

REPORT ON CORPORATE GOVERNANCE (For the first six months of 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, Ward 4, Phu Nhuan District, Ho Chi Minh City, Vietnam
- Telephone: (028) 3995 1703
- Fax: (028) 3995 1702
- Charter capital: VND 3,380,747,760,000
- 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 ballot):

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 (SIX-MONTH REPORT)

1. Information on Member of the BOD

No.	Member of the BOD	Position (<i>Independent Member of the BOD, Non-executive Member of the BOD</i>)	Date of becoming/ceasing to be a Member of the BOD/Independent Member of the BOD	
			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 CEO	16/04/2022	

No.	Member of the BOD	Position (<i>Independent Member of the BOD, Non-executive Member of the BOD</i>)	Date of becoming/ceasing to be a Member of the BOD/Independent Member of the BOD	
			Date of appointment	Date of dismissal due to conclusion of 2020–2025 term
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.	Member of the BOD	Number of BOD Meetings attended (*)	Attendance rate	Reason for non-attendance
1.	Cao Thi Ngoc Dung	12/12	100%	
2.	Le Tri Thong	12/12	100%	
3.	Tran Phuong Ngoc Thao	12/12	100%	
4.	Dao Trung Kien	12/12	100%	
5.	Dang Hai Anh	12/12	100%	
6.	Dang Thi Lai	12/12	100%	
7.	Nguyen Tuan Hai	12/12	100%	
8.	Le Quang Phuc	12/12	100%	
9.	Tieu Yen Trinh	12/12	100%	

(*): Including 10 meetings and 02 written opinions of the BOD.

3. BOD's supervision activities over the Board of Managements

On April 26, 2025, the BOD successfully held the Company's 2025 Annual GMS. Pursuant to the Charter on organization and operation and the Internal Regulation on Corporate Governance, both passed at this Annual GMS, the BOD supervised the progress of implementing GMS and BOD Resolutions in the first six months of 2025. The BOD sets forth the annual work agenda and programs for which the Board of Managements must prepare materials and content for presentation, discussion, and reporting at BOD meetings. Through meetings and written ballots, the BOD reviews the implementation status of Resolutions and the business performance on a quarterly and cumulative basis, thereby issuing Resolutions to serve as a basis for the CEO and the Board of Managements to organize and execute.

3.1. Oversight methods

- The BOD exercised supervision through periodic and ad-hoc meetings, written ballots, thematic workshops, and direct meetings or exchanges with the CEO and the Board of Managements.
- In addition, the Board of Directors, through its Committees, performed supervisory functions in each area that the Committee is responsible for.

3.2. Oversight results

- Business performance in the first six months of 2025 is on schedule.
- Through 10 BOD meetings and 02 written ballots in the first six months of 2025, the BOD provided timely guidance and strategic direction to support the CEO and the Board of Managements in implementing production and business activities effectively.

Overall, in the context of geopolitical instability and a challenging, volatile economy both in Vietnam and globally, the BOD effectively performed its role of supervising the enterprise's operations and has accompanied the CEO and the Board of Managements in overcoming challenges and difficulties to achieve the business plan for the first six months of 2025.

4. Activities of Committees and Boards under the BOD

4.1. Committees under the Board of Directors

Pursuant to BOD Resolution No. 185/2025/NQ-HDQT-CTY dated April 26, 2025, on the assignment of roles and responsibilities to BOD members in the Committees, the Committees carried out their activities in accordance with their assigned functions and duties.

- Committee members proactively exchanged and discussed professional matters and provided timely recommendations and advice to the BOD on issues within their scope of responsibility.
- The Committees under the BOD organized meetings, thematic workshops, and direct meetings or exchanges with the CEO and the Board of Managements to enhance the effectiveness of supervision over their implementation of GMS and BOD Resolutions.
- The Committees under the Board of Directors reported to the BOD on the progress 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 Board of Managements, and relevant parties.

- The Office of the BOD prepared for BOD meetings, conducted written ballots, recorded meeting minutes, and prepared files and documents as requested by the BOD, the Chairperson of the BOD, and the Committees.
- The Office of the BOD monitored the Company's compliance with its information disclosure obligations and periodically reported the status to the BOD.

5. BOD Resolutions/Decisions (six-month report)

No.	Resolution/Decision No.	Date	Content	Approval rate
1.	17/2025/NQ-HDQT-CTY	21/01/2025	Approval of a loan 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	
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 ESOP shares issued 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 of a framework contract with a related person of the Company’s internal person	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 a related person 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%

No.	Resolution/Decision No.	Date	Content	Approval rate
16.	102/2025/NQ-HDQT-CTY	18/03/2025	Approval of the policy to invest in 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%
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 for obtaining a loan from Vietcombank – HCMC Branch	100%
24.	222/2025/NQ-HDQT-CTY	03/06/2025	Approval for obtaining a loan 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 2025 business plan and investment budget, the 2025-2027 internal audit 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 real estate assets to serve the Company's business plan	100%
28.	239/2025/NQ-HDQT-CTY	18/06/2025	Approval for obtaining a loan from The Siam Commercial Bank Public Company Limited – Ho Chi Minh City Branch	100%
29.	241/2025/NQ-HDQT-CTY	18/06/2025	Approval for a subsidiary loan from Vietnam Joint Stock Commercial Bank for Industry and Trade - Branch 1, Ho Chi Minh City ("Vietinbank") and a guarantee for the subsidiary's loan at Vietinbank	100%
30.	243/2025/NQ-HDQT-CTY	18/06/2025	Approval of the agreement between the Company and a related person of the Company regarding the Company's guarantee for a subsidiary's loan at Vietinbank	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
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%

III. AUDIT COMMITTEE (SIX-MONTH REPORT)

1. Information on Member of the AC

No.	Member of the AC	Position	Date of becoming a Member of the AC	Date of ceasing to be a Member of the AC	Professional qualifications
1.	Le Quang Phuc	Chairperson of the AC	17/04/2021		Master of Business Administration Engineer
2.	Nguyen Tuan Hai	Member of the AC	26/04/2025		Master of Business Administration Bachelor of Foreign Languages
3.	Dang Thi Lai	Member of the AC	21/01/2025		Bachelor of Business Administration

2. AC Meetings

No.	Member of the AC	Number of AC Meetings attended	Attendance rate	Voting rate	Reason for non-attendance
1.	Le Quang Phuc	03	100%	100%	
2.	Nguyen Tuan Hai	03	100%	100%	
3.	Dang Thi Lai	03	100%	100%	

3. Activities of the AC

- Supervised 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.
- Evaluated external audit service providers to recommend to the BOD the selection of an external auditor for the 2025 fiscal year.
- Reviewed and assessed transactions of internal persons and related persons regarding approval authority, compliance with legal regulations and BOD Resolutions, and information disclosure as required by law and Company regulations.
- Coordinated with the BOD and the Board of Managements to supervise the Company's compliance with the law, the Charter, and other Company regulations.

- Assessed the internal control and risk management systems; coordinated and exchanged with the Board of Managements on improving the effectiveness and efficiency of the risk management and internal control systems.
- Assessed the activities of the Internal Audit Department for 2024 and provided direction for its 2025 activities, including the 2025 operational plan and budget.

4. AC's supervision activities over the BOD, Board of Managements, and shareholders

- The AC held meetings to evaluate the 2024 performance and directed the Internal Audit Department to develop the 2025 operational plan, including budget and a risk-oriented internal audit plan, and to continue enhancing capacity and improving operations in line with GIAS standards.
- The AC directed the Internal Audit Department to evaluate the Company's internal control and risk management systems, to execute the supervisory role of the AC/Internal Audit according to the three lines model, and to urge the implementation of post-audit recommendations.
- The AC directed the Internal Audit Department to review and assess transactions of internal persons and Related persons of the company, and to coordinate with relevant parties in supervising compliance.
- The AC directed the Internal Audit Department to supervise the FS preparation process and coordinate with relevant parties to improve the process of preparing and issuing FS.

5. Coordination between the AC and the BOD, Board of Managements, and other management staff

- The AC received support and coordination from the BOD, the CEO, and members of the Board of Managements in performing its duties according to the Internal Regulation on Corporate Governance and the Operational Regulation of the AC.
- The AC discussed with the Board of Managements its assessments and recommendations on the Company's internal control and risk management systems following internal audits.
- Coordinated with the Board of Managements in supervising the FS preparation process, compliance with legal regulations and company policies, and activities to enhance the effectiveness of the internal control system, risk management, and other related activities.

6. Other activities of the AC

Evaluation of independent audit activities:

- The AC supervised the independence and objectivity of the independent auditor for the 2024 FS, discussed and noted feedback from the external auditor throughout the process, and evaluated external audit service providers approved by the GMS to recommend to the BOD the selection of an auditor for the 2025 FS.
- The AC directed the Internal Audit Department to supervise the integrity of the FS by setting key focus areas and issues to be clarified during the FS preparation process, and to supervise the disclosure of FS information as required.

IV. STRATEGY AND FINANCE COMMITTEE (SIX-MONTH REPORT)

1. Information on Member of the Strategy and Finance Committee

No.	Member of the Strategy and Finance Committee	Position	Date of becoming a Member of the Strategy and Finance Committee	Date of ceasing to be a Member the Strategy and Finance Committee
1.	Cao Thi Ngoc Dung	Head of the Committee	25/03/2022	

No.	Member of the Strategy and Finance Committee	Position	Date of becoming a Member of the Strategy and Finance Committee	Date of ceasing to be a Member the Strategy and Finance Committee
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.	Member of the Strategy and Finance Committee	Number of Strategy and Finance Committee Meetings attended (**)	Attendance rate	Reason for non-attendance
1.	Ms. Thi Ngoc Dung	2/2	100%	
2.	Le Tri Thong	2/2	100%	
3.	Tran Phuong Ngoc Thao	2/2	100%	
4.	Dang Thi Lai	2/2	100%	
5.	Dao Trung Kien	2/2	100%	
6.	Nguyen Tuan Hai	2/2	100%	
7.	Dang Hai Anh	2/2	100%	

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

3. Activities of the Strategy and Finance Committee

- In the first six months of 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:
 - 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, tailored to the specifics of each industry.
 - 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 Board of Managements.
- With the professional guidance and supervision of the Strategy and Finance Committee, the Company completed its capital contribution to FLVN Joint Stock Company, and its business results for the first six months of the year are being implemented on schedule.

V. ENVIRONMENTAL – SOCIAL – GOVERNANCE COMMITTEE (“ESG”) (SIX-MONTH REPORT)

1. Information on Member of the ESG Committee

No.	Member of the ESG Committee	Position	Date of becoming a Member of the ESG Committee	Date of ceasing to become a Member of the ESG Committee
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.	Member of the ESG Committee	Number of ESG Committee Meetings attended	Attendance rate	Reason for non-attendance
1.	Le Quang Phuc	7/7	100%	
2.	Tran Phuong Ngoc Thao	7/7	100%	
3.	Huynh Thi Xuan Lien	7/7	100%	
4.	Tieu Yen Trinh	2/2	100%	Ceased to be an ESG Committee member as of 20/02/2025
5	Dao Trung Kien	5/5	100%	Assigned as an ESG Committee member as of 20/02/2025
6	Nguyen Khoa Hong Thanh	5/5	100%	Assigned as an ESG Committee member as of 20/02/2025

3. Activities of ESG Committee

- In the first six months of 2025, the ESG Committee continued to operate under the 5-year ESG roadmap set in 2022, with a focus on ensuring compliance and promoting the integration of environmental, social, and governance factors into the Company's production, business, and administrative activities, with the aim of meeting international sustainability standards.

- As the advisory body to the BOD for directing and supervising the implementation of the ESG strategy, key activities of the ESG Committee in the first six months of the year were implemented across the three ESG pillars as follows:
 - Regarding Environmental activities (“E – Environmental ”): The ESG Committee guided the Company to commit to reducing greenhouse gas emissions by 2030.
 - Regarding Social activities (“S – Social”): The ESG Committee proposed to integrate DE&I (Diversity, Equity & Inclusion), CSR (Corporate Social Responsibility), and Total Wellbeing into activities related to HR, cultural building, and community engagement.
 - Regarding Governance of Corporate (“G – Governance”):
 - Based on the Corporate Governance Framework and Principles approved by the BOD in 2024, the ESG Committee provided professional advice to the BOD in reviewing and adjusting corporate governance documents under the GMS's authority and participated in drafting the operational regulations for the BOD's Committees.
 - Concurrently, the ESG Committee developed key plans, including: (i) finalizing the Code of Ethical Conduct applicable to the Company and its subsidiaries; (ii) assessing the readiness for the transitioning the accounting system to comply with IFRS standards, developing a roadmap, training, and assessing the impact of the transition; (iii) providing corporate governance training for senior personnel of the Company and its subsidiary companies.
- In the first six months of 2025, the Company continued to be recognized in the field of sustainable development, appearing for the third consecutive time in the Top 50 Sustainable Development Enterprises 2025 and being honored by Nhip Cau Dau Tu Magazine in two categories: E – Pioneer in Waste Reduction and S – Outstanding CSR Activities.

VI. HUMAN RESOURCES COMMITTEE (SIX-MONTH REPORT)

1. Information on Member of the HR Committee

No.	Member of the Human Resources Committee	Position	Date of becoming a Member of the Human Resources Committee	Date of ceasing to be a Member of the Human Resources Committee
1.	Tieu Yen Trinh	Head of the Committee	25/03/2022	
2.	Cao Thi Ngoc Dung	Member	25/03/2022	
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	

2. Human Resources Committee Meetings

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

3. Activities of Human Resources Committee

- In the first six months of 2025, the HR Committee performed its professional advisory role to the BOD on key issues related to HR development strategy, corporate culture, and senior personnel policies. Key activities were as follows:
 - 2025 Action Agenda: The Committee set 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 Company's succession roadmap and sustainable development goals.
 - Corporate culture: Accompanied the Board of Managements in building and spreading the core values of PNJ's people, linked to the sustainable development orientation and the Company's unique cultural identity.
 - BOD Remuneration Policy: The Committee advised the BOD on adjusting the BOD remuneration policy in line with the optimization of the BOD's 2025 operational budget as approved by GMS 2025.
- With the professional guidance and supervision of the HR Committee, the corporate culture and talent development programs have been implemented in the right direction. Initial results in the first six months of the year show positive improvements in team engagement and proactivity in preparing succession resources for key positions.

VII. BOARD OF MANAGEMENTS

No.	Member of the Board of Managements	Date of birth	Professional qualification	Appointment date as a Board of Managements member	Dismissal date as a Board of Managements member
1.	Le Tri Thong General Director		Master of Business Administration Engineer of Chemical Technology	21/04/2023	
2.	Dang Thi Lai Senior Director		Bachelor of Business Administration	06/02/2023	01/01/2025
3.	Nguyen Chi Kien Senior Director		Bachelor of Accounting – Auditing	19/09/2023	

No.	Member of the Board of Managements	Date of birth	Professional qualification	Appointment date as a Board of Managements member	Dismissal date as a Board of Managements member
4.	Dao Trung Kien Senior Director		Master of Business Administration Bachelor of Finance – Banking	06/02/2023	
5.	Dang Hai Anh Senior Director		Bachelor of Nuclear Technology	20/08/2020	
6.	Nguyen Ngoc Van Quan Senior Director		Master of Engineering Engineer of 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	02/01/2024	
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 MANAGEMENT TRAINING

Corporate governance training courses attended by members of the BOD, AC, Chief Executive Officer, other managers, and the person in charge of Corporate Governance in the first six months of 2025:

- Members of the BOD, AC, and the CEO participated in professional training courses, 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 topics such as 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.
- 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 to enhance their capacity for independent assessment and effective coordination within the three lines of defense model.
- The CEO, the Board of Managements, and the Person in charge of Corporate Governance continued to participate in thematic workshops and training sessions organized by domestic professional organizations, focusing on updates to the amended Law on Securities, transparent information disclosure, and sustainable development reporting requirements according to international standards.

X. LIST OF RELATED PERSONS OF THE PUBLIC COMPANY (REPORT FOR THE FIRST SIX MONTHS OF 2025) 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:

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; 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 Businesspeople Association of Ho Chi Minh City (“YBA”): media cooperation agreements for mutual brand and image promotion; collection of membership fees.
- The Business Association of High-Quality Vietnamese Products (“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 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 - 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.

4.2. Transactions between the Company and companies where a related person of a member of the BOD, the Supervisory Board, the 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 Business People 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 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, the Supervisory Board, the CEO, and other managers: None

XI. SHARES TRADING BY INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS (REPORT FOR THE FIRST SIX MONTHS OF 2025)

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 28, 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 2025 fiscal year of the Company.

Recipients:

- As above
- BOD, AC
- SFC, ESGC, HRC
- CEO
- BOD Office archives
- Corporate Secretariat archives

CHAIRPERSON OF THE BOARD OF DIRECTORS



CAO THI NGOC DUNG

REPORT ON CORPORATE GOVERNANCE FOR THE FIRST SIX MONTHS OF 2025

APPENDIX 1: SHARE TRANSACTIONS BY INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS (SIX-MONTH REPORT)

1A - LIST OF INTERNAL PERSONS, RELATED PERSONS OF INTERNAL PERSONS AND SHARE TRANSACTIONS BY INTERNAL PERSONS, RELATED PERSONS OF INTERNAL 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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end 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%	9,637,789	2.85%		
1.1	PNJ	Cao Ngoc Lien			Father	National ID Card								0	0.00%	0	0.00%		
1.2	PNJ	Tran Thi Mon			Mother	National ID Card								718,672	0.21%	718,672	0.21%		
1.3	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD	Daughter	Citizen Identity Card								8,815,253	2.61%	11,868,666	3.51%	Purchase	
1.4	PNJ	Tran Phuong Ngoc Giao			Daughter	Citizen Identity Card								8,319,974	2.46%	8,319,974	2.46%		
1.4	PNJ	Tran Phuong Ngoc Giao			Daughter	Citizen Identity Card								1,347,840	0.40%	1,347,840	0.40%		
1.5	PNJ	Nguyen Minh Luan			Son-in-law	Citizen Identity Card								30	0.00%	30	0.00%		
1.6	PNJ	Tran Phuong Ngoc Ha			Daughter	Citizen Identity Card								12,266,666	3.63%	12,266,666	3.63%		

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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
1.7	PNJ	Cao Ngoc Hiep			Older Brother	National ID Card								73,495	0.02%	73,495	0.02%		
1.7	PNJ	Cao Ngoc Hiep			Older Brother	Citizen Identity Card								0	0.00%	0	0.00%		
1.8	PNJ	Le Thi Sam			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
1.9	PNJ	Cao Thi Thuy			Older Sister	Citizen Identity Card								10,000	0.00%	10,000	0.00%		
1.10	PNJ	Cao Thi Ngoc Hong			Older Sister	Citizen Identity Card								882,806	0.26%	882,806	0.26%		
1.11	PNJ	Cao Ngoc Huy			Older Brother	Citizen Identity Card								64,713	0.02%	64,713	0.02%		
1.12	PNJ	Le Nguyen Dang Hang			Older Sister-in-law	Citizen Identity Card								1,128,266	0.33%	1,128,266	0.33%		
1.13	PNJ	Cao Ngoc Duy			Older Brother	Citizen Identity Card								9,023,307	2.67%	9,023,307	2.67%		
1.14	PNJ	Bui Thu Thuy			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
1.15	PNJ	Cao Thi Ngoc Tam			Older Sister	National ID Card								83,174	0.02%	83,174	0.02%		
1.15	PNJ	Cao Thi Ngoc Tam			Older Sister	Citizen Identity Card								0	0.00%	0	0.00%		
1.16	PNJ	Cao Ngoc Hai			Older Brother	Citizen Identity Card								0	0.00%	0	0.00%		
1.17	PNJ	Nguyen Thi Ngoc Van			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
1.18	PNJ	PNJ Jewelry Production and Trading Company Limited			Ms. Cao Thi Ngoc Dung is the Chairperson of the Members' Council.	ERC								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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
1.19	PNJ	Vietnam Institute of Directors Social Enterprise JSC (VIOD)			Ms. Cao Thi Ngoc Dung is a Member of the BOD	ERC								0	0.00%	0	0.00%		
1.20	PNJ	WILL TO LIVE Joint Stock Company - Social Enterprise			Ms. Cao Thi Ngoc Dung is an Advisory Member and Shareholder.	ERC								0	0.00%	0	0.00%		
1.21	PNJ	Saigon Food JSC			Ms. Cao Thi Ngoc Dung is a Member of the BOD	ERC								0	0.00%	0	0.00%		
1.22	PNJ	Phu Nhuan Jewelry JSC			Ms. Cao Thi Ngoc Dung is a Member of the BOD	ERC								169,559	0.05%	169,559	0.05%		
1.23	PNJ	Vietnam Association For Women Entrepreneurs (VAWE)			Ms. Cao Thi Ngoc Dung is the Vice Chairperson of the Association.	Establishment Decision								0	0.00%	0	0.00%		
1.24	PNJ	HCMC Association For Women Executives & Entrepreneurs			Ms. Cao Thi Ngoc Dung is the Chairperson of the Association.	Establishment Decision								0	0.00%	0	0.00%		
1.25	PNJ	Optimism Development Foundation			Ms. Cao Thi Ngoc Dung is the Founder and Chairperson of the Management Council of the Optimism	Establishment Decision								0	0.00%	0	0.00%		
2.	PNJ	Le Tri Thong		Vice Chairperson of the BOD, CEO, and Information Disclosure Officer.		Citizen Identity Card								1,205,854	0.36%	1,205,854	0.36%		

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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
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%		
2.5	PNJ	Nguyen Khanh Linh			Wife	Citizen Identity Card								0	0.00%	0	0.00%		
2.6	PNJ	Le Tri Khai			Child	N/A								0	0.00%	0	0.00%		Minor
2.7	PNJ	Le Tue Nhu			Child	N/A								0	0.00%	0	0.00%		Minor
2.8	PNJ	Le Diep Kieu Trang			Older Sister	Citizen Identity Card								0	0.00%	0	0.00%		
2.9	PNJ	Vu Xuan Sonny			Older Brother-in-law	Passport								0	0.00%	0	0.00%		
2.10	PNJ	Phu Nhuan Jewelry JSC			Mr. Le Tri Thong is the Vice Chairperson of the BOD, CEO, and Information Disclosure Officer.	ERC								169,559	0.05%	169,559	0.05%		

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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
2.11	PNJ	National Data Association			Mr. Le Tri Thong the Vice Chairperson of the Executive Committee for the 2025 - 2030 term	Establishment Decision					22/03/2025		Elected to the Executive Committee of the National Data Association (2025 – 2030 term)	0	0.00%	0	0.00%		
2.12	PNJ	Vietnam Gold Traders Association			Vice Chairperson of the Association	Establishment Decision								0	0.00%	0	0.00%		
2.13	PNJ	Young Business People Association of HCMC (YBA)			Mr. Le Tri Thong is the Chairperson of the Association	Establishment Decision								0	0.00%	0	0.00%		
2.14	PNJ	Viet Nam Young Entrepreneurs Association			Mr. Le Tri Thong is the Vice President of the Association	Establishment Decision								0	0.00%	0	0.00%		
2.15	PNJ	HCMC Vietnam Youth Federation			Mr. Le Tri Thong is Vice Chairperson	Establishment Decision								0	0.00%	0	0.00%		
2.16	PNJ	Optimism Development Foundation			Mr. Le Tri Thong is the PNJ representative to become the Founder and Vice Chairperson of the Management Council of the Optimism Development Foundation	Establishment Decision								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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
3.	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD		Citizen Identity Card					26/04/2025		Appointed as BOD Member by the GMS and appointed as Vice Chairperson of the BOD by the BOD.	8,815,253	2.61%	11,868,666	3.51%	Purchase	
3.	PNJ	Tran Phuong Ngoc Thao		Vice Chairperson of the BOD		Citizen Identity Card					26/04/2025		Appointed as BOD Member by the GMS and appointed as Vice Chairperson of the BOD by the BOD.	0	0.00%	0	0.00%	Purchase	
3.1	PNJ	Cao Thi Ngoc Dung		Chairperson of the BOD	Mother	Citizen Identity Card								9,637,789	2.85%	9,637,789	2.85%		
3.2	PNJ	Dang Tran Vinh			Child	N/A								0	0.00%	0	0.00%		
3.3	PNJ	Dang Tran Vinh			Child	N/A								0	0.00%	0	0.00%		Minor
3.4	PNJ	Tran Phuong Ngoc Giao		Member of the Members' Council of a subsidiary Director of a subsidiary company	Younger Sibling	Citizen Identity Card								8,319,974	2.46%	8,319,974	2.46%		
3.4	PNJ	Tran Phuong Ngoc Giao		Member of the Members' Council of a subsidiary Director of a subsidiary company	Younger Sibling	Citizen Identity Card								1,347,840	0.40%	1,347,840	0.40%		
3.5	PNJ	Nguyen Minh Luan			Older Brother-in-law	Citizen Identity Card								30	0.00%	30	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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
3.6	PNJ	Tran Phuung Ngoc Ha			Younger Sibling	Citizen Identity Card								12,266,666	3.63%	12,266,666	3.63%		
3.7	PNJ	Vinh An Partners Limited Liability Company			Ms. Tran Phuung Ngoc Thao is the Chairperson of the Members' Council	ERC								0	0.00%	0	0.00%		
3.8	PNJ	PNJ Jewelry Production and Trading Company Limited			Ms. Tran Phuung Ngoc Thao is Chairperson of the Members' Council, CEO	ERC				05/02/2025			Appointed as CEO/General Director of a subsidiary by the BOD	0	0.00%	0	0.00%		
3.9	PNJ	PNJ Laboratory Company Limited			Ms. Tran Phuung Ngoc Thao is the Chairperson of the Company	ERC					05/02/2025		Dismissed by the BOD in accordance with the company's personnel plan	0	0.00%	0	0.00%		
3.10	PNJ	Young Business People Association of HCMC (YBA)			Ms. Tran Phuung Ngoc Thao is the Vice Chairperson of the association	Establishment Decision								0	0.00%	0	0.00%		
4.	PNJ	Dang Hai Anh		Member of the BOD Senior Director		Citizen Identity Card								295,633	0.09%	275,333	0.08%	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%		

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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
4.4	PNJ	Nguyen Ha Linh			Wife	Citizen Identity Card								0	0.00%	0	0.00%		
4.5	PNJ	Dang Nguyen Tue Anh			Child	N/A								0	0.00%	0	0.00%		Minor
4.6	PNJ	Dang Nguyen Khang			Child	N/A								0	0.00%	0	0.00%		Minor
4.7	PNJ	Dang Nguyen Phong			Child	N/A								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			Older 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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percent age of shares held at the beginning of the period	Number of shares	Percent age of shares held at the end of the period		
5.	PNJ	Nguyen Tuan Hai		Member of the BOD Member of the Audit Committee		Citizen Identity Card					26/04/2025		Elected as an Independent Member of the BOD by the GMS, elected as the Lead Independent Member of the BOD by the BOD, and appointed as a Member of the Audit Committee	0	0.00%	0	0.00%		
5.	PNJ	Nguyen Tuan Hai		Member of the BOD Member of the Audit Committee		Citizen Identity Card					26/04/2025		Elected as an Independent Member of the BOD by the GMS, elected as the Lead Independent Member of the BOD by the BOD, and appointed as a Member of the Audit Committee	61,966	0.02%	61,966	0.02%		
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%		
5.3	PNJ	Do Thi Minh Anh			Wife	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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
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	Citizen 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			Older Brother	Citizen Identity Card								0	0.00%	0	0.00%		
5.9	PNJ	Au Thien Huong			Older 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			Older 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 the Chairperson of the BOD	ERC								0	0.00%	0	0.00%		
5.13	PNJ	Thac Ba Lake Urban and Travel, Sports, Culture Park Investment Joint Stock Company			Mr. Nguyen Tuan Hai is the Chairperson of the BOD and Shareholder	ERC								0	0.00%	0	0.00%		
5.14	PNJ	Alpha Nam Real Estate JSC			Mr. Nguyen Tuan Hai is the Shareholder	ERC								0	0.00%	0	0.00%		
5.15	PNJ	Will To Live Live JSC - Social Enterprise			Mr. Nguyen Tuan Hai is the Member of the BOD	ERC								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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
5.16	PNJ	Red Star Central Highland JSC			Mr. Nguyen Tuan Hai is the Member of the BOD	ERC								0	0.00%	0	0.00%		
6.	PNJ	Dao Trung Kien		Member of the BOD Senior Director		National Identity Card								177	0.00%	177	0.00%		
6.	PNJ	Dao Trung Kien		Member of the BOD Senior Director		National Identity Card								201	0.00%	201	0.00%		
6.	PNJ	Dao Trung Kien		Member of the BOD Senior Director		Citizen Identity Card								531,332	0.16%	531,332	0.16%		
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	National Identity Card								0	0.00%	0	0.00%		
6.4	PNJ	Le Nu Tung Anh			Wife	National Identity Card								0	0.00%	0	0.00%		
6.4	PNJ	Le Nu Tung Anh			Wife	Citizen Identity Card								0	0.00%	400	0.00%	Purchase	
6.5	PNJ	Dao Le Minh Anh			Child	N/A								0	0.00%	0	0.00%		Minor
6.6	PNJ	Dao Chau Anh			Child	N/A								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			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
6.9	PNJ	Kien Anh Company Limited			Mr. Dao Trung Kien is the Shareholder	ERC								0	0.00%	0	0.00%		
6.10	PNJ	PNJ Jewelry Production and Trading Company Limited			Mr. Dao Trung Kien is a Member of the Members' Council	ERC								0	0.00%	0	0.00%		

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														Number of shares	Percent age of shares held at the beginning of the period	Number of shares	Percent age of shares held at the end of the period		
6.11	PNJ	Party Committee of Phu Nhuan Jewelry Joint Stock Company			Mr. Dao Trung Kien is a Member of the Party Committee's Executive Board for the 2022-2027 term	Establishment Decision								0	0.00%	0	0.00%		
7.	PNJ	Dang Thi Lai		Member of the BOD Member of the Audit Committee		Citizen Identity Card					(i) 21/01/2025 (ii) 01/01/2025	(i) Appointed as a Member of the Audit Committee by the BOD (ii) Dismissed from the position of Senior Director by the BOD in accordance with 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 Audit Committee		Citizen Identity Card					(i) 21/01/2025 (ii) 01/01/2025	(i) Appointed by the BOD Member of the Audit Committee (ii) Dismissed from the position of Senior Director by the BOD in accordance with the company's personnel plan.	765,600	0.23%	765,600	0.23%			
7.1	PNJ	Ha Thi Xuan Hy			Mother-in-law	National Identity Card								0	0.00%	0	0.00%		

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														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the end of the period		
7.2	PNJ	Tran Quang Minh			Husband	National Identity 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			Older Sister	Citizen Identity Card								0	0.00%	0	0.00%		
7.7	PNJ	Dang Thi Cuc			Older Sister	Citizen Identity Card								86,657	0.03%	86,657	0.03%		
7.7	PNJ	Dang Thi Cuc			Older Sister	Identity Card								0	0.00%	0	0.00%		
7.8	PNJ	Le Doan Tinh			Older Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
7.9	PNJ	Dang Ngoc Thao			Younger Sibling	National Identity Card								107,618	0.03%	107,618	0.03%		
7.9	PNJ	Dang Ngoc Thao			Younger Sibling	Citizen Identity Card								90,800	0.03%	90,800	0.03%		
7.9	PNJ	Dang Ngoc Thao			Younger Sibling	Citizen Identity Card								80,000	0.02%	80,000	0.02%		

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														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the end of the period		
7.10	PNJ	Lam Thi Ngoc My			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
7.11	PNJ	Trade Union (Grassroots Level) of Phu Nhuan Jewelry JSC			Ms.Dang Thi Lai is the Chairperson of the Trade Union	Establishment Decision								281,686	0.08%	281,686	0.08%		
7.12	PNJ	PNJ Jewelry Production and Trading Company Limited			Ms Dang Thi Lai is a Member of the Members' Council	ERC								0	0.00%	0	0.00%		
7.13	PNJ	PNJ Laboratory Company Limited			Ms. Dang Thi Lai is the Chairperson of the Company	ERC					05/02/2025		Appointed by the BOD in accordance with 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 Federation of Labor								0	0.00%	0	0.00%		
8.	PNJ	Le Quang Phuc		Member of the BOD Chairperson of the Audit Committee		Citizen Identity Card								71,400	0.02%	71,400	0.02%		
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%		

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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			Older Sister	Citizen Identity Card								0	0.00%	0	0.00%		
8.6	PNJ	Truong Dinh Tam			Older Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
8.7	PNJ	Le Quang Loc			Child	National Identity Card								0	0.00%	0	0.00%		
8.8	PNJ	Than Thi Thu Trang			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
8.9	PNJ	Le Minh Tri			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
8.10	PNJ	Ho Thi To Anh			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
8.11	PNJ	Le Quoc Binh			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
8.12	PNJ	Pham Thi Thuy Hang			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
8.13	PNJ	Le Minh Chau			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		

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8.14	PNJ	Le Thi Le Huyen			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
8.15	PNJ	Bac Cuong Investment Joint Stock Company			Mr. Le Quang Phuc is the General Director	ERC								0	0.00%	0	0.00%		
8.16	PNJ	Phat Dat Real Estate Development Corp			Mr. Le Quang Phuc is a Member of the BOD	ERC								0	0.00%	0	0.00%		
8.17	PNJ	Thanh Thanh Cong - Bien Hoa Joint Stock Company			Mr. Le Quang Phuc is a Member of the BOD	ERC								0	0.00%	0	0.00%		
8.18	PNJ	BDSC Management Consulting Corporation			Mr. Le Quang Phuc is the Director	ERC								0	0.00%	0	0.00%		
8.19	PNJ	Le & Partners Company Limited			Mr. Le Quang Phuc holds 65% of the charter capital	ERC								0	0.00%	0	0.00%		
8.20	PNJ	SEAREFICO CORPORATION			Mr. Le Quang Phuc is a Member of the BOD.	ERC								0	0.00%	0	0.00%		
8.21	PNJ	Filmore Real Estate Development Corporation			Mr. Le Quang Phuc is a Member of the BOD.	ERC						09/07/2025	End of term	0	0.00%	0	0.00%		

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														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the end of the period		
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	0	0.00%	0	0.00%		
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	Citizen 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			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
9.7	PNJ	Tieu Anh Toan			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		

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9.8	PNJ	Nguyen Thi Thanh Trung			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
9.9	PNJ	Talentnet Corporation			Ms. Tieu Yen Trinh is the Chairperson of the BOD cum General Director	ERC								0	0.00%	0	0.00%		
9.10	PNJ	Vietnam Dairy Products Joint Stock Company			Ms. Tieu Yen Trinh is Member of the BOD	ERC								0	0.00%	0	0.00%		
9.11	PNJ	Thien Long Group Corporation			Ms. Tieu Yen Trinh is a Member of the BOD	ERC				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 the Vice Chairperson of the Association	Establishment Decision								0	0.00%	0	0.00%		
10.	PNJ	Nguyen Anh Tuan		Head of Internal Audit		Citizen Identity Card								176,513	0.05%	168,513	0.05%	Sale	
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%		
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	N/A								0	0.00%	0	0.00%		Minor
10.7	PNJ	Nguyen Quoc Chinh			Older Older 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%		

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														Number of shares	Percentage of shares held at the beginning of the period	Number of shares	Percentage of shares held at the end of the period		
10.9	PNJ	Nguyen Thi Hong Tham			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
10.10	PNJ	Trade Union (Grassroots Level) of Phu Nhuan Jewelry JSC			Mr. Nguyen Anh Tuan is the Vice Chairperson of the Trade Union	Establishment Decision								281,686	0.08%	281,686	0.08%		
10.11	PNJ	Party Committee of Phu Nhuan Jewelry Joint Stock Company			Mr. Nguyen Anh Tuan is the Deputy Secretary of the Party Committee for the 2020-2025 term	Establishment Decision								0	0.00%	0	0.00%		
11.	PNJ	Duong Quang Hai		Chief Accountant		Citizen Identity Card								655,034	0.19%	655,034	0.19%		
11.	PNJ	Duong Quang Hai		Chief Accountant		National Identity Card								94,733	0.03%	94,733	0.03%		
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	Vo Thi Lien			Mother-in-law	Passport								0	0.00%	0	0.00%		
11.5	PNJ	Nguyen Thi Diem Trang			Wife	National Identity Card								1	0.00%	1	0.00%		
11.5	PNJ	Nguyen Thi Diem Trang			Wife	Citizen Identity Card								1,333	0.00%	1,333	0.00%		

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11.6	PNJ	Duong Diem Quynh			Child	Citizen Identity Card								0	0.00%	0	0.00%		
11.7	PNJ	Duong Quang Hung			Child	Citizen Identity Card								0	0.00%	0	0.00%		
11.8	PNJ	Duong Truc Lam			Child	Citizen Identity Card								0	0.00%	0	0.00%		
11.9	PNJ	Duong Thi Thanh Phuong			Older Sister	Citizen Identity Card								0	0.00%	0	0.00%		
11.10	PNJ	Pham Van Bay			Older Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
11.11	PNJ	Duong Thi Phuong Nga			Older Sister	Citizen Identity Card								0	0.00%	0	0.00%		
11.12	PNJ	Duong Quang Tam			Older Older Brother	Citizen Identity Card								0	0.00%	0	0.00%		
11.13	PNJ	Do Thi Thuy Trang			Older Sister-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
11.14	PNJ	Duong Thi Phuong Ha			Older Sister	Citizen Identity Card								0	0.00%	0	0.00%		
12.	PNJ	Nguyen Chi Kien		Senior Director		Citizen Identity Card								31,500	0.01%	31,500	0.01%		
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%		

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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%		
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%	0	0.00%		
13.1	PNJ	Nguyen Si Vien			Father						01/01/2025		Related persons	0	0.00%	0	0.00%		
13.2	PNJ	Do Thi Lan			Mother						01/01/2025		Related persons	0	0.00%	0	0.00%		
13.3	PNJ	Le Minh Vien			Father-in-law	Citizen Identity Card					01/01/2025		Related persons	0	0.00%	0	0.00%		
13.4	PNJ	Dang Thuy My Tram			Mother-in-law						01/01/2025		Related persons	0	0.00%	0	0.00%		
13.5	PNJ	Le Thi My Dung			Wife	Citizen Identity Card					01/01/2025		Related persons	0	0.00%	0	0.00%		
13.5	PNJ	Le Thi My Dung			Wife	Citizen Identity Card					01/01/2025		Related persons	0	0.00%	0	0.00%		
13.5	PNJ	Le Thi My Dung			Wife	Citizen Identity Card					01/01/2025		Related persons	0	0.00%	0	0.00%		

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13.6	PNJ	Nguyen Minh Khoi			Child	Citizen Identity Card					01/01/2025		Related persons	0	0.00%	0	0.00%		
13.7	PNJ	Nguyen Minh Khue			Child	Citizen Identity Card					01/01/2025		Related persons	0	0.00%	0	0.00%		
13.8	PNJ	Nguyen Minh Chau			Older Brother						01/01/2025		Related persons	0	0.00%	0	0.00%		
13.9	PNJ	Nguyen Thi Minh Phuong			Older Sister	Citizen Identity Card					01/01/2025		Related persons	0	0.00%	0	0.00%		
13.10	PNJ	Ho Dac Thai Hoang			Older Brother-in-law	Citizen Identity Card					01/01/2025		Related persons	0	0.00%	0	0.00%		
13.11	PNJ	EFIMA JSC			Mr. Nguyen Minh Hai is the General Director	ERC					01/01/2025		Related persons	0	0.00%	0	0.00%		
14.	PNJ	Nguyen Ngoc Van Quan		Senior Director		Citizen Identity Card								226,466	0.07%	228,466	0.07%	Purchase, Sale	
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%		

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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
14.5	PNJ	Nguyen Nhat Minh Long			Child	N/A								0	0.00%	0	0.00%		Minor
14.6	PNJ	Nguyen Cong Minh Tien			Child	N/A								0	0.00%	0	0.00%		Minor
14.7	PNJ	Nguyen Ngoc Duy			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
14.8	PNJ	Lam Thi Cham			Older 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%	104,400	0.03%		
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	N/A								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%		

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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
15.6	PNJ	Le Ngoc Huy			Older 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			Older Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
15.9	PNJ	The Business Association of High-Quality Vietnamese Products			Mr. Nguyen Khoa Hong Thanh is a Member of the Executive Committee for the 2024-2028 term.	Establishment Decision								0	0.00%	0	0.00%		
16.	PNJ	Truong Hoai Anh		Senior Director		Citizen Identity Card								122,400	0.04%	122,400	0.04%		
16.1	PNJ	Truong Hoai Chau			Father									0	0.00%	0	0.00%		
16.2	PNJ	Nguyen Thi Huong Tra			Mother									0	0.00%	0	0.00%		
16.3	PNJ	Tran Van Bao			Father-in-law									0	0.00%	0	0.00%		
16.4	PNJ	Nguyen Thi Hong			Mother-in-law									0	0.00%	0	0.00%		
16.5	PNJ	Tran Duc Trung			Husband	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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
16.6	PNJ	Tran Trung Hieu			Child	Citizen Identity Card								0	0.00%	0	0.00%		
16.7	PNJ	Truong Dieu Linh			Younger Sibling	Citizen Identity Card								0	0.00%	0	0.00%		
16.8	PNJ	Phan Viet Hai			Older Brother-in-law	Citizen Identity Card								0	0.00%	0	0.00%		
17.	PNJ	Huynh Duc Huy		Member of Member's Council of a subsidiary company		Citizen Identity Card							(i) Dismissed from the position of General Director of the subsidiary by the BOD, in accordance with the subsidiary's strategic personnel orientation of subsidiary companies (ii) The list of internal persons was adjusted due to the amendment of the Company's Charter issued on 26/04/2025 (i) 05/02/2025 (ii) 26/04/2025	291,054	0.09%	291,054	0.09%		
17.1	PNJ	Huynh Duc Hanh			Father	Citizen Identity Card						26/04/2025	Related persons	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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
17.2	PNJ	Huynh Lam Bao Khanh			Child	Passport						26/04/2025	Related persons	0	0.00%	0	0.00%		
17.3	PNJ	Huynh Ngoc Kha Doanh			Child	N/A						26/04/2025	Related persons	0	0.00%	0	0.00%		Minor
17.4	PNJ	Huynh Duc Hien			Younger Sibling	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
17.5	PNJ	Huynh Duc Hien			Younger Sibling	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
17.6	PNJ	Pham Thi Ngoc Thuan			Older Sister-in-law	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
17.7	PNJ	PNJ Jewelry Production and Trading Company Limited			Mr. Huynh Duc Huy is a Member of the Members' Council.	ERC						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.	PNJ	Huynh Thi Xuan Lien		Chairperson of the Members' Council of a subsidiary company		Citizen Identity Card						26/04/2025	The list of internal persons was adjusted due to the amendment of the Company's Charter issued on 26/04/2025	189,733	0.06%	189,733	0.06%		
18.1	PNJ	Dao Thi Xuan			Mother							26/04/2025	Related persons	0	0.00%	0	0.00%		
18.2	PNJ	Nguyen Thi Luu			Mother-in-law	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.3	PNJ	Nguyen Viet Hung			Husband	Citizen Identity Card						26/04/2025	Related persons	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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
18.4	PNJ	Nguyen Hoang Bao Anh			Child	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.5	PNJ	Huynh Kim Ngan			Older Brother	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.6	PNJ	Le Thi Thu Huong			Older Sister-in-law	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.7	PNJ	Huynh Thi Xuan Huong			Older Sister	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.8	PNJ	Phan Thanh Binh			Older Brother-in-law	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.9	PNJ	Huynh Thi Xuan Linh			Older Sister	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.10	PNJ	Truong Sanh			Older Brother-in-law	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.11	PNJ	Huynh Kim Han			Older Brother	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.12	PNJ	Vietnam Chief Sales & Marketing Officer Club			Ms. Huynh Thi Xuan Lien is the Vice Chairperson of the club.	Establishment Decision						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.13	PNJ	Cao Fashion Company Limited			Ms. Huynh Thi Xuan Lien is the Chairperson of the Members' Council.	ERC						26/04/2025	Related persons	0	0.00%	0	0.00%		
18.14	PNJ	Vietnam Marketing Association (VMA)			Ms. Huynh Thi Xuan Lien is the Vice Chairperson of the Association.	Establishment Decision						26/04/2025	Related persons	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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
18.15	PNJ	Ho Chi Minh City Association for Women Executives & Entrepreneurs (HAWEE)			Ms. Huynh Thi Xuan Lien is the Vice Chairperson of the Association.	Establishment Decision						26/04/2025	Related persons	0	0.00%	0	0.00%		
19.	PNJ	Tran Phuong Ngoc Giao		Member of the Members' Council of a subsidiary		Citizen Identity Card						26/04/2025	The list of internal persons was adjusted due to the amendment of the Company's Charter issued on 26/04/2025	8,319,974	2.46%	8,319,974	2.46%		
19.	PNJ	Tran Phuong Ngoc Giao		Member of the Members' Council of a subsidiary		Citizen Identity Card						26/04/2025	The list of internal persons was adjusted due to the amendment of the Company's Charter issued on 26/04/2025	1,347,840	0.40%	1,347,840	0.40%		
19.1	PNJ	Cao Thi Ngoc Dung		Chairperson of the BOD	Mother	Citizen Identity Card						26/04/2025	Related persons	9,637,789	2.85%	9,637,789	2.85%		
19.2	PNJ	Nguyen Van Lich			Father-in-law	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
19.3	PNJ	Ngo Anh Hue			Mother-in-law	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
19.4	PNJ	Nguyen Minh Luan			Husband	Citizen Identity Card						26/04/2025	Related persons	30	0.00%	30	0.00%		
19.5	PNJ	Nguyen Tran Gia Han			Child	N/A						26/04/2025	Related persons	0	0.00%	0	0.00%		Minor
19.6	PNJ	Nguyen Tran Gia Linh			Child	N/A						26/04/2025	Related persons	0	0.00%	0	0.00%		Minor
19.7	PNJ	Nguyen Tran Gia Tue			Child	N/A						26/04/2025	Related persons	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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period		
19.8	PNJ	Tran Phuong Ngoc Thao		Vice-Chairperson of the BOD	Older Sister	Citizen Identity Card						26/04/2025	Related persons	8,815,253	2.61%	11,868,666	3.51%	Purchase, Sale	
19.9	PNJ	Tran Phuong Ngoc Ha			Younger Sibling	Citizen Identity Card						26/04/2025	Related persons	12,266,666	3.63%	12,266,666	3.63%		
19.10	PNJ	Cao Fashion Company Limited			Ms. Tran Phuong Ngoc Giao is a Member of the Members' Council and Director.	ERC						26/04/2025	Related persons	0	0.00%	0	0.00%		
20.	PNJ	Vo Ngoc Thuy Anh		Member of the Members' Council of a subsidiary		Citizen Identity Card						26/04/2025	The list of internal persons was adjusted due to the amendment of the Company's Charter issued on 26/04/2025	53,821	0.02%	46,821	0.01%	Sale	
20.1	PNJ	Vo Thanh Dung			Father	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
20.2	PNJ	Le Thi Thuy Nga			Mother	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
20.3	PNJ	Vo Ngoc Thy Anh			Younger Sibling	Citizen Identity Card						26/04/2025	Related persons	0	0.00%	0	0.00%		
20.4	PNJ	Cao Fashion Company Limited			Ms. Vo Ngoc Thuy Anh is a Member of the Members' Council	ERC						26/04/2025	Related persons	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 the 2024-2025 term	214,078	0.06%	214,078	0.06%		
21.1	PNJ	Trinh Van Ngoc			Father	Citizen Identity Card						01/08/2025	Related persons	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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		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 end of the period			
21.2	PNJ	Pham Thi Mao			Mother	Citizen Identity Card						01/08/2025	Related persons	0	0.00%	0	0.00%			
21.3	PNJ	Trinh Thi Ngoc Phuong			Older Sister	National Identity Card						01/08/2025	Related persons	16	0.00%	16	0.00%			
21.4	PNJ	Tran Thanh Hung			Older Brother-in-law	Passport						01/08/2025	Related persons	0	0.00%	0	0.00%			
21.5	PNJ	Trinh Ngoc Tuan			Younger Sibling	Citizen Identity Card						01/08/2025	Related persons	0	0.00%	0	0.00%			
21.6	PNJ	Tran Thi Bich Van			Older Sister-in-law	Citizen Identity Card						01/08/2025	Related persons	2,781	0.00%	2,781	0.00%			
21.6	PNJ	Tran Thi Bich Van			Older Sister-in-law	Citizen Identity Card						01/08/2025	Related persons	0	0.00%	0	0.00%			
21.7	PNJ	Trinh Thi Ngoc Lan			Younger Sibling	National Identity Card						01/08/2025	Related persons	10	0.00%	10	0.00%			
21.7	PNJ	Trinh Thi Ngoc Lan			Younger Sibling	Citizen Identity Card						01/08/2025	Related persons	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 persons	0	0.00%	0	0.00%			
22.2	PNJ	Huynh Thi Tuyet			Mother							01/08/2025	Related persons	0	0.00%	0	0.00%			
22.3	PNJ	Nguyen Tan Trung			Father-in-law							01/08/2025	Related persons	0	0.00%	0	0.00%			
22.4	PNJ	Vo Thi Nuoi			Mother-in-law							01/08/2025	Related persons	0	0.00%	0	0.00%			
22.5	PNJ	Nguyen Hoang Dung			Husband							01/08/2025	Related persons	0	0.00%	0	0.00%			
22.6	PNJ	Nguyen Hoang Bach			Child							01/08/2025	Related persons	0	0.00%	0	0.00%			
22.7	PNJ	Do Luu Huynh			Older Older Brother							01/08/2025	Related persons	0	0.00%	0	0.00%			
22.8	PNJ	Ta Khanh Nhu			Older Sister-in-law							01/08/2025	Related persons	0	0.00%	0	0.00%			
23.		POLITICAL ORGANIZATIONS, SOCIO-POLITICAL ORGANIZATIONS																		

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)	ID Card Number	Date of issuance	Place of issuance	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		Number of Shares		Reason for change in ownership (purchase, sale, bonus, etc.)	Note
														Number of shares	Percent age of shares held at the beginning of the period	Number of shares	Percent age of shares held at the end of the period		
23.1	PNJ	Trade Union (Grassroots Level) of Phu Nhuan Jewelry JSC			The socio-political organizations of PNJ	Establishment Decision								281,686	0.08%	281,686	0.08%		
23.2	PNJ	Youth Union (Grassroots Level) of Phu Nhuan Jewelry JSC			The socio-political organizations of PNJ	Decision Recognizing the Executive Committee of the Youth Union (Grassroots Level)								0	0.00%	0	0.00%		
23.3	PNJ	Party Committee of Phu Nhuan Jewelry Joint Stock Company			The political organizations of PNJ	Establishment Decision								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)	ID Card Number	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										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
1.2	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
1.3	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		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		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)	ID Card Number	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
1.4	Dao Trung Kien		Member of the BOD Senior Director					18/02/2022		Appointed by the BOD	Authorized Representative cum Member of the MC
1.5	Huynh Duc Huy							18/02/2022		Appointed by the BOD	Authorized Representative cum Member of the MC
2.	PNJ Laboratory Company Limited										Subsidiary company
2.1	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
2.1	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										Subsidiary 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

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	ID Card Number	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
3.3	Vo Ngoc Thuy Anh							01/07/2023		Appointed by the BOD	Authorized Representative cum Member of the MC
4.	Golden Friend JSC										PNJ owns over 10% of the charter capital.
4.1	Pham Tai Xuan							11/11/2024		Mr. Phạm Tài Xuân has served as the capital contribution representative since November 11, 2024, and on February 18, 2025, he was elected by the General Meeting of Shareholders of Golden Friend Joint Stock Company to be a member of the Board of Directors.	Authorized representative cum Member of the BOD
5.	FLVN Joint Stock Company							17/06/2025		Capital contribution	PNJ owns over 10% of the charter capital.
6.	Trade Union (Grassroots Level) of Phu Nhuan Jewelry JSC										Socio-political organization
7.	Youth Union (Grassroots Level) of Phu Nhuan Jewelry JSC										Socio-political organization
8.	Party Committee of Phu Nhuan Jewelry JSC										Political organization
INTERNAL PERSONS (See details in Appendix 1A)											

REPORT ON CORPORATE GOVERNANCE FOR THE FIRST SIX MONTHS OF 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	Registered Office/Contact Address	Transaction period	Number of approving GMS/BOD Resolution/Decision (date of Issuance, if applicable)	Transaction details, total transaction value		Note
							Transaction details, total transaction value	Total transaction value (Unit: VND)	
1	PNJ Jewelry Production and Trading Company Limited (PNJP)	Subsidiary company	0315018466, 28/04/2018, HCMC DPI	23 Street No. 14, Ward 5, Go Vap District, HCMC	From 01/01/2025 to 30/06/2025	248/2024/NQ-HDQT-CTY dated 05/04/2024 and 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ receives payments from PNJP for asset lease (offices, premises, workshops) and common infrastructure fees, etc.	2,563,636,362	
					From 01/01/2025 to 30/06/2025	280/2024/NQ-DHDCD-CTY dated 16/04/2024 and 178/2025/NQ-DHDCD-CTY dated 26/04/2025	Purchase and sale of goods between PNJ and PNJP	6,821,466,661,546	
					27/05/2025	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	176 Hoa Lan Street, Ward 2, Phu Nhuan District, HCMC	From 01/01/2025 to 30/06/2025	248/2024/NQ-HDQT-CTY dated 05/04/2024 and 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays PNJL for inspection and testing services	5,055,719,460	
					From 01/01/2025 to 30/06/2025	394/2021/NQ-HDQT-CTY dated 09/11/2021	PNJL pays rent for 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	Registered Office/Contact Address	Transaction period	Number of approving GMS/BOD Resolution/Decision (date of Issuance, if applicable)	Transaction details, total transaction value		Note
							Transaction details, total transaction value	Total transaction value (Unit: VND)	
3	CAO Fashion Company Limited (CAF)	Subsidiary company	0309279212, 14/08/2009, HCMC DPI	170E Phan Dang Luu Street, Ward 4, Phu Nhuan District, HCMC	From 01/01/2025 to 30/06/2025	248/2024/NQ-HDQT-CTY dated 05/04/2024 and 123/2025/NQ-HDQT-CTY dated 03/04/2025	Purchase and sale of goods between PNJ and CAF	199,866,779,038	
							CAF pays rent for premises to PNJ	213,000,000	
							PNJ receives revenue from business cooperation with CAF	12,062,704,504	
					20/06/2025	241/2025/NQ-HDQT-CTY dated 18/06/2025	PNJ provides guarantees for CAF's bank loans	100,000,000,000	
26/06/2025	224/2025/NQ-HDQT-CTY dated 03/06/2025 and 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	33 Mac Dinh Chi Street, Da Kao Ward, District 1, HCMC	From 01/01/2025 to 30/06/2025	248/2024/NQ-HDQT-CTY dated 05/04/2024 and 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays Talentnet for services in training, consulting, and HR solutions	662,096,700	
							PNJ sells goods to Talentnet	304,986,469	
5	Ho Chi Minh City Association for Women Executives & Entrepreneurs (HAWEE)	Related persons of the Chairperson of the BOD	990/QD-UBND, 06/03/2015, HCMC People's Committee	170E Phan Dang Luu Street, Ward 4, Phu Nhuan District, HCMC	From 01/01/2025 to 30/06/2025	248/2024/NQ-HDQT-CTY dated 05/04/2024 và 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays media cooperation fees to HAWEE	304,000,000	

No.	Name of organization/individual	Relationship with the Company	Legal identification/ Registration No.*, date of Issue, place of Issue	Registered Office/Contact Address	Transaction period	Number of approving GMS/BOD Resolution/Decision (date of Issuance, if applicable)	Transaction details, total transaction value		Note
							Transaction details, total transaction value	Total transaction value (Unit: VND)	
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	Room 606, 6th Floor, Belvedere Building, 28A Tran Hung Dao Street, Phan Chu Trinh Ward, Hoan Kiem District, Hanoi	From 01/01/2025 to 30/06/2025	248/2024/NQ-HDQT-CTY dated 05/04/2024 và 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays VIOD for corporate governance training services	290,367,072	
7	Young Business People Association of Ho Chi Minh City (YBA)	Related persons of the Vice-Chairperson of the BOD	930/QD-UBND, 02/03/2010, HCMC People's Committee	4 Alexandre de Rhodes Street, Ben Nghe Ward, District 1, HCMC	From 01/01/2025 to 30/06/2025	248/2024/NQ-HDQT-CTY dated 05/04/2024 và 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays YBA for media cooperation and membership fees	238,000,000	
8	The Business Association of High-Quality Vietnamese Products (HVNCLC)	Related persons of the Vice-Chairperson of the BOD, Senior Director	930/QD-UBND, 02/03/2010, HCMC People's Committee	60/2 Ly Chinh Thang Street, Vo Thi Sau Ward, District 3, HCMC	From 01/01/2025 to 30/06/2025	248/2024/NQ-HDQT-CTY dated 05/04/2024 và 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays HVNCLC for media cooperation fees	10,800,000	
9	Vietnam Gold Traders Association (VGTA)	Related persons of the Vice-Chairperson of the BOD	12/2002/QD-BTCCBCP, 25/02/2002, Ministry of Home Affairs	No. 7, Lane 151B/88, Thai Ha Street, Trung Liet Ward, Dong Da District, Hanoi	From 01/01/2025 to 30/06/2025	248/2024/NQ-HDQT-CTY dated 05/04/2024 và 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays VGTA for media cooperation and membership fees	50,000,000	
10	Vietnam Young Entrepreneurs' Association (VYEA)	Related persons of the Vice-Chairperson of the BOD	03/2002/QD-BNV, 11/9/2002, Ministry of Home Affairs	64 Ba Trieu Street, Hoan Kiem District, Hanoi	From 01/01/2025 to 30/06/2025	248/2024/NQ-HDQT-CTY dated 05/04/2024 và 123/2025/NQ-HDQT-CTY dated 03/04/2025	PNJ pays VYEA for media cooperation and membership fees	150,000,000	

No.	Name of organization/individual	Relationship with the Company	Legal identification/Registration No.*, date of Issue, place of Issue	Registered Office/Contact Address	Transaction period	Number of approving GMS/BOD Resolution/Decision (date of Issuance, if applicable)	Transaction details, total transaction value		Note
							Transaction details, total transaction value	Total transaction value (Unit: VND)	
11	Golden Friend Joint Stock Company (GF)	Related persons of the Company	0314567343, 11/08/2017, HCMC DPI	6th Floor, PLS Building, 240 Nguyen Dinh Chinh Street, Ward 11, Phu Nhuan District, HCMC	From 01/01/2025 to 30/06/2025		GF pays rent for premises to PNJ	465,300,000	
							PNJ receives revenue from business cooperation with GF	2,583,562,592	
							Purchase/sale of goods between PNJ and GF	14,054,825,060	
							GF borrows/repays funds for customer payments	200,000,000	
12	FLVN Joint Stock Company	Related persons of the Company	0318479828, 27/05/2024, HCMC DPI	68 Nguyen Hue Street, Ben Nghe Ward, District 1, HCMC	17/06/2025		PNJ contributes capital to FLVN	1,950,000,000	
13	Other transactions, specifically the purchase and sale of goods, products, and raw materials between PNJ and individuals who are internal persons or individuals/organizations that are related persons, shall be conducted in accordance with Resolution of the Board of Directors No. 248/2024/NQ-HDQT-CTY dated 05/04/2024, and Resolution of the Board of Directors No. 123/2025/NQ-HDQT-CTY dated 03/04/2025.						PNJ purchases goods	37,187,819	
	These resolutions stipulate that such transactions must be executed under one of the following conditions: (a) Pursuant to the Company's public sales programs, pricing policies, or sales incentives, with terms and conditions no more favorable than those applicable to other customers under the same policies; or (b) Pursuant to the sales policy and incentives for the Company's employees (with limitations on the number of purchases and items per year), as determined by the General Director.						PNJ sells goods	1,950,523,420	

REPORT ON CORPORATE GOVERNANCE FOR THE FIRST SIX MONTHS OF 2025

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

No.	Transacting Individual	Relationship with the Internal persons	Position at the Listing Company	ID/Passport No., Date of Issue, Place of Issue	Address	Name of Subsidiary Company or Company Controlled by the Listing Company	Transaction Date	Transaction details, total transaction value		Note
								Transaction details, total transaction value	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, Ward 4, Phu Nhuan District, HCMC	PNJ Laboratory Company Limited (PNJL)	From 01/01/2025 to 30/06/2025	CAF pays PNJL for inspection and testing services	105,328,706	
	PNJ Laboratory Company Limited (PNJL)			0310521330, 16/12/2010, HCMC DPI	176 Hoa Lan Street, Ward 2, Phu Nhuan District, HCMC	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, Ward 4, Phu Nhuan District, HCMC	PNJ Jewelry Production and Trading Company Limited (PNJP)	From 01/01/2025 to 30/06/2025	Purchase and sale of goods between PNJP and CAF	73,335,093,092	
	PNJ Jewelry Production and Trading Company Limited (PNJP)			0315018466, 28/04/2018, HCMC DPI	23 Street No. 14, Ward 5, Go Vap District, HCMC	CAO Fashion Company Limited (CAF)		Provision of shared services and sharing of common infrastructure and resources between PNJP and CAF	499,043,435	
3	CAO Fashion Company Limited (CAF)	Related person of internal persons	Subsidiary company	0309279212, 14/08/2009, HCMC DPI	170E Phan Dang Luu Street, Ward 4, Phu Nhuan District, HCMC	Golden Friend Joint Stock Company (GF)	From 01/01/2025 to 30/06/2025	CAF purchases goods from GF	101,915,963	

No.	Transacting Individual	Relationship with the Internal persons	Position at the Listing Company	ID/Passport No., Date of Issue, Place of Issue	Address	Name of Subsidiary Company or Company Controlled by the Listing Company	Transaction Date	Transaction details, total transaction value		Note
								Transaction details, total transaction value	Total transaction value (Unit: VND)	
4	PNJ Laboratory Company Limited (PNJL)	Related person of internal persons	Subsidiary company	0310521330, 16/12/2010, HCMC DPI	176 Hoa Lan Street, Ward 2, Phu Nhuan District, HCMC	Golden Friend Joint Stock Company (GF)	14/05/2025	GF fully repays its loan	40,000,000,000	
							From 01/01/2025 to 30/06/2025	GF pays loan interest	1,238,904,000	
5	Individuals/organizations who are Company internal persons or related persons of internal persons.					CAO Fashion Company Limited (CAF)	From 01/01/2025 to 30/06/2025	CAF purchases goods	25,175,360	
							From 01/01/2025 to 30/06/2025	CAF sells goods	465,774,060	