%		
11.8	PNJ	Duong Thi Thanh Phuong			Elder Sister	Citizen Identity Card								0	0.00%	0	0.00%		
11.9	PNJ	Pham Van Bay			Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
11.10	PNJ	Duong Thi Phuong Nga			Elder Sister	Citizen Identity Card								0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note	
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period			
11.11	PNJ	Duong Quang Tam			Elder Brother	Citizen Identity Card									0	0.00%	0	0.00%		
11.12	PNJ	Do Thi Thuy Trang			Sister-in-law	Citizen Identity Card									0	0.00%	0	0.00%		
11.13	PNJ	Duong Thi Phuong Ha			Elder Sister	Citizen Identity Card									0	0.00%	0	0.00%		
12.	PNJ	Nguyen Chi Kien		Senior Director		Citizen Identity Card					19/09/2025		Re-appointed by the BOD		31,500	0.01%	123,800	0.04%	ESOP	
12.1	PNJ	Tran My Lien			Mother	Citizen Identity Card									0	0.00%	0	0.00%		
12.1	PNJ	Tran My Lien			Mother	Citizen Identity Card									0	0.00%	0	0.00%		
12.2	PNJ	Nguyen Van Hanh			Father-in-law	Citizen Identity Card									0	0.00%	0	0.00%		
12.3	PNJ	Ha Thi Thuy			Mother-in-law	Citizen Identity Card									0	0.00%	0	0.00%		
12.4	PNJ	Nguyen Mai Lan Phuong			Wife	Citizen Identity Card									0	0.00%	0	0.00%		
12.5	PNJ	Nguyen Quang Minh			Child	Identity Card									0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
12.6	PNJ	Nguyen An Nhien			Child	Identity Card								0	0.00%	0	0.00%		
12.7	PNJ	Le My Lan			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
13.	PNJ	Nguyen Minh Hai		Senior Director		Citizen Identity Card					01/01/2025		Appointed by the BOD	0	0.00%	60,500	0.02%	ESOP	
13.1	PNJ	Le Minh Vien			Father-in-law	Citizen Identity Card					01/01/2025		Related person	0	0.00%	0	0.00%		
13.2	PNJ	Le Thi My Dung			Wife	Citizen Identity Card					01/01/2025		Related person	0	0.00%	0	0.00%		
13.2	PNJ	Le Thi My Dung			Wife	Citizen Identity Card					01/01/2025		Related person	0	0.00%	0	0.00%		
13.2	PNJ	Le Thi My Dung			Wife	Citizen Identity Card					01/01/2025		Related person	0	0.00%	0	0.00%		
13.3	PNJ	Nguyen Minh Khoi			Child	Citizen Identity Card					01/01/2025		Related person	0	0.00%	0	0.00%		
13.4	PNJ	Nguyen Minh Khue			Child	Identity Card					01/01/2025		Related person	0	0.00%	0	0.00%		
13.5	PNJ	Nguyen Thi Minh Phuong			Elder Sister	Citizen Identity Card					01/01/2025		Related person	0	0.00%	0	0.00%		
13.6	PNJ	Ho Dac Thai Hoang			Brother-in-law	Citizen Identity Card					01/01/2025		Related person	0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
13.7	PNJ	EFIMA JSC			Mr. Nguyen Minh Hai is General Director	ERC	0318294288	31/01/2024	HCMC Department of Planning and Investment	68 Nguyen Hue, Sai Gon Ward, Ho Chi Minh City	01/01/2025		Related person	0	0.00%	0	0.00%		
14.	PNJ	Nguyen Ngoc Van Quan		Senior Director		Citizen Identity Card								226,466	0.07%	333,666	0.10%	ESOP	
14.	PNJ	Nguyen Ngoc Van Quan		Senior Director		Citizen Identity Card								0	0.00%	0	0.00%		
14.1	PNJ	Nguyen Ngoc Kiet			Father	Citizen Identity Card								0	0.00%	0	0.00%		
14.2	PNJ	Doan Thi My Dung			Mother	Citizen Identity Card								0	0.00%	0	0.00%		
14.3	PNJ	Tran Thi Kim Anh			Mother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
14.4	PNJ	Nguyen Thi Truong An			Wife	Citizen Identity Card								0	0.00%	0	0.00%		
14.5	PNJ	Nguyen Nhat Minh Long			Child	None								0	0.00%	0	0.00%		Minor
14.6	PNJ	Nguyen Cong Minh Tien			Child	None								0	0.00%	0	0.00%		Minor
14.7	PNJ	Nguyen Ngoc Duy			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
14.8	PNJ	Lam Thi Cham			Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
15.	PNJ	Nguyen Khoa Hong Thanh		Senior Director		Citizen Identity Card								104,400	0.03%	211,600	0.06%	ESOP	
15.	PNJ	Nguyen Khoa Hong Thanh		Senior Director		Citizen Identity Card								0	0.00%	0	0.00%		
15.1	PNJ	Nguyen Khoa Hong Van			Father	Citizen Identity Card								0	0.00%	0	0.00%		
15.2	PNJ	Nguyen Thi My Hanh			Mother	Citizen Identity Card								0	0.00%	0	0.00%		
15.3	PNJ	Nguyen Khoa An Lac			Child	None								0	0.00%	0	0.00%		Minor
15.4	PNJ	Nguyen Khoa Hong An			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
15.5	PNJ	Nguyen Khoa Hong Nguyet Mai Oanh			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
15.6	PNJ	Le Ngoc Huy			Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
15.7	PNJ	Nguyen Khoa Hong Thuy Mai Anh			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
15.8	PNJ	Tran Tin Thanh			Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
15.9	PNJ	High Quality Vietnamese Goods Business Association			Mr. Nguyen Khoa Hong Thanh is Member of the Executive Committee for the 2025-2030 term	Establishment Decision	930/QĐ-UBND	02/03/2010	HCMC People's Committee	60/2 Ly Chinh Thang, Xuan Hoa Ward, Ho Chi Minh City				0	0.00%	0	0.00%		On December 26, 2025, the Business Association of High Quality Vietnamese Products changed its name to High Quality Vietnamese Goods Business Association
16.	PNJ	Truong Hoai Anh		Senior Director		Identity Card					29/12/2025		Re-appointed by the BOD	122,400	0.04%	219,800	0.06%	Sale, ESOP	
16.1	PNJ	Tran Trung Hieu			Child	Identity Card								0	0.00%	0	0.00%		
16.2	PNJ	Truong Dieu Linh			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
16.3	PNJ	Phan Viet Hai			Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
17.	PNJ	Huynh Duc Huy		Member of the Members' Council of subsidiary		Citizen Identity Card						(i) 05/02/2025 (ii) 26/04/2025	(i) Dismissed from the position of CEO of the subsidiary by the BOD according to the subsidiary's strategic personnel orientation (ii) Adjusted the list of internal persons due to the amendment of the Company's Charter issued on April 26, 2025	291,054	0.09%	398,354	0.12%	ESOP, Conversion	
17.	PNJ	Huynh Duc Huy		Member of the Members' Council of subsidiary		Citizen Identity Card						(i) 05/02/2025 (ii) 26/04/2025	(i) Dismissed from the position of CEO of the subsidiary by the BOD according to the subsidiary's strategic personnel orientation (ii) Adjusted the list of internal persons due to the amendment of the Company's Charter issued on April 26, 2025	0	0.00%	29,500	0.01%	Conversion	
17.1	PNJ	Huynh Duc Hanh			Father	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
17.2	PNJ	Huynh Lam Bao Khanh			Child	Passport						26/04/2025	Related person	0	0.00%	0	0.00%		
17.3	PNJ	Huynh Ngoc Kha Doanh			Child	None						26/04/2025	Related person	0	0.00%	0	0.00%		Minor
17.4	PNJ	Huynh Duc Hien			Younger Sibling	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
17.5	PNJ	Huynh Duc Hien			Younger Sibling	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
17.6	PNJ	Pham Thi Ngoc Thuan			Sister-in-law	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
17.7	PNJ	PNJ Jewelry Production and Trading Company Limited			Mr. Huynh Duc Huy is Member of the Members' Council	ERC	0315018466	28/04/2018	HCMC Department of Planning and Investment	No. 23, Street 14, An Nhon Ward, Ho Chi Minh City		26/04/2025	Related person	0	0.00%	0	0.00%		
18.	PNJ	Huynh Thi Xuan Lien		Chairperson of the Members' Council of subsidiary		Citizen Identity Card						26/04/2025	Adjusted the list of internal persons due to the amendment of the Company's Charter issued on April 26, 2025	189,733	0.06%	207,733	0.06%	Purchase, Sale, ESOP	
18.1	PNJ	Nguyen Thi Luu			Mother-in-law	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
18.2	PNJ	Nguyen Viet Hung			Husband	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
18.3	PNJ	Nguyen Hoang Bao Anh			Child	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
18.4	PNJ	Huynh Kim Ngan			Elder Brother	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
18.5	PNJ	Le Thi Thu Huong			Sister-in-law	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
18.6	PNJ	Huynh Thi Xuan Huong			Elder Sister	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
18.7	PNJ	Phan Thanh Binh			Brother-in-law	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
18.8	PNJ	Huynh Thi Xuan Linh			Elder Sister	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
18.9	PNJ	Truong Sanh			Brother-in-law	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
18.10	PNJ	Huynh Kim Han			Elder Brother	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
18.11	PNJ	Chief Sales and Marketing Officer Vietnam Club (CSMO)			Ms. Huynh Thi Xuan Lien is Vice Chairperson of the Club	Establishment Decision	04/2015/QĐ/VACD	10/02/2015	Vietnam Association of Corporate Directors	3rd Floor, 326 Vo Van Kiet, Cau Ong Lanh Ward, Ho Chi Minh City		26/04/2025	Related person	0	0.00%	0	0.00%		
18.12	PNJ	CAO Fashion Company Limited			Ms. Huynh Thi Xuan Lien is Chairperson of the Members' Council	ERC	0309279212	14/08/2009	HCMC Department of Planning and Investment	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City		26/04/2025	Related person	0	0.00%	0	0.00%		
18.13	PNJ	Vietnam Marketing Association (VMA)			Ms. Huynh Thi Xuan Lien is Vice Chairperson of the Association	Establishment Decision	30/2002/QĐ-BTCCBCP	06/06/2002	Ministry of Home Affairs	7 My Phu 2A, Tan My Ward, Ho Chi Minh City		26/04/2025	Related person	0	0.00%	0	0.00%		
18.14	PNJ	Ho Chi Minh City Association for Women Executives & Entrepreneurs			Ms. Huynh Thi Xuan Lien is Vice Chairperson of the Association	Establishment Decision	990/QĐ-UBND	06/03/2015	HCMC People's Committee	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City		26/04/2025	Related person	0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
19.	PNJ	Tran Phuong Ngoc Giao			Child	Citizen Identity Card								8,319,974	2.46%	8,414,974	2.47%	ESOP	
19.	PNJ	Tran Phuong Ngoc Giao			Child	Citizen Identity Card								1,347,840	0.40%	1,347,840	0.39%		
19.1	PNJ	Cao Thi Ngoc Dung		Chairperson of the BOD	Mother	Citizen Identity Card								9,637,789	2.85%	5,417,557	1.59%	ESOP, Conversion	
19.1	PNJ	Cao Thi Ngoc Dung		Chairperson of the BOD	Mother	Citizen Identity Card								0	0.00%	2,596,632	0.76%	Conversion	
19.1	PNJ	Cao Thi Ngoc Dung		Chairperson of the BOD	Mother	Citizen Identity Card								0	0.00%	2,000,000	0.59%	Conversion	
19.2	PNJ	Nguyen Van Lich			Father-in-law	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
19.3	PNJ	Ngo Anh Hue			Mother-in-law	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
19.4	PNJ	Nguyen Minh Luan			Husband	Citizen Identity Card						26/04/2025	Related person	30	0.00%	30	0.00%		
19.5	PNJ	Nguyen Tran Gia Han			Child	None						26/04/2025	Related person	0	0.00%	0	0.00%		Minor
19.6	PNJ	Nguyen Tran Gia Linh			Child	None						26/04/2025	Related person	0	0.00%	0	0.00%		Minor

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
19.7	PNJ	Nguyen Tran Gia Tue			Child	None						26/04/2025	Related person	0	0.00%	0	0.00%		Minor
19.8	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD	Child	Citizen Identity Card								2,273,387	0.67%	5,326,800	1.56%	Purchase	
19.8	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD	Child	Citizen Identity Card								0	0.00%	4,741,400	1.39%	Conversion	
19.8	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD	Child	Citizen Identity Card								6,541,866	1.94%	1,937,266	0.57%	ESOP, Conversion	
19.9	PNJ	Tran Phuong Ngoc Ha			Younger Sibling	Citizen Identity Card						26/04/2025	Related person	12,266,666	3.63%	12,266,666	3.59%		
19.10	PNJ	CAO Fashion Company Limited			Ms. Tran Phuong Ngoc Giao is Member of the Members' Council, Director	ERC	0309279212	14/08/2009	HCMC Department of Planning and Investment	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City		26/04/2025	Related person	0	0.00%	0	0.00%		
20.	PNJ	Vo Ngoc Thuy Anh		Member of the Members' Council of subsidiary		Citizen Identity Card						26/04/2025	Adjusted the list of internal persons due to the amendment of the Company's Charter issued on April 26, 2025	53,821	0.02%	46,021	0.01%	Sale, ESOP	
20.1	PNJ	Vo Thanh Dung			Father	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
20.2	PNJ	Le Thi Thuy Nga			Mother	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
20.3	PNJ	Vo Ngoc Thy Anh			Younger Sibling	Citizen Identity Card						26/04/2025	Related person	0	0.00%	0	0.00%		
20.4	PNJ	CAO Fashion Company Limited			Ms. Vo Ngoc Thuy Anh is Member of the Members' Council	ERC	0309279212	14/08/2009	HCMC Department of Planning and Investment	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City		26/04/2025	Related person	0	0.00%	0	0.00%		
21.	PNJ	Trinh Thi Ngoc Hieu		Person in charge of Corporate Governance		Citizen Identity Card						01/08/2025	End of term 2024-2025	214,078	0.06%	214,078	0.06%		
21.1	PNJ	Trinh Van Ngoc			Father	Citizen Identity Card						01/08/2025	Related person	0	0.00%	0	0.00%		
21.2	PNJ	Pham Thi Mao			Mother	Citizen Identity Card						01/08/2025	Related person	0	0.00%	0	0.00%		
21.3	PNJ	Trinh Thi Ngoc Phuong			Elder Sister	ID Card						01/08/2025	Related person	16	0.00%	16	0.00%		
21.4	PNJ	Tran Thanh Hung			Brother-in-law	Passport						01/08/2025	Related person	0	0.00%	0	0.00%		
21.5	PNJ	Trinh Ngoc Tuan			Younger Sibling	Citizen Identity Card						01/08/2025	Related person	0	0.00%	0	0.00%		
21.6	PNJ	Tran Thi Bich Van			Sister-in-law	Citizen Identity Card						01/08/2025	Related person	2,781	0.00%	81	0.00%	Sale	

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status/start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
21.6	PNJ	Tran Thi Bich Van			Sister-in-law	Citizen Identity Card						01/08/2025	Related person	0	0.00%	81	0.00%		
21.7	PNJ	Trinh Thi Ngoc Lan			Younger Sibling	ID Card						01/08/2025	Related person	10	0.00%	10	0.00%		
21.7	PNJ	Trinh Thi Ngoc Lan			Younger Sibling	Citizen Identity Card						01/08/2025	Related person	0	0.00%	0	0.00%		
22.	PNJ	Do Thi Ngoc Thanh		Person in charge of Corporate Governance		Citizen Identity Card						01/08/2025	Appointed by the BOD	0	0.00%	0	0.00%		
22.1	PNJ	Do Huu Trong			Father							01/08/2025	Related person	0	0.00%	0	0.00%		
22.2	PNJ	Huynh Thi Tuyet			Mother							01/08/2025	Related person	0	0.00%	0	0.00%		
22.3	PNJ	Nguyen Tan Trung			Father-in-law							01/08/2025	Related person	0	0.00%	0	0.00%		
22.4	PNJ	Vo Thi Nuoi			Mother-in-law							01/08/2025	Related person	0	0.00%	0	0.00%		
22.5	PNJ	Nguyen Hoang Dung			Husband							01/08/2025	Related person	0	0.00%	0	0.00%		
22.6	PNJ	Nguyen Hoang Bach			Child							01/08/2025	Related person	0	0.00%	0	0.00%		Minor
22.7	PNJ	Do Luu Huynh			Elder Brother							01/08/2025	Related person	0	0.00%	0	0.00%		

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the Internal persons	Type of Identification Document (e.g., National ID Card, Citizen Identity Card, Passport, Enterprise Registration Certificate)	Number of Identification Document	Date of issue	Place of issue	Contact address	Date of commencement as an Internal persons or Related persons of the Internal persons	Date of cessation as an Internal persons or Related persons of the Internal persons	Reason (for changes in status start/end date)	Number of Shares Held at the Beginning of the Period (as of 01/01/2025)		Number of Shares held at the end of the period (as of 30/06/2025)		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the beginning of the period		
22.8	PNJ	Ta Khanh Nhu			Sister-in-law						01/08/2025		Related person	0	0.00%	0	0.00%		
23.	PNJ	POLITICAL ORGANIZATION, SOCIO-POLITICAL ORGANIZATION																	
23.1	PNJ	Trade Union (Grassroots Level) of Phu Nhuan Jewelry JSC			PNJ's socio-political organization	Establishment Decision	106/QB-ToC	22/09/2004	Phu Nhuan District Labor Federation	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City				281,686	0.08%	348,599	0.10%	Purchase	
23.2	PNJ	Youth Union (Grassroots Level) of Phu Nhuan Jewelry JSC			PNJ's socio-political organization	Decision recognizing the Executive Committee of the Grassroots Youth Union (Grassroots Level)	169-QB/DTN-BTC	15/03/2022	Phu Nhuan District Youth Union	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City				0	0.00%	0	0.00%		
23.3	PNJ	Party Committee of Phu Nhuan Jewelry JSC			PNJ's political organization	Establishment Decision	314-QB/QU	19/04/2022	Phu Nhuan District Party Committee	170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City				0	0.00%	0	0.00%		

1B - LIST OF RELATED PERSONS OF THE COMPANY

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Number of Identification Document	Date of issuance	Place of issuance	Head office address / Contact address	Date of becoming a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
1	2	3	4	5	6	7	8	9	10	11	12
RELATED ORGANIZATION											
1.	PNJ Jewelry Production and Trading Company Limited			0315018466	28/04/2018	Ho Chi Minh City Department of Planning and Investment	No. 23, Street 14, An Nhon Ward, Ho Chi Minh City				Subsidiary company
1.1	Cao Thi Ngoc Dung		Chairperson of the BOD					28/04/2023		Appointed by the BOD	Legal Representative cum Authorized Representative cum Chairperson of the MC
1.1	Cao Thi Ngoc Dung		Chairperson of the BOD					28/04/2023		Appointed by the BOD	Legal Representative cum Authorized Representative cum Chairperson of the MC
1.1	Cao Thi Ngoc Dung		Chairperson of the BOD					28/04/2023		Appointed by the BOD	Legal Representative cum Authorized Representative cum Chairperson of the MC
1.2	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD					18/09/2024		Appointed by the BOD	Legal Representative cum Authorized Representative cum Chief Executive Officer
1.2	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD					18/09/2024		Appointed by the BOD	Legal Representative cum Authorized Representative cum Chief Executive Officer
1.2	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD					18/09/2024		Appointed by the BOD	Legal Representative cum Authorized Representative cum Chief Executive Officer

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Number of Identification Document	Date of issuance	Place of issuance	Head office address / Contact address	Date of becoming a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
1.3	Dang Thi Lai		Member of the BOD Member of the Audit Committee					28/04/2023		Appointed by the BOD	Authorized Representative cum Member of the MC
1.3	Dang Thi Lai		Member of the BOD Member of the Audit Committee					28/04/2023		Appointed by the BOD	Authorized Representative cum Member of the MC
1.4	Dao Trung Kien		Member of the BOD Senior Director					18/02/2022	01/10/2025	Appointed by the BOD on February 18, 2022 and approved the resignation of Mr. Dao Trung Kien effective from October 01, 2025	Authorized Representative cum Member of the MC
1.4	Dao Trung Kien		Member of the BOD Senior Director					18/02/2022	01/10/2025	Appointed by the BOD on February 18, 2022 and approved the resignation of Mr. Dao Trung Kien effective from October 01, 2025	Authorized Representative cum Member of the MC
1.4	Dao Trung Kien		Member of the BOD Senior Director					18/02/2022	01/10/2025	Appointed by the BOD on February 18, 2022 and approved the resignation of Mr. Dao Trung Kien effective from October 01, 2025	Authorized Representative cum Member of the MC
1.5	Dang Hai Anh		Member of the BOD Senior Director					01/10/2025		Appointed by the BOD	Authorized Representative cum Member of the MC
1.5	Dang Hai Anh		Member of the BOD Senior Director					01/10/2025		Appointed by the BOD	Authorized Representative cum Member of the MC

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Number of Identification Document	Date of issuance	Place of issuance	Head office address / Contact address	Date of becoming a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
1.6	Huynh Duc Huy							18/02/2022		Appointed by the BOD	Authorized Representative cum Member of the MC
1.6	Huynh Duc Huy							18/02/2022		Appointed by the BOD	Authorized Representative cum Member of the MC
2.	PNJ Laboratory Company Limited			0310521330	16/12/2010	Ho Chi Minh City Department of Planning and Investment	176 Hoa Lan, Cau Kieu Ward, HCMC				Subsidiary company
2.1	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD					18/02/2022	05/02/2025	Dismissed by the BOD according to the company's personnel plan	Legal Representative cum Authorized Representative cum Chairperson of the Company
2.1	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD					18/02/2022	05/02/2025	Dismissed by the BOD according to the company's personnel plan	Legal Representative cum Authorized Representative cum Chairperson of the Company
2.1	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD					18/02/2022	05/02/2025	Dismissed by the BOD according to the company's personnel plan	Legal Representative cum Authorized Representative cum Chairperson of the Company
2.2	Dang Thi Lai		Member of the BOD Member of the Audit Committee					05/02/2025		Appointed by the BOD	Legal Representative cum Authorized Representative cum Chairperson of the Company
2.2	Dang Thi Lai		Member of the BOD Member of the Audit Committee					05/02/2025		Appointed by the BOD	Legal Representative cum Authorized Representative cum Chairperson of the Company
3.	Cao Fashion Company Limited			0309279212	14/08/2009	Ho Chi Minh City Department of Planning and Investment	170E Phan Dang Luu, Duc Nhuan Ward, HCMC				Subsidiary company

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Number of Identification Document	Date of issuance	Place of issuance	Head office address / Contact address	Date of becoming a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
3.1	Huynh Thi Xuan Lien							01/07/2025		Appointed by the BOD	Legal Representative cum Authorized Representative cum Chairperson of the MC
3.2	Tran Phuong Ngoc Giao							31/03/2023		Appointed by the BOD	Legal Representative cum Authorized Representative cum Director
3.2	Tran Phuong Ngoc Giao							31/03/2023		Appointed by the BOD	Legal Representative cum Authorized Representative cum Director
3.3	Vo Ngoc Thuy Anh							01/07/2023		Appointed by the BOD	Authorized Representative cum Member of the MC
4.	Golden Friend Joint Stock Company			0314567343	11/08/2017	Ho Chi Minh City Department of Planning and Investment	6th Floor, PLS Building, No. 240 Nguyen Dinh Chinh Street, Phu Nhuan Ward, HCMC				PNJ owns over 10% of the charter capital
4.1	Pham Tai Xuan							11/11/2024	16/12/2025	Mr. Pham Tai Xuan was the Authorized Representative from November 11, 2024, and was elected as a Member of the BOD by the BOD by the GMS of Golden Friend Joint Stock Company on February 18, 2025. On December 16, 2025, the BOD approved Mr. Pham Tai Xuan's resignation	Authorized representative cum Member of the BOD

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	Number of Identification Document	Date of issuance	Place of issuance	Head office address / Contact address	Date of becoming a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
4.2	Dao Trung Kien		Member of the BOD Senior Director					16/12/2025		Appointed by the BOD	Authorized representative
4.2	Dao Trung Kien		Member of the BOD Senior Director					16/12/2025		Appointed by the BOD	Authorized representative
4.2	Dao Trung Kien		Member of the BOD Senior Director					16/12/2025		Appointed by the BOD	Authorized representative
5.	FLVN Joint Stock Company			0318479828	27/05/2024	Ho Chi Minh City Department of Planning and Investment	68 Nguyen Hue, Sai Gon Ward, HCMC	17/06/2025		Capital contribution	PNJ owns over 10% of the charter capital
6.	Trade Union (Grassroots Level) of Phu Nhuan Jewelry JSC			106/QĐ-ToC	22/09/2004	Phu Nhuan District Labor Federation	170E Phan Dang Luu, Duc Nhuan Ward, HCMC				Socio-political organization
7.	Youth Union (Grassroots Level) of Phu Nhuan Jewelry JSC			169-QĐ/ĐTN-BTC	15/03/2022	Phu Nhuan District Youth Union	170E Phan Dang Luu, Duc Nhuan Ward, HCMC				Socio-political organization
8.	Party Committee of Phu Nhuan Jewelry JSC			314-QĐ/QU	19/04/2022	Phu Nhuan District Party Committee	170E Phan Dang Luu, Duc Nhuan Ward, HCMC				Political organization
INTERNAL PERSONS (See details in Appendix 1A - Internal Persons and Related Persons of Internal Persons, and Share Transactions of Internal Persons and Related Persons of Internal Persons)											

REPORT ON CORPORATE GOVERNANCE FOR THE YEAR 2025

Appendix 2: Transactions between the Company and its related persons; or between the Company and its major shareholders, internal persons, and related persons of internal persons.

No.	Name of organization/ individual	Relationship with the Company	Legal identification/ Registration No.*, date of Issue, place of Issue	Head office address/ Contact address	Time of transaction with the Company	Number of approving Resolution/Decision of the GMS/BOD (specifying date of issuance, if applicable)	Transaction details and total transaction value		Note
							Transaction details	Total transaction value (Unit: VND)	
1	PNJ Jewelry Production and Trading Company Limited (PNJP)	Subsidiary company	0315018466, 28/04/2018, HCMC DPI	No. 23, Street No. 14, An Nhon Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024 and Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays processing services, warranty, repair of goods, etc. to PNJP	1,149,464,864	
					From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024 and Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ collects rental fees for real properties such as offices, premises, factories, and common infrastructure usage fees, etc., for PNJP.	6,392,999,997	
					From 01/01/2025 to 31/12/2025	Resolution No. 280/2024/NQ-DHDCD-CTY dated 16/04/2024 and Resolution No. 178/2025/NQ-DHDCD-CTY dated 26/04/2025	Purchase and sale of goods between PNJ and PNJP	14,765,534,930,830	
					27/05/2025	Resolution 98/2025/NQ-HDQT-CTY dated 18/03/2025	PNJ provides guarantees for PNJP's bank loans	300,000,000,000	
2	PNJ Laboratory Company Limited (PNJL)	Subsidiary company	0310521330, 16/12/2010, HCMC DPI	No. 176 Hoa Lan Street, Cau Kieu Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024 and Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays inspection and testing services to PNJL	9,191,105,835	
					From 01/01/2025 to 31/12/2025	Resolution No. 394/2021/NQ-HDQT-CTY dated 09/11/2021	PNJL pays the rent for the premises to PNJ	500,000,000	

No.	Name of organization/ individual	Relationship with the Company	Legal identification/ Registration No.*, date of Issue, place of Issue	Head office address/ Contact address	Time of transaction with the Company	Number of approving Resolution/Decision of the GMS/BOD (specifying date of issuance, if applicable)	Transaction details and total transaction value		Note				
							Transaction details	Total transaction value (Unit: VND)					
3	CAO Fashion Company Limited (CAF)	Subsidiary company	0309279212, 14/08/2009, HCMC DPI	No. 170E Phan Dang Luu Street, Duc Nhuan Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024 and Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025	Purchase and sale of goods between PNJ and CAF	304,328,532,295					
							CAF pays the rent for the premises to PNJ	426,000,000					
							PNJ receives revenue from business cooperation with CAF	25,503,229,709					
									20/06/2025	Resolution No. 241/2025/NQ-HDQT-CTY dated 18/06/2025	PNJ provides guarantees for CAF's bank loans	100,000,000,000	
									26/06/2025	Resolution No. 224/2025/NQ-HDQT-CTY dated 03/06/2025 and Decision No. 253/2025/QD-HDQT-CTY dated 26/06/2025	PNJ contributes capital to CAF	61,000,000,000	
4	Talent Net Corporation (TALENTNET)	Related persons of BOD member	0305202145, 18/09/2007, HCMC DPI	No. 33 Mac Dinh Chi Street, Saigon Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024 and Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays service fees in training, consulting, and providing HR solutions to Talentnet	662,096,700					
							PNJ sells goods to Talentnet	304,986,469					
							PNJ and Talentnet perform media cooperation	177,000,000					

No.	Name of organization/ individual	Relationship with the Company	Legal identification/ Registration No.*, date of Issue, place of Issue	Head office address/ Contact address	Time of transaction with the Company	Number of approving Resolution/Decision of the GMS/BOD (specifying date of issuance, if applicable)	Transaction details and total transaction value		Note
							Transaction details	Total transaction value (Unit: VND)	
5	Ho Chi Minh City Association for Women Executives & Entrepreneurs (HAWEE)	Related persons of the Chairperson of the BOD	Decision No. 990/QD-UBND, 06/03/2015, HCMC People's Committee	No. 170E Phan Dang Luu Street, Duc Nhuan Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024 and Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays media cooperation and membership fees to HAWEE	420,000,000	
6	Vietnam Institute of Directors Social Enterprise Joint Stock Company (VIOD)	Related persons of the Chairperson of the BOD	0108180534, 09/03/2018, Hanoi DPI	7th Floor, Vinaconex Tower, No. 34 Lang Ha Street, Lang Ward, Hanoi	From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024, Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025, and Resolution No. 429/2025/NQ-HDQT-CTY dated 17/09/2025	PNJ pays corporate governance training services and membership fees to VIOD	645,730,272	
7	Young Business People Association of Ho Chi Minh City (YBA)	Related persons of the Vice-Chairperson of the BOD	Decision No. 930/QD-UBND, 02/03/2010, HCMC People's Committee	No. 4 Alexandre de Rhodes Street, Saigon Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024 and Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays media cooperation and membership fees to YBA	1,383,000,000	
8	High Quality Vietnamese Goods Business Association (HVNCLC)	Related persons of the Senior Director	Decision No. 930/QD-UBND, 02/03/2010, HCMC People's Committee	No. 60/2 Ly Chinh Thang Street, Xuan Hoa Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024 and Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays media cooperation and membership fees to HVNCLC	129,600,000	

No.	Name of organization/ individual	Relationship with the Company	Legal identification/ Registration No.*, date of Issue, place of Issue	Head office address/ Contact address	Time of transaction with the Company	Number of approving Resolution/Decision of the GMS/BOD (specifying date of issuance, if applicable)	Transaction details and total transaction value		Note
							Transaction details	Total transaction value (Unit: VND)	
9	Vietnam Gold Traders Association (VGTA)	Related persons of the Vice-Chairperson of the BOD	Decision No. 12/2002/QD-BTCCBCP, 25/02/2002, Ministry of Home Affairs	No. 7, Lane 151B/88 Thai Ha Street, Dong Da Ward, Hanoi	From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024 and Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays media cooperation and membership fees to VGTA.	80,000,000	
10	Vietnam Young Entrepreneurs' Association (VYEA)	Related persons of the Vice-Chairperson of the BOD	Decision No. 03/2002/QD-BNV, 11/9/2002, Ministry of Home Affairs	No. 64 Ba Trieu Street, Hong Ha Ward, Hanoi	From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024 and Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays media cooperation and membership fees to VYEA	420,000,000	
11	Optimism Development Foundation	Related persons of the Chairperson of the BOD and the Vice-Chairperson of the BOD	Decision No. 803/QD-BNV, dated 10/10/2023, Ministry of Home Affairs	No. 52A-52B Nguyen Van Troi Street, Cau Kieu Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025	Resolution No. 248/2024/NQ-HDQT-CTY dated 05/04/2024, Resolution No. 123/2025/NQ-HDQT-CTY dated 03/04/2025, and Resolution No. 594/2025/NQ-HDQT-CTY dated 26/12/2025	PNJ pays media cooperation costs serving non-profit activities, supporting, encouraging, serving social development for the Optimism Development Foundation	2,900,000,000	
12	Vietnam Youth Federation in Ho Chi Minh City	Related persons of the Vice-Chairperson of the BOD	Decision No. 6313/QD-UB, 15/12/2004, dated 11/09/2002, HCMC People's Committee	No. 5 Dinh Tien Hoang Street, Saigon Ward, Ho Chi Minh City	From 20/02/2025 to 31/12/2025	Resolution No. 64/2025/NQ-HDQT-CTY, dated 20/02/2025	PNJ pays media cooperation fees to the Vietnam Youth Federation in Ho Chi Minh City	80,000,000	

No.	Name of organization/ individual	Relationship with the Company	Legal identification/ Registration No.*, date of Issue, place of Issue	Head office address/ Contact address	Time of transaction with the Company	Number of approving Resolution/Decision of the GMS/BOD (specifying date of issuance, if applicable)	Transaction details and total transaction value		Note
							Transaction details	Total transaction value (Unit: VND)	
13	Vietnam Dairy Products Joint Stock Company (VINAMILK)	Related persons of BOD member	0300588569, 20/11/2003, HCMC DPI	No. 10 Tan Trao Street, Tan My Ward, Ho Chi Minh City	From 03/04/2025 to 31/12/2025	Resolution 123/2025/NQ-HDQT-CTY, dated 03/04/2025 and Decision 504/2025/QD-CTHDQT-CTY, dated 24/10/2025	PNJ sells goods/Gift Vouchers to VINAMILK	300,000,000	
14	National Data Association	Related persons of the Vice-Chairperson of the BOD	Decision No. 10/QD-BNV, 10/01/2025, Ministry of Home Affairs	No. 47 Pham Van Dong Street, Phu Dien Ward, Hanoi	From 03/04/2025 to 31/12/2025	Resolution 123/2025/NQ-HDQT-CTY, dated 03/04/2025 and Decision 274A/2025/QD-CTHDQT-CTY, dated 11/07/2025	PNJ pays membership fees to the National Data Association.	1,007,000,000	
15	Golden Friend Joint Stock Company (NBV)	Related persons of the Company	0314567343, 11/08/2017, HCMC DPI	6th Floor, PLS Building, No. 240 Nguyen Dinh Chinh Street, Phu Nhuan Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025		NBV pays rent for the premises to PNJ	5,675,795,259	
					From 01/01/2025 to 31/12/2025		PNJ receives revenue from business cooperation with NBV	343,700,000	
					From 01/01/2025 to 31/12/2025		Purchase/sale of goods between PNJ and NBV	26,404,184,270	
					From 01/01/2025 to 31/12/2025		GF borrows/repays funds for customer payments	200,000,000	
16	FLVN Joint Stock Company (FLVN)	Related persons of the Company	0318479828, 27/05/2024, HCMC DPI	No. 68 Nguyen Hue Street, Saigon Ward, Ho Chi Minh City	17/06/2025		PNJ contributes capital to FLVN	1,950,000,000	
					From 17/06/2025 to 31/12/2025		Purchase and sale of goods/Gift Vouchers between PNJ and FLVN	5,786,219,000	

No.	Name of organization/ individual	Relationship with the Company	Legal identification/ Registration No.*, date of Issue, place of Issue	Head office address/ Contact address	Time of transaction with the Company	Number of approving Resolution/Decision of the GMS/BOD (specifying date of issuance, if applicable)	Transaction details and total transaction value		Note
							Transaction details	Total transaction value (Unit: VND)	
17							PNJ purchases goods	863,616,588	
							PNJ sells goods	5,141,284,165	

Other transactions (transactions of purchasing, selling goods, products, materials between PNJ and individuals who are internal persons, individuals/organizations who are related persons) in accordance with BOD Resolution No.: 248/2024/NQ-HDQT-CTY dated 05/04/2024 and BOD Resolution No.: 123/2025/NQ-HDQT-CTY dated 03/04/2025 (purchasing, selling according to the Company's sales programs/pricing policies/sales incentives, with trading conditions not more favorable than those applicable to other customers of these policies; and according to the sales policies/sales incentives for the Company's employees (with limits on the frequency of purchase per year and the quantity of items) decided by the Chief Executive Officer.

REPORT ON CORPORATE GOVERNANCE FOR THE YEAR 2025

Appendix 3: Transactions between the Company's Internal persons or their Related persons, and the Company's subsidiaries or controlled companies

No.	Transaction executor	Relationship with the Internal persons	Position at the Listed Company	ID card/Passport No., BRC date of Issue, place of Issue	Address	Name of Subsidiary Company or Company Controlled by the Listed Company	Time of transaction	Transaction details and total transaction value		Note
								Transaction details	Total transaction value (Unit: VND)	
1	CAO Fashion Company Limited (CAF)	Related person of Internal persons	Subsidiary company	0309279212, 14/08/2009, HCMC DPI	170E Phan Dang Luu Street, Duc Nhuan Ward, Ho Chi Minh City	PNJ Laboratory Company Limited (PNJL)	From 01/01/2025 to 31/12/2025	CAF pays inspection and testing services to PNJL	259,055,562	
	PNJ Laboratory Company Limited (PNJL)			0310521330, 16/12/2010, Department of Planning and Investment of Ho Chi Minh City	176 Hoa Lan Street, Cau Kieu Ward, Ho Chi Minh City	CAO Fashion Company Limited (CAF)				
2	CAO Fashion Company Limited (CAF)	Related person of Internal persons	Subsidiary company	0309279212, 14/08/2009, HCMC DPI	170E Phan Dang Luu Street, Duc Nhuan Ward, Ho Chi Minh City	PNJ Jewelry Production and Trading Company Limited (PNJP)	From 01/01/2025 to 31/12/2025	Purchase and sale of goods between PNJP and CAF	161,518,230,767	
	PNJ Jewelry Production and Trading Company Limited (PNJP)			0315018466, 28/04/2018, HCMC DPI	No. 23, Street No. 14, An Nhon Ward, Ho Chi Minh City	CAO Fashion Company Limited (CAF)		Provision of shared services and sharing of common infrastructure and resources between PNJP and CAF	2,092,418,332	

No.	Transaction executor	Relationship with the Internal persons	Position at the Listed Company	ID card/Passport No., BRC date of Issue, place of Issue	Address	Name of Subsidiary Company or Company Controlled by the Listed Company	Time of transaction	Transaction details and total transaction value		Note
								Transaction details	Total transaction value (Unit: VND)	
3	PNJ Laboratory Company Limited (PNJL)	Related person of Internal persons	Subsidiary company	0310521330, 16/12/2010, HCMC DPI	No. 176 Hoa Lan Street, Cau Kieu Ward, Ho Chi Minh City	PNJ Jewelry Production and Trading Company Limited (PNJP)	From 01/01/2025 to 31/12/2025	PNJP pays inspection and testing services to PNJL	27,402,778	
	PNJ Jewelry Production and Trading Company Limited (PNJP)			0315018466, 28/04/2018, HCMC DPI	No. 23, Street No. 14, An Nhon Ward, Ho Chi Minh City	PNJ Laboratory Company Limited (PNJL)				
4	CAO Fashion Company Limited (CAF)	Related person of Internal persons	Subsidiary company	0309279212, 14/08/2009, HCMC DPI	No. 170E Phan Dang Luu Street, Duc Nhuan Ward, Ho Chi Minh City	Golden Friend Joint Stock Company (NBV)	From 01/01/2025 to 31/12/2025	CAF purchases goods from NBV	101,915,963	
5	PNJ Laboratory Company Limited (PNJL)	Related person of Internal persons	Subsidiary company	0310521330, 16/12/2010, HCMC DPI	No. 176 Hoa Lan Street, Cau Kieu Ward, Ho Chi Minh City	Golden Friend Joint Stock Company (NBV)	From 01/01/2025 to 31/12/2025	NBV borrows loans	40,000,000,000	
							From 01/01/2025 to 31/12/2025	NBV settles loans	72,000,000,000	
							From 01/01/2025 to 31/12/2025	NBV pays loan interest	1,946,192,000	
6	Individuals/organizations who are Company internal persons or related persons of internal persons.					CAO Fashion Company Limited (CAF)	From 01/01/2025 to 31/12/2025	CAF purchases goods	25,175,360	
							From 01/01/2025 to 31/12/2025	CAF sells goods	608,211,060	

REPORT ON CORPORATE GOVERNANCE FOR THE YEAR 2025

APPENDIX 4 : TRANSACTIONS BETWEEN THE COMPANY AND OTHER PARTIES

4.1. Transactions between the Company and companies where members of the BOD, the Supervisory Board, the CEO, and other managers have been founding members or members of the BOD, or executive Directors (CEO) within the last three (03) years (as of the reporting date):

- PNJ Jewelry Production and Trading Company Limited (“PNJP”): purchase and sale of goods; provision of processing, warranty, and repair services; resource sharing; lease and loan of assets: real estate, movable assets, buildings, workshops, common infrastructure, etc.; bank loan guarantees; etc.
- PNJ Laboratory Company Limited (“PNJL”): provision of inspection and testing services; borrowing and lending; lease of premises; etc.
- CAO Fashion Company Limited (“CAF”): purchase and sale of goods; business cooperation; lease and loan of assets: real estate, movable assets, buildings, workshops, common infrastructure, etc.; provision of processing, warranty, and repair services; resource sharing; bank loan guarantees; capital contribution; etc.
- Talentnet Corporation (“TALENTNET”): provision of training, consulting, and HR solutions; media cooperation; purchase and sale of goods.
- Vietnam Institute of Directors Social Enterprise Joint Stock Company (“VIOD”): provision of training programs on knowledge and experience related to corporate governance; collection of membership fees.
- Ho Chi Minh City Association for Women Executives & Entrepreneurs (“HAWEE”): media cooperation agreements for mutual brand and image promotion; collection of membership fees.
- Young Business People Association of Ho Chi Minh City (“YBA”): media cooperation agreements for mutual brand and image promotion; collection of membership fees.
- High Quality Vietnamese Goods Business Association (“HVNCLC”): media cooperation agreements for mutual brand and image promotion; collection of membership fees.
- Vietnam Gold Traders Association (“VGTA”): media cooperation agreements for mutual brand and image promotion; collection of membership fees.
- Vietnam Association for Women Entrepreneurs (VAWE): media cooperation agreements for mutual brand and image promotion; collection of membership fees.
- Optimism Development Foundation: memorandum of understanding for the lease of a portion of premises for the Optimism Development Foundation's head office; media cooperation agreements for non-profit activities, support, encouragement, and service for social development, etc.
- Vietnam Young Entrepreneurs' Association (“VYEA”): media cooperation agreements for mutual brand and image promotion; collection of membership fees.

- Vietnam Youth Federation in Ho Chi Minh City: media cooperation agreements for mutual brand and image promotion; collection of membership fees.
- Alphanam Investment Joint Stock Company: purchase and sale of goods.
- Alpha Nam Real Estate Joint Stock Company: purchase and sale of goods.
- National Data Association: collection of membership fees.
- Vietnam Dairy Products Joint Stock Company: purchase and sale of goods/gift vouchers.

4.2. Transactions between the Company and companies where a related person of a member of the BOD, a member of the Supervisory Board, the General Director (CEO), or other managers is a member of the BOD or an executive Director (CEO):

- An Phu International Dermatology Clinic Company Limited: provision of medical services, examination and treatment services, and healthcare for employees, and provision of other commercial services.
- PNJ Jewelry Production and Trading Company Limited (“PNJP”): purchase and sale of goods; provision of processing, warranty, and repair services; resource sharing; lease and loan of assets: real estate, movable assets, buildings, workshops, common infrastructure, etc.; bank loan guarantees; etc.
- PNJ Laboratory Company Limited (“PNJL”): provision of inspection and testing services; borrowing and lending; lease of premises; etc.
- CAO Fashion Company Limited (“CAF”): purchase and sale of goods; business cooperation; lease and loan of assets: real estate, movable assets, buildings, workshops, common infrastructure, etc.; provision of processing, warranty, and repair services; resource sharing; bank loan guarantees; etc.
- Vietnam Institute of Directors Social Enterprise Joint Stock Company (“VIOD”): provision of training programs on knowledge and experience related to corporate governance; collection of membership fees.
- Ho Chi Minh City Association for Women Executives & Entrepreneurs (“HAWEE”): media cooperation agreements for mutual brand and image promotion; collection of membership fees.
- Young Businesspeople Association of Ho Chi Minh City (“YBA”): media cooperation agreements for mutual brand and image promotion; collection of membership fees.
- Vietnam Association for Women Entrepreneurs (“VAWE”): media cooperation agreements for mutual brand and image promotion; collection of membership fees.
- Optimism Development Foundation: memorandum of understanding for the lease of a portion of premises for the Optimism Development Foundation's head office; media cooperation agreements for non-profit activities, support, encouragement, and service for social development, etc.

4.3. Other transactions of the Company (if any) that could bring material or non-material benefits to members of the BOD, members of the Supervisory Board, the General Director (CEO), and other managers: None