



CÔNG TY CP VÀNG BẠC ĐÁ QUÝ PHÚ NHUẬN
PHU NHUAN JEWELRY JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No.: 461/2025 /BC-CTY

Ho Chi Minh City, October 02, 2025

REPORT

The result of share issuance under the Employee Stock Option Program

I. INTRODUCTION OF THE ISSUING ORGANIZATION

1. Name of the issuing organization: **PHU NHUAN JEWELRY JOINT STOCK COMPANY**
2. Abbreviation: PNJ
3. Head office address: 170E Phan Dang Luu, Duc Nhuan Ward, Ho Chi Minh City.
4. Telephone: (84.28) 3995 1703 Fax: (84.28) 3995 1702 Website: www.pnj.com.vn
5. Charter capital: 3,380,747,760,000 VND.
6. Stock code: PNJ
7. Payment account opened at: Joint Stock Commercial Bank for Foreign Trade of Vietnam – HCMC Branch
Account number: 007.100.0008313
8. Enterprise Registration Certificate No. 0300521758 0300521758 issued by the HCMC Department of Planning and Investment, first issued on January 02nd, 2004, with the 38th amendment on January 13th, 2025.
9. Establishment and operation License: None.

II. THE PLAN FOR SHARE ISSUANCE

1. Name of share: Phu Nhuan Jewelry Joint Stock Company share.
2. Type of share: Ordinary shares.
3. Number of shares prior to the issuance:
 - Total number of issued shares: 338,074,776 shares.
 - Number of outstanding shares: 337,905,217 shares.
 - Number of treasury shares: 169.559 shares.
4. Number of shares expected to be issued: 3,243,890 shares, equivalent to 0.96% of the total number of outstanding shares.
5. Transfer restriction period:
 - 100% of the number of shares are subject to transfer restrictions for 12 months, 70% of the number of shares are subject to transfer restrictions for 24 months, and 40% of the number of shares are subject to transfer restrictions for 36 months from the completion date of the issuance.
 - All additional shares issued by the Company to pay dividends in shares and/or bonus shares from equity/treasury shares that the participants receive arising from the number of ESOP shares in 2025 that are under transfer restrictions, will also be subject to transfer restrictions at the same rate and duration as the 2025 ESOP shares that are under transfer restrictions.

6. Issuance price: 20,000 VND/share.
7. Source of funds for issuance (*in case of issuing bonus shares to employees*): None.
8. Issuance closing date: September 23, 2025.
9. Expected share transfer date: In the 4th Quarter of 2025.

III. THE RESULT OF SHARE ISSUANCE

1. Number of distributed shares: 3,243,890 shares, equivalent to 100% of the total number of shares expected to be issued.
2. Number of employees allocated shares: 110 employees (*attached list*).
3. Total number of shares after the issuance (*as of* September 23, 2025): 341,318,666 shares, including:
 - Number of outstanding shares: 341,149,107 shares;
 - Number of treasury shares: 169,559 shares.

IV. ENCLOSED DOCUMENTS

1. List of employees participants for the ESOP for the year 2025 in the program;
2. Resolution of the Board of Directors No. 452/2025/NQ-HDQT-CTY dated 01/10/2025 on the approval of the results of the ESOP share issuance in 2025;
3. Confirmation letter from the bank where the escrow account is held, verifying the proceeds collected from the issuance.

Recipients:

- As above
- HOSE
- BOD, AC (*for reporting*)
- CEO
- Finance Department
- BOD Office archives
- Document Control archives

PHU NHUAN JEWELRY JOINT STOCK COMPANY
LEGAL REPRESENTATIVE



Cao Thị Ngọc Dung

PHU NHUAN JEWELRY JOINT STOCK COMPANY

**LIST OF EMPLOYEES PARTICIPANTS
FOR THE EMPLOYEE STOCK OPTION PROGRAM (ESOP) FOR THE YEAR 2025
OF PHU NHUAN JEWELRY JOINT STOCK COMPANY**

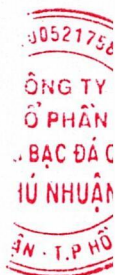
(Attached to Report on the result of share issuance under the ESOP No. 461/2025/BC-CTY dated October 02, 2025)

No.	Full name	ID Number	Date of Issue	Place of Issue	Position	Working Unit	Number of distributed shares
1	TRAN PHUONG NGOC THAO				Member of the BOD (excluding Independent Member of the BOD)	PNJ - Board of Directors	136,800
2	TRAN PHUONG NGOC GIAO				CEO / Director of the Subsidiary (level 1)	CAF	95,000
3	LE TRI THONG				Chief Executive Officer	PNJ	308,000
4	PHAM THONG				Director of a Division (Level 2)	PNJ - Strategy Division	22,000
5	PHAM THI QUYNH TRANG				Director of a Division (Level 2)	PNJ - Strategy Division	20,000
6	NGUYEN TRUONG SONG PHA				Senior manager (level 2)	PNJ - Strategy Division	5,000
7	NGUYEN BAO HAN				Senior expert (level 2)	PNJ - Strategy Division	3,000
8	DANG HAI ANH				Division Director	PNJ	102,500
9	NGUYEN TRUNG KIEN				Director of a Division (Level 3)	PNJ - Information Technology Division	15,300
10	NHIEU BACH NHUT				Senior manager (level 2)	PNJ Company - Information Technology Division	8,000
11	PHAN VAN ANH				Senior manager (level 2)	PNJ - Information Technology Division	10,100
12	LE PHAM HIEU NGUYEN				Senior manager (level 2)	PNJ - Information Technology Division	8,000
13	PHAM HAI THOAI				Expert (level 4)	PNJ - Information Technology Division	1,200
14	NGUYEN QUANG MINH				Expert (level 4)	PNJ - Information Technology Division	1,400
15	NGUYEN PHUC THIEN LINH				Expert (level 2)	PNJ - Information Technology Division	2,400
16	PHAN MINH NHUT				Expert (level 2)	PNJ - Information Technology Division	1,900
17	HO VAN CANH				Expert (level 3)	PNJ - Information Technology Division	1,500
18	NGUYEN NGOC VAN QUAN				Division Director	PNJ	107,200
19	NGUYEN BA TOAN				Senior manager (level 1)	PNJ - Supply Chain Division	20,000
20	NGUYEN THI THANH NGOC				Senior manager (level 1)	PNJ - Supply Chain Division	17,700
21	DO PHUONG UYEN				Manager (level 4)	PNJ - Supply Chain Division	1,600
22	HUYEN TON NU TRA MY				Manager (level 3)	PNJ - Supply Chain Division	2,800
23	NGUYEN HUU TU KHA				Manager (level 3)	PNJ - Supply Chain Division	2,000
24	HOANG THI BAO NGOC				Expert (level 3)	PNJ - Supply Chain Division	2,500
25	NGUYEN KHOA HONG THANH				Division Director	PNJ	107,200
26	VO NGOC THUY ANH				Senior manager (level 1)	PNJ - Marketing Division	15,400
27	NGUYEN SONG TOAN				Senior manager (level 1)	PNJ - Marketing Division	10,200
28	CHU THANH TRANG				Senior manager (level 2)	PNJ - Marketing Division	11,300
29	HO THACH THAO				Senior manager (level 1)	PNJ - Marketing Division	10,200
30	NGUYEN THAI HIEN TAM				Manager (level 3)	PNJ - Marketing Division	2,200
31	NGUYEN CHI KIEN				Division Director	PNJ	92,300
32	PHAM NGOC LAN ANH				Senior manager (level 2)	PNJ - Human Resources Division	8,000
33	BUI DIEU LINH				Senior manager (level 2)	PNJ - Human Resources Division	8,700


 PHU NHUAN JEWELRY JOINT STOCK COMPANY
 QUẢN LÝ VÀO QUÝ AN
 HỒ CHÍ MINH

No.	Full name	ID Number	Date of Issue	Place of Issue	Position	Working Unit	Number of distributed shares
34	TRAN VU AI LINH				Senior manager (level 1)	PNJ - Human Resources Division	15,700
35	DUONG THI THU HUONG				Senior manager (level 2)	PNJ - Human Resources Division	3,000
36	LE THI LAN HUONG				Manager (level 4)	PNJ - Human Resources Division	1,800
37	HO HUY PHONG				Manager (level 2)	PNJ - Human Resources Division	2,200
38	PHAN HOANG HUYEN MY				Manager (level 3)	PNJ - Human Resources Division	1,900
39	PHAN XUAN LINH CHAU				Manager (level 2)	PNJ - Human Resources Division	2,300
40	NGUYEN MINH HAI				Director of a Division (Level 1)	PNJ	60,500
41	DUONG QUANG HAI				Chief Accountant	PNJ	68,690
42	LE MINH NHAT				Expert (level 4)	PNJ - Finance Division	1,400
43	DAO TRUNG KIEN				Division Director	PNJ	121,400
44	BUI CAO NHAN				Manager (level 4)	PNJ - Operations Division	1,600
45	TRAN ANH TUAN				Manager (level 2)	PNJ - Operations Division	3,000
46	NGUYEN NHAT NGAN				Expert (level 3)	PNJ - Operations Division	2,500
47	HO THI THANH XUAN				Manager (level 4)	PNJ - Media & External Relations Center	1,600
48	NGUYEN THUY TRANG				Manager (level 3)	PNJ - Media & External Relations Center	1,900
49	CHAU THI THANH TUYEN				Manager (level 3)	PNJ - Media & External Relations Center	1,700
50	NGUYEN LE ANH				Center Director reporting directly to the CEO	PNJ	24,200
51	TRUONG HOAI ANH				Division Director	PNJ	107,200
52	TRAN NGUYEN PHI LONG				Senior manager (level 1)	PNJ - Customer and Retail Division	19,800
53	PHAN QUOC KIET				Senior manager (level 2)	PNJ - Customer and Retail Division	10,700
54	BUI PHUONG QUYNH				Senior manager (level 2)	PNJ - Customer and Retail Division	10,700
55	HUA THIEN NGA				Manager (level 2)	PNJ - Customer and Retail Division	2,300
56	DANG THUY DONG PHUONG				Manager (level 2)	PNJ - Customer and Retail Division	2,700
57	MAI NGOC QUYNH				Expert (level 3)	PNJ - Customer and Retail Division	1,500
58	TRAN THI THU HA				Branch Director (Level 1)	PNJ	155,900
59	NGUYEN THANH TAM				Senior manager (level 1)	PNJ - PNJ Western Branch	19,700
60	PHAM THUY DUNG				Branch Director (Level 2)	PNJ	95,000
61	LE NGOC DUNG				Senior manager (level 2)	PNJ - PNJ Northern Branch	19,700
62	NGUYEN THU HA				Manager (level 3)	PNJ - PNJ Northern Branch	2,600
63	TRAN QUANG THANH				Branch Director (Level 2)	PNJ	95,000
64	LAM TRANG THUY TIEN				Senior manager (level 2)	PNJ - PNJ Central Branch	11,700
65	NGUYEN THI CAM NHUNG				Senior manager (level 4)	PNJ - PNJ Central Branch	7,000
66	TONG NGUYEN HIEP				Manager (level 2)	PNJ - PNJ Central Branch	3,400
67	NGUYEN NGOC HUY				Branch Director (level 2)	PNJ	59,400
68	TRIEU MINH THO				Manager (level 2)	PNJ - PNJ Western Branch	2,900
69	NGUYEN THI THANH LOAN				Manager (level 3)	PNJ - PNJ Western Branch	3,100
70	NGUYEN TIEN PHUC				Manager (level 2)	PNJ - PNJ Western Branch	2,700

No.	Full name	ID Number	Date of Issue	Place of Issue	Position	Working Unit	Number of distributed shares
71	TRAN THIEU NHA				Branch Director (level 2)	PNJ	52,300
72	TRAN THI HONG LOAN				Manager (level 3)	PNJ - PNJ Central Highlands & South Central Coast Branch	2,200
73	LE HONG LOAN				Manager (level 2)	PNJ - PNJ Central Highlands & South Central Coast Branch	2,600
74	NGUYEN HUU HUNG				Manager (level 2)	PNJ - PNJ Central Highlands & South Central Coast Branch	2,600
75	VO HOANG HUY				Branch Director (level 3)	PNJ	65,800
76	VU THI PHUONG				Senior manager (level 4)	PNJ - PNJ Southeast Branch	8,600
77	HOANG TRONG HIEU				Senior manager (level 2)	PNJ - PNJ Southeast Branch	13,900
78	DO VAN DUC				Manager (level 3)	PNJ - PNJ Southeast Branch	3,900
79	PHAN BA VINH				Expert (level 3)	PNJP	1,300
80	TRAN NGOC DUY KHANG				Senior manager (level 3)	PNJP	4,100
81	TRUONG QUOC PHONG				Senior manager (level 1)	PNJP	9,500
82	NGUYEN THI THUY DUNG				Senior manager (level 1)	PNJP	9,800
83	NGUYEN VIET TRUNG				Senior manager (level 1)	PNJP	9,800
84	NGUYEN VAN DANH				Senior manager (level 2)	PNJP	3,300
85	NGUYEN DUY HUNG				Expert (level 3)	PNJP	1,300
86	NGUYEN VAN LOC				Expert (level 3)	PNJP	1,300
87	TRAN QUOC VIET				Expert (level 3)	PNJP	1,900
88	NGUYEN THAI BINH				Expert (level 4)	PNJP	1,500
89	PHAM HOAI VAN				Manager (level 3)	PNJP	2,200
90	LE DUONG TUONG VY				Functional Director of the Subsidiary	PNJP	16,200
91	HO THI THANH HIEN				Manager (level 3)	PNJP	1,700
92	NGUYEN THI HOA				Expert (level 4)	PNJP	1,200
93	HUYNH DUC HUY				Chief Executive Officer of the Subsidiary	PNJP	136,800
94	NGUYEN THI NHU QUYNH				Manager (level 1)	PNJP	2,500
95	TRAN VAN DAN				Functional Director of the Subsidiary	PNJP	29,300
96	NGUYEN TAN CUONG				Manager (level 3)	PNJP	2,200
97	LE QUANG PHUC				Independent Member of the BOD	PNJ - Board of Directors	30,500
98	HUYNH THI XUAN LIEN				Chairperson of the Members' Council of the Subsidiary	CAF	21,100
99	TIEU YEN TRINH				Independent Member of the BOD	PNJ - Board of Directors	21,200
100	NGUYEN TUAN HAI				Independent Member of the BOD	PNJ - Board of Directors	21,200
101	CAO THI NGOC DUNG				Chairperson of the BOD	PNJ - Board of Directors	376,400
102	DANG THI LAI				Financial Division Director	PNJ	192,000
103	PHAN THI XUAN MAI				Senior manager (level 3)	PNJ - Board of Directors Office	12,800
104	NGUYEN ANH TUAN				Senior manager (level 1)	PNJ - Internal Audit Department	12,600
105	TRAN THU PHUONG				Senior manager (level 2)	CAF	2,400
106	PHAN THI HUONG NGOC				Expert (level 4)	CAF	900



No.	Full name	ID Number	Date of Issue	Place of Issue	Position	Working Unit	Number of distributed shares
107	TRAN MINH TAN				Expert (level 4)	PNJL	1,100
108	DANG NGOC THAO				Director of the Subsidiary (level 2)	PNJL	48,800
109	TRAN THI THU THAO				Senior manager (level 4)	PNJP	3,000
110	TRAN NGOC NGAN VU				Manager (level 2)	CAF	2,300
TOTAL							3,243,890

