

**REPORT ON CORPORATE GOVERNANCE
PICOMAT PLASTIC JOINT STOCK COMPANY
(2024)**

To: - The State Securities.
 - Ha Noi Stock Exchange.

- Name of company : **PICOMAT PLASTIC JOINT STOCK COMPANY**
- Address of headoffice : **Cau Lieu Village, Thach Xa Ward, Thach That District, Ha Noi**
- Telephone : **024.6329.0555** Email: info@picomat.vn
- Charter capital : **241.999.640.000 VND**
- Stock symbol : **PCH**
- Governance model :
- + General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director
- The implementation of internal audit: implemented

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders:

No.	Resolution/ Decision No.	Date	Content
1	01/2024/NQ- ĐHĐCĐ	15/04/2024	+ Approval of the content of Activity Report of the Board of Directors; + Approval of the content of Assessment Report of independent members of the Board of Directors; + Approval of the content of the Report of the Board of Supervisors; + Approval of the content of Proposal No. 01/2024/TTr- HĐQT regarding: Audited financial report for 2023; + Approval of the content of Proposal No. 02/2024/TTr- HĐQT regarding: Business results for 2023 and business plan for 2024; + Approval of the content of Proposal No. 03/2024/TTr- HĐQT regarding: Selecting an independent audit company for fiscal year 2024;

No.	Resolution/ Decision No.	Date	Content
			<p>+ Approval of the content of Proposal No. 04/2024/TTr-HĐQT-BKS regarding: Salaries, remuneration of the Board of Directors, the Board of Supervisors for 2023 and the plan for 2024;</p> <p>+ Approval of the content of Proposal No. 05/2024/TTr-HĐQT regarding: Signing and executing contracts and transactions with related party which is subsidiary company;</p> <p>+ Approval of the content of Proposal No. 06/2024/TTr-HĐQT regarding: Profit distribution plan for 2023;</p> <p>+ Approval of the content of Proposal No. 07/2024/TTr-HĐQT regarding: Issuing Stocks, Paying Dividends for 2023;</p> <p>+ Approval of the content of Proposal No. 08/2024/TTr-HĐQT regarding: Report of the implementation results of the tasks assigned/authorized at the 2023 Annual General Meeting of Shareholders;</p> <p>+ Approval of the content of Proposal No.09/2024/TTr-HĐQT regarding: Continue to implement the private placement plan to acquire shares of PCLand and supplement working capital in Proposal No. 11/2023/TTHĐQT dated October 27, 2023, which was approved by the Extraordinary General Meeting of Shareholders in 2023.</p>

II. Board of Directors (2024 report)

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

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of Dismissal
1	Mr. Do Thanh Hai	Chairman	20/06/2023	
2	Mr. Do Hai Dang	Member	20/06/2023	
3	Ms. Dao Thi Kim Oanh	Member	20/06/2023	
4	Mr Nguyen Trung Dung	Member	20/06/2023	

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of Dismissal
5	Mr Nguyen Manh Thang	Independent member	20/06/2023	

2. Meetings of the Board of Directors:

No.	Board of Directors members	Number of meetings attended by the Board of Directors	Attendance rate	Reasons for absence
1	Mr. Do Thanh Hai	14/14	100%	-
2	Mr. Do Hai Dang	14/14	100%	-
3	Ms. Dao Thi Kim Oanh	14/14	100%	-
4	Mr Nguyen Trung Dung	14/14	100%	-
5	Mr Nguyen Manh Thang	14/14	100%	-

3. Supervising the Board of Management by the Board of Directors:

In 2024, the Board of Directors (BOD) oversaw the Executive Board to ensure that all company activities remained transparent, efficient, and compliant with legal regulations and the Company's Charter. Specifically, the BOD conducted the following supervisory activities:

- The BOD regularly monitored and evaluated the performance of business targets. All production and business plans were closely supervised by the BOD to ensure high quality and effectiveness in their implementation.
- The BOD reviewed and monitored the implementation of resolutions passed by the General Meeting of Shareholders and decisions made by the BOD to ensure that important decisions were executed according to the planned objectives. The BOD also assessed the effectiveness of these implementations to make timely and appropriate adjustments when necessary.
- The BOD regularly inspected and controlled costs and the status of debts. Additionally, the BOD supervised the disclosure of financial information and matters related to corporate governance, ensuring transparency and compliance with current regulations.
- The BOD also monitored the company's labor policies to ensure that human resource policies were reasonable and fair.

- Additionally, the BOD oversees the implementation of information disclosure in accordance with regulations to ensure that information is disclosed promptly, accurately, and in compliance with legal requirements.

Through the monitoring process in 2024, the Board of Directors (BOD) observed that the Board of Management had made significant efforts to implement and comply with the resolutions of the General Meeting of Shareholders and the BOD. Additionally, the Executive Board successfully achieved most of the assigned business objectives and tasks.

4. Activities of the Board of Directors subcommittees: Internal Audit Team

4.1. Information about Internal Audit Team:

No.	Members of Internal Audit Team	Position	Qualification	Note
1	Nguyen Trung Dung	Head of Internal Audit Team	- Bachelor of Economics - The international accounting certification ACCA	
2	Nguyen Thi Thu Huong	Member	- Bachelor of accounting	Dismissed from 01/10/2024
3	Nguyen Thi Bao Yen	Member	- Bachelor of accounting	Appointed from 01/10/2024

4.2. Activities of the Internal Audit Team

In 2024, the Internal Audit Team fully performed its functions and duties in accordance with its operational regulations to ensure transparency and compliance in the Company's activities. Specifically:

- Conducted an analysis of potential risk areas and existing control measures, the Internal Audit Team providing necessary proposals to mitigate risks and improve the company's operational efficiency.
- Reviewed internal policies and procedures to ensure that all company activities comply with current legal regulations.
- Inspected the company's transactions, contracts, and processes to ensure accuracy, efficiency, and compliance with regulations. The Internal Audit Team has detailed examinations of major contracts, significant transactions, and internal processes have been carried out to identify and prevent potential risks.
- The Internal Audit Team has reviewed and evaluated the company's financial documents to ensure the accuracy and reliability of financial information.
- The Internal Audit Team prepared reports on audit results and provided recommendations to enhance operational efficiency, improve work processes, and ensure compliance with regulations.

The internal audit activities of the Internal Audit Team in 2024 made a positive contribution to improving risk management, enhancing the effectiveness of internal controls, and supporting the Board of Management and the Board of Directors in operating the Company.

5. Resolutions/Decisions of the Board of Directors (2024 report):

<i>No.</i>	<i>Resolution/Decision No.</i>	<i>Date</i>	<i>Content</i>	<i>Approval rate</i>
1	No: 01/2024/QĐ-HĐQT	23/01/2024	To approve of contracts/ transactions with related parties of the company	100%
2	No: 02/2024/QĐ-HĐQT	02/02/2024	On borrowing capital and using assets as collateral at Vietnam Joint Stock Commercial Bank for Foreign Trade (VCB) - Quang Ninh Branch	100%
3	No: 03/2024/QĐ-HĐQT	20/02/2024	To approve of the plan to organize the 2024 Annual General Meeting of Shareholders	100%
4	No: 04/2024/QĐ-HĐQT	11/03/2024	On borrowing capital and using assets as collateral at Vietnam Technological and Commercial Joint Stock Bank (Techcombank)	100%
5	No: 05/2024/QĐ-HĐQT	20/03/2024	To convene the meeting and set the agenda for the 2024 Annual General Meeting of Shareholders	100%
6	No: 06/2024/QĐ-HĐQT	22/04/2024	To approve of the implementation of the Plan to issue shares to pay dividends in shares to existing shareholders according to Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 15, 2024 of the 2024 Annual General Meeting of Shareholders	100%
7	No: 07/2024/QĐ-HĐQT	24/06/2024	To approve of the closing of the shareholder list to exercise the right to receive shares issued due to 2023 dividend payment in shares	100%

<i>No.</i>	<i>Resolution/Decision No.</i>	<i>Date</i>	<i>Content</i>	<i>Approval rate</i>
8	08/2024/QĐ-HĐQT	22/07/2024	To approve of registering a change in the company's charter capital in the Enterprise Registration Certificate after completing the issuance to pay 2023 dividends to existing shareholders	100%
9	09/2024/QĐ-HĐQT	22/07/2024	To amend Clause 1, Article 6 of the Company's current Charter to comply with the change in charter capital.	100%
10	10/2024/NQ-HĐQT	22/07/2024	To approve of suspending the private placement plan for professional investors approved by the 2023 Extraordinary General Meeting of Shareholders of Picomat Plastic Joint Stock Company	100%
11	10-01/2024/NQ-HĐQT	22/07/2024	To approve of the Labor Rules of Picomat Plastic Joint Stock Company	100%
12	No: 11-1/2024/QĐ-HĐQT	16/09/2024	To approve of a loan transaction for a related organization, PCLand Investment and Asset Management Joint Stock Company	100%
13	No: 11-2/2024/QĐ-HĐQT	16/09/2024	Reappointment of Ms. Dao Thi Kim Oanh as the CEO of Picomat Plastic Joint Stock Company	100%
14	No: 12-1/2024/QĐ-HĐQT	28/09/2024	Dismissal of a member of the Internal Audit Team	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
15	No: 12-2/2024/QĐ-HĐQT	28/09/2024	Appointment of a member to the Internal Audit Team	100%
16	No: 13/2024/QĐ-HĐQT	23/10/2024	Approving the appointment of an authorized representative to manage the Company's shares at Hai Dang Material Joint Stock Company and nominate to join the Board of Directors	100%
17	No: 14-1/2024/QĐ-HĐQT	28/12/2024	To approve of contracts/ transactions with related parties of the company	100%
18	No: 14-2/2024/QĐ-HĐQT	28/12/2024	To approve of the contents of the Company's Collective Labor Agreement	100%

III. Board of Supervisors (Report of 2024):

1. Information about members of the Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification	Note
1	Ms Nguyen Thi Thuy	Head of Board of Supervisors	06/04/2021	Bachelor of Business Finance	
2	Ms Do Thi Thuy Linh	Member of Board of Supervisors	06/04/2021	College of accounting	
3	Ms Do Thi Huong	Member of Board of Supervisors	29/04/2022	Bachelor of Accounting	

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms Nguyen Thi Thuy	2/2	100%	100%	
2	Ms Do Thi Thuy Linh	2/2	100%	100%	
3	Ms Do Thi Huong	2/2	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors

In 2024, the Board of Supervisors fully carried out its monitoring duties in compliance with legal regulations, the Company's Charter, Corporate Governance Regulations, and internal policies. Aiming to ensure transparency, compliance, and efficiency in the Company's operations, the Board of Supervisors conducted the following supervisory activities:

- Review, assess, and provide opinions on the Company's financial report and other reports. The Board of Supervisors appreciates the transparency and openness in the Company's financial information and business operations.
- Monitor and evaluate the effectiveness of asset utilization, risk management, and other business activities of the Company to ensure that the Company's assets are used efficiently.
- Inspected and monitored compliance with the Company's Charter, Corporate Governance Regulations, internal policies, and applicable laws in the operations of the BOD and the BOM. This ensured that the decisions and activities of the BOD and the BOM were always aligned with the common interests of the Company and its shareholders, as well as consistent with the Company's sustainable development strategy.
- Inspected and monitored the issuance and implementation of resolutions from the General Meeting of Shareholders and decisions of the BOD to ensure they were executed in a proper, timely, and effective manner. This ensured that the objectives and plans approved by the General Meeting of Shareholders were fully implemented, meeting the Company's development requirements.
- The Board of Supervisors has participated in a number of Board of Directors meetings and other important meetings to monitor, supervise and contribute opinions in the decision-making process.
- The Board of Supervisors attended and reported on its activities for 2023 to the 2024 Annual General Meeting of Shareholders.

4. The coordination among the the Board of Management, Board of Directors and other managers:

The Board of Supervisors consistently receives cooperation from the Board of Directors, Board of Management and other managers of the Company in carrying out supervision functions. The necessary documents and records are always provided fully and promptly as required by the Board of Supervisors, ensuring that the inspecting and supervising activities are transparent and protect shareholders' interests. Through meetings and discussions with the Board of Directors and the Board of Management, the Board of Supervisors has grasped promptly on the Company's activities;

5. Other activities of the Board of Supervisors (if any): None

IV: Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
1	Ms Dao Thi Kim Oanh	16/01/1986	Bachelor of Economic Law	17/09/2019

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Nguyen Thi Nhu Quynh	13/06/1987	College of accounting (Ms. Nguyen Thi Nhu Quynh is currently studying Business Accounting at the Academy of Finance and is expected to graduate in September 2025.)	01/09/2022

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance:

The company places great emphasis on training in corporate governance. It has sent personnel to participate in the conference “Key Issues in Compliance with Securities Laws and the Stock Market Regulations for Public Companies and Listed Companies; Errors in the Preparation and Presentation of Financial Statements of Public Companies and Listed Companies,” organized jointly by the State Securities Commission and the Vietnam Association of Certified Public Accountants (VACPA) on June 28, 2024, to stay updated on relevant legal regulations applicable to the company’s governance activities

VII. The list of affiliated persons of the public company (2024 Report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company

No.	Name of organization/ individual	Securities trading account	Position at company (if any)	NSH no*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Do Thanh Hai		Chairman of the Board of Directors			12/10/2018			Internal person
2	Dao Thi Kim Oanh		Member of the Board of Directors cum General Director, cum person in charge of cogovernance			12/10/2018			Internal person, member of the BOD of subsidiary company
3	Nguyen Trung Dung		Member of the Board of Directors, Head of Internal Audit Team			06/04/2021			Internal person
4	Nguyen Manh Thang		Independent member of the Board of Directors			20/06/2023			Internal person
5	Do Hai Dang		Member of the Board of Directors cum authorized person to disclose information			12/10/2018			Internal person, member of the BOD of subsidiary company
6	Do Thi Thuy Linh		Member of the Board of Supervisors			06/04/2021			Internal person

No.	Name of organization/ individual	Securities trading account	Position at company (if any)	NSH no*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
7	Nguyen Thi Thuy		Head of the Board of Supervisors			06/04/2021			Internal person
8	Do Thi Huong		Member of The Board of Supervisors			29/04/2022		Appoint	Internal person
9	Do Manh Tu					12/10/2018			The affiliated person of Mr. Do Thanh Hai and Mr. Do Hai Dang
10	Nguyen Thi Thi					12/10/2018			The affiliated person of Mr. Do Thanh Hai and Mr. Do Hai Dang
11	Nguyen Thu Hang					12/10/2018			The affiliated person of Mr. Do Thanh Hai, Mr. Do Hai Dang and Mr. Nguyen Trung Dung
12	Do Duc Hung					12/10/2018			The affiliated person of Mr. Do Thanh Hai
13	Do Quynh Huong					12/10/2018			The affiliated person of Mr. Do Thanh Hai
14	Dao Van Huu					12/10/2018			The affiliated person of Ms. Dao Thi Kim Oanh
15	Mai Thi Dao					12/10/2018			The affiliated person of Ms.

No.	Name of organization/ individual	Securities trading account	Position at company (if any)	NSH no*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
									Dao Thi Kim Oanh
16	Do Van Duc					12/10/2018			The affiliated person of Ms. Dao Thi Kim Oanh
17	Luong Thi Ngau					12/10/2018			The affiliated person of Ms. Dao Thi Kim Oanh
18	Do Van Duan					12/10/2018			The affiliated person of Ms. Dao Thi Kim Oanh
19	Do Tuong Vy					12/10/2018			The affiliated person of Ms. Dao Thi Kim Oanh
20	Do Phuong Vy					12/10/2018			The affiliated person of Ms. Dao Thi Kim Oanh
21	Dao Danh Tuan					12/10/2018			The affiliated person of Ms. Dao Thi Kim Oanh
22	Dao The Vinh					12/10/2018			The affiliated person of Ms. Dao Thi Kim Oanh
23	Dao Thi Nhen					12/10/2018			The affiliated person of Ms. Dao Thi Kim Oanh
24	Nguyen Thi Quyen					12/10/2018			The affiliated person of Ms. Dao Thi Kim Oanh

No.	Name of organization/ individual	Securities trading account	Position at company (if any)	NSH no*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
25	Nguyen Van Trung					12/10/2018			The affiliated person of Mr. Nguyen Trung Dung and Mr. Do Thanh Hai
26	Nguyen Thi Hop					12/10/2018			The affiliated person of Mr. Nguyen Trung Dung and Mr. Do Thanh Hai
27	Vu Thi Tra My					20/06/2023			The affiliated person of Mr. Nguyen Manh Thang
28	Nguyen Thai Son					20/06/2023			The affiliated person of Mr. Nguyen Manh Thang
29	Nguyen Hai Anh					20/06/2023			The affiliated person of Mr. Nguyen Manh Thang
30	Nguyen Trong Hung					20/06/2023			The affiliated person of Mr. Nguyen Manh Thang
31	Vuong Thi Nhan					20/06/2023			The affiliated person of Mr. Nguyen Manh Thang
32	Vu Duong Hung					20/06/2023			The affiliated person of Mr. Nguyen Manh Thang
33	Nguyen Tuyet Minh					20/06/2023			The affiliated person of Mr. Nguyen Manh Thang
34	Nguyen Hoai Nam					20/06/2023			The affiliated person of Mr.

No.	Name of organization/ individual	Securities trading account	Position at company (if any)	NSH no*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
									Nguyen Manh Thang
35	Phi Thi Kim Chung					20/06/2023			The affiliated person of Mr. Nguyen Manh Thang
36	Viet Nam AgileTech Co.,LTD					20/06/2023			The affiliated organization of Mr. Nguyen Manh Thang
37	Viet Nam Techhub Co.,LTD					20/06/2023			The affiliated organization of Mr. Nguyen Manh Thang
38	Do Van Chien					06/04/2021			The affiliated person of Ms. Do Thi Thuy Linh
39	Pham Thi Hoa					06/04/2021			The affiliated person of Ms. Do Thi Thuy Linh
40	Nguyen Van Chinh					06/04/2021			The affiliated person of Ms. Do Thi Thuy Linh
41	Hà Thi Dinh					06/04/2021			The affiliated person of Ms. Do Thi Thuy Linh
42	Nguyen Hong Chuyen					06/04/2021			The affiliated person of Ms. Do Thi Thuy Linh

No.	Name of organization/ individual	Securities trading account	Position at company (if any)	NSH no*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
43	Nguyen Minh Duc					06/04/2021			The affiliated person of Ms. Do Thi Thuy Linh
44	Nguyen Minh Van					01/10/2024			The affiliated person of Ms. Do Thi Thuy Linh
45	Do Tung Lam					06/04/2021			The affiliated person of Ms. Do Thi Thuy Linh
46	Do Thi Xuan					06/04/2021			The affiliated person of Ms. Do Thi Thuy Linh
47	Do Tien Long					06/04/2021			The affiliated person of Ms. Do Thi Thuy Linh
48	Dinh Cong Tran					06/04/2021			The affiliated person of Ms. Do Thi Thuy Linh
49	Nguyen Van Ban					06/04/2021			The affiliated person of Ms. Nguyen Thi Thuy
50	Nguyen Thi Tuyen					06/04/2021			The affiliated person of Ms. Nguyen Thi Thuy
51	Nguyen Manh Hung					27/02/2023			The affiliated person of Ms. Nguyen Thi Thuy
52	Luu Thi Chung					27/02/2023			The affiliated person of Ms. Nguyen Thi Thuy

No.	Name of organization/ individual	Securities trading account	Position at company (if any)	NSH no*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
53	Nguyen Manh Hung					27/02/2023			The affiliated person of Ms. Nguyen Thi Thuy
54	Nguyen Minh Ngoc					27/05/2024			The affiliated person of Ms. Nguyen Thi Thuy
55	Do Duc Cuong					29/04/2022			The affiliated person of Ms. Do Thi Huong
56	Nguyen Thi Ngoai					29/04/2022			The affiliated person of Ms. Do Thi Huong
57	Do Minh Hai					29/04/2022			The affiliated person of Ms. Do Thi Huong
58	Do Thuy Linh					29/04/2022			The affiliated person of Ms. Do Thi Huong
59	Nguyen Tien Thanh					02/12/2023			The affiliated person of Ms. Do Thi Huong
60	Nguyen Huy Thanh					02/12/2023			The affiliated person of Ms. Do Thi Huong
61	Nguyen Thi Chanh					02/12/2023			The affiliated person of Ms. Do Thi Huong
62	Nguyen Tue Duong					13/06/2024			The affiliated person of Ms. Do Thi Huong
63	Nguyen Thi Nhu Quynh		The chief accountant			01/09/2022			Internal person
64	Can Manh Huong					01/09/2022			The affiliated person of Ms.

No.	Name of organization/ individual	Securities trading account	Position at company (if any)	NSH no*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
									Nguyen Thi Nhu Quynh
65	Le Thi Nhan					01/09/2022			The affiliated person of Ms. Nguyen Thi Nhu Quynh
66	Nguyen Huu Hoa					01/09/2022			The affiliated person of Ms. Nguyen Thi Nhu Quynh
67	Nguyen Thi Be					01/09/2022			The affiliated person of Ms. Nguyen Thi Nhu Quynh
68	Nguyen Van Tho					01/09/2022			The affiliated person of Ms. Nguyen Thi Nhu Quynh
69	Can Manh Truong					01/09/2022			The affiliated person of Ms. Nguyen Thi Nhu Quynh
70	Can Nhat Minh					01/09/2022			The affiliated person of Ms. Nguyen Thi Nhu Quynh
71	Can Bao Van					01/09/2022			The affiliated person of Ms. Nguyen Thi Nhu Quynh
72	Can Minh Chau					01/09/2022			The affiliated person of Ms. Nguyen Thi Nhu Quynh

No.	Name of organization/ individual	Securities trading account	Position at company (if any)	NSH no*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
73	NetHome Interior Architecture Co., Ltd.					01/09/2022			The affiliated organization of Ms. Nguyen Thi Nhu Quynh
74	Nguyen Thi Thu Huong		Member of Internal Audit Team			17/08/2022	01/10/2024	Dismissed as a member of the Internal Audit Team	Internal person
75	Nguyen Do Quang					17/08/2022	01/10/2024		The affiliated person of Ms. Nguyen Thi Thu Huong
76	Nguyen Thi Huyen					17/08/2022	01/10/2024		The affiliated person of Ms. Nguyen Thi Thu Huong
77	Nguyen Do Quyen					17/08/2022	01/10/2024		The affiliated person of Ms. Nguyen Thi Thu Huong
78	Nguyen Do Cao Tri					17/08/2022	01/10/2024		The affiliated person of Ms. Nguyen Thi Thu Huong
79	Vuong Dinh Kinh					17/08/2022	01/10/2024		The affiliated person of Ms. Nguyen Thi Thu Huong
80	Phi Thi Mai					17/08/2022	01/10/2024		The affiliated person of Ms. Nguyen Thi Thu Huong
81	Vuong Dinh Hien					17/08/2022	01/10/2024		The affiliated person of Ms. Nguyen Thi Thu Huong
82	Vuong Dinh Anh Tu					17/08/2022	01/10/2024		The affiliated person of Ms.

No.	Name of organization/ individual	Securities trading account	Position at company (if any)	NSH no*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
									Nguyen Thi Thu Huong
83	Vuong Dinh Thanh Bao					22/09/2023	01/10/2024		The affiliated person of Ms. Nguyen Thi Thu Huong
84	Nguyen Thi Bao Yen					01/10/2024		Appointed as a member of the Internal Audit Team	Internal person
85	Nguyen Van Thanh					01/10/2024			The affiliated person of Ms. Nguyen Thi Bao Yen
86	Tran Thi Quynh					01/10/2024			The affiliated person of Ms. Nguyen Thi Bao Yen
87	Nguyen Van Quan					01/10/2024			The affiliated person of Ms. Nguyen Thi Bao Yen
88	Nguyen Van Doan					01/10/2024			The affiliated person of Ms. Nguyen Thi Bao Yen
89	PCLAND Investment and Asset Management Joint Stock Company					23/06/2024			Organization that the Company owns more than 10% of the voting shares
90	Hai Dang Material Joint Stock Company					20/12/2019			The subsidiary company

No.	Name of organization/ individual	Securities trading account	Position at company (if any)	NSH no*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
91	Nguyen Thi Khanh Huyen					20/12/2019			Chairman of the Board of Directors cum legal representative of subsidiary company
92	Phuong Thi Dao					04/03/2024	04/11/2024	Term as a member of the BOD has ended	Member of the Board of Directors of subsidiary company
93	Duong Thi Tuoi					20/12/2019	04/11/2024	Dismissed from the position of Chief Accountant	The Chief Accountant of subsidiary company
94	Do Thi Nhung					04/11/2024		Appointed as the Chief Accountant	The Chief Accountant of subsidiary company
95	Grassroots Trade Union of Picomat Plastic Joint Stock Company					27/05/2024			The Company's socio-political organization

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations)..*

2. Transaction between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:

No.	Name of organization/individual	Relationship with the Company	NSH no* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Hai Dang Material Joint Stock Company	Subsidiary company	0500478475	Cau Lieu Village, Thach Xa Ward, Thach That District, Ha Noi	2024	- General Meeting of Shareholders Resolution No. 01/2023/NQ-DHĐCĐ dated June 19, 2023. - General Meeting of Shareholders Resolution No. 01/2024/NQ-DHĐCĐ dated April 15, 2024.	Contract principles for the purchase of goods from the subsidiary company. The total transaction value in 2024 until December 31, 2024, is 99.230.119.999 VND..	
							Receive dividend in 2023: 8,360,000,000 VND.	
2	Mr Do Manh Tu	The affiliated person of internal person (Mr Do Thanh Hai and Mr Do Hai Dang)	001063032003	Cluster 6, Thach Xa Ward, Thach That District, Ha Noi	From 2019	No: 0201-2019/NQ-DHĐCĐ dated January 02, 2019	Lease agreement for a business location at Cau Lieu Village, Thach Xa Ward, Thach That District, Hanoi. (i) Rental area: 40m2 (ii) Rental price: 2.000.000 VND/ month (iii) Rental term: until the December 31, 2024	
3	PCLAND Investment and Asset Management Joint Stock Company	Organization that the Company owns more than 10% of the voting shares	0107870863	Cau Lieu Village, Thach Xa Ward, Thach That District, Ha Noi	From 2020	No: 0201-2020/NQ-DHĐCĐ dated January 2, 2020	Lease agreement contract for the 1st and 2nd floor with an area of 475 m2 at Lot 8A + 8B, Lot G5, Area A, Anh Dung IV Residential Area, Anh Dung Ward, Duong Kinh District, Hai Phong City. Rental price: 62.000.000 VND/ month (VAT not included). Lease term: until December 31, 2025	
					2024	Decision of the Board of Directors No. 11-1/2024/QĐ-HĐQT dated	Loan agreement with an amount not exceeding 25,000,000,000 VND, a maximum loan term until September 15, 2029, and an interest rate of 6.5% per year for the first 12 months.	

No.	Name of organization/individual	Relationship with the Company	NSH no* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
						September 16, 2024	The total loan value in 2024 until December 31, 2024, is 14,000,000,000 VND	
4	PCLAND Investment and Asset Management Joint Stock Company - Thai Nguyen Branch	- Branch of the related organization of the company	0107870863-001	No. 38, Group 1, Dong Quang Ward, Thai Nguyen City, Thai Nguyen Province	2024	Decision of the BOD No. 01/2024/QD-HDQT dated January 23, 2024	Service provision contract principles. Total transaction value in 2024 until December 31, 2024 is: 145.352.000 VND	

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

No.	Name of organization/individual	Relationship with the Company	NSH No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any specifying date of issue)	Content, quantity, total value of transaction	Note
1	Mr Do Manh Tu	The affiliated person of internal person (Mr Do Thanh Hai and Mr Do Hai Dang)	001063032003	Cluster 6, Thach Xa Ward, Thach That District, Ha Noi	From 2019	None	Mr. Do Manh Tu leased a factory to Hai Dang Material Joint Stock Company (i) Rental area: 5.000m ² (ii) Rental price: 70.000.000 VND/year (iii) Rental term: until May 30, 2033.	

4. Transactions between the Company and other objects

4.1. Transaction between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, CEOs in three (03) latest year (calculated at the time of reporting).

No.	Name of organization/ individual	Relationship with the Company	NSH No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any specifying date of issue)	Content, quantity, total value of transaction	Note
1	Hai Dang Material Joint Stock Company	The Subsidiary Company where a member of Board of Director, Mr. Do Hai Dang and Ms Dao Thi Kim Oanh, are appointed as the capital representative and members of the Board of Directors	0500478475	Cau Lieu Village, Thach Xe Ward, Thach That District, Ha Noi	2024	- General Meeting of Shareholders Resolution No. 01/2023/NQ-DHDCD dated June 19, 2023. - General Meeting of Shareholders Resolution No. 01/2024/NQ-DHDCD dated April 15, 2024.	Contract principles for the purchase of goods from the subsidiary company. The total transaction value in 2024 until December 31, 2024, is 99.230.119.999 VND.	
							Receive dividend in 2023: 8.360.000.000 VND	
2	PCLAND Investment and Asset Management Joint Stock Company	Company has been managed by Mr. Do Thanh Hai and Mr. Nguyen Trung Dung for the past three years	0107870863	Cau Lieu Village, Thach Xe Ward, Thach That District, Ha Noi	From 2020	General Meeting of Shareholders Resolution No. 0201/2020/NQ-DHDCD dated January 2, 2020	Lease agreement contract for the 1st and 2nd floor with an area of 475 m2 at Lot 8A + 8B, Lot G5, Area A, Anh Dung IV Residential Area, Anh Dung Ward, Duong Kinh District, Hai Phong City. Rental price: 62,000,000 VND/ month (VAT not included). Lease term: until December 31, 2025	
					2024	Decision of the Board of Directors No. 11-1/2024/QĐ-HDQT dated September 16, 2024	Loan agreement with an amount not exceeding 25,000,000,000 VND, a maximum loan term until September 15, 2029, and an interest rate of 6.5% per year for the first 12 months. The total loan value in 2024 until December 31, 2024, is 14,000,000,000 VND	
3	PCLAND Investment and Asset Management Joint Stock Company - Thai Nguyen Branch	Branch of the company has been managed by Mr. Do Thanh Hai and Mr. Nguyen Trung Dung for the past three years	0107870863-001	No. 38, Group 1, Dong Quang Ward, Thai Nguyen City, Thai Nguyen Province	2024	Decision of the Board of Directors No. 01/2024/QĐ-HDQT dated January 23, 2024	Service provision contract principles. Total transaction value in 2024 until December 31, 2024 is: 145.352.000 VND	

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO):

No.	Name of organization/ individual	Relationship with the Company	NSH No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any specifying date of issue)	Content, quantity, total value of transaction	Note
1	Hai Dang Material Joint Stock Company	The company that the affiliated person of Mr. Do Thanh Hai - Picomat's Chairman of Board of Directors is a member of the Board of Directors (Mr. Do Hai Dang)	0500478475	Cau Lieu Village, Thach Xa Ward, Thach That District, Ha Noi	2024	- General Meeting of Shareholders Resolution No. 01/2023/NQ-DHDCĐ dated June 19, 2023; - General Meeting of Shareholders Resolution No. 01/2024/NQ-DHDCĐ dated April 15, 2024.	Contract principles for the purchase of goods from the subsidiary company. The total transaction value in 2024 until December 31, 2024, is 99.230.119.999 VND.	
							Receive dividend in 2023: 8.360.000.000 VND	

4.3. Other transactions of the company (if any) may bring material or non-material benefits for members of the Board of Directors, members of the Board of Supervisors, Director (General Director), and other managers: Non-arising

VIII. Internal persons and their affiliated persons (Report 2024)

1. The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID number/ Passport Date of issue/ Place of issue	Address	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Note
I	Board of Directors, Board of Management, Board of Supervisors, Chief Accountant, Company Manager, Internal Audit Team and their affiliated persons								
1	Do Thanh Hai		Chairman of the Board of Directors				5.203.000	21,5%	
1.1	Do Manh Tu			Father			1.092.630	4,5%	
1.2	Nguyen Thi Thi			Mother			0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID number/ Passport Date of issue/ Place of issue	Address	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Note
1.3	Nguyen Van Trung			Father-in-law			423	0,002%	
1.4	Nguyen Thi Hop			Mother-in-law			447	0,002%	
1.5	Do Hai Dang		Member of the Board of Directors, authorized person to disclose information	Younger brother			1.149.500	4,75%	
1.6	Nguyen Thu Hang			Wife			605.605	2,50%	
1.7	Do Duc Hung			Son			0	0%	
1.8	Do Quynh Huong			Daughter			0	0%	
1.9	Hai Dang Material Joint Stock Company			Subsidiary company that the affiliated person of Mr. Do Thanh Hai is a member of the Board of Directors			0	0%	
2	Do Hai Dang		Member of the Board of Directors,				1.149.500	4,75%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID number/ Passport Date of issue/ Place of issue	Address	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Note
			authorized person to disclose information						
2.1	Do Manh Tu			Father			1.092.630	4,52%	
2.2	Nguyen Thi Thi			Mother			0	0%	
2.3	Do Thanh Hai		Chairman of the Board of Directors	Older brother			5.203.000	21,50%	
2.4	Nguyen Thu Hang			Sister-in-law			605.605	2,50%	
2.5	Hai Dang Material Joint Stock Company			Subsidiary company that Mr. Do Hai Dang is a member of the Board of Directors			0	0%	
3	Nguyen Trung Dung		Member of the Board of Directors, Head of Internal Audit Team				242.000	1,0%	
3.1	Nguyen Van Trung			Father			423	0,002%	
3.2	Nguyen Thi Hop			Mother			447	0,002%	
3.3	Nguyen Thu Hang			Older sister			605.605	2,50%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID number/ Passport Date of issue/ Place of issue	Address	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Note
3.4	Do Thanh Hai		Chairman of the Board of Directors	Brother-in-law			5.203.000	21,50%	
4	Dao Thi Kim Oanh		Member of the Board of Directors cum General Director, cum person in charge of management				968.000	4,0%	
4.1	Dao Van Huu			Father			0	0%	
4.2	Mai Thi Dao			Mother			0	0%	
4.3	Do Van Duc			Father-in-law			0	0%	
4.4	Luong Thi Ngau			Mother-in-law			0	0%	
4.5	Do Van Duan			Husband			0	0%	
4.6	Do Tuong Vy			Daughter			0	0%	
4.7	Do Phuong Vy			Daughter			0	0%	
4.8	Dao Danh Tuan			Older brother			0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID number/ Passport Date of issue/ Place of issue	Address	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Note
4.9	Dao The Vinh			Younger brother			0	0%	
4.10	Dao Thi Nhen			Sister-in-law			0	0%	
4.11	Nguyen Thi Quyen			Sister-in-law			0	0%	
4.12	Hai Dang Material Joint Stock Company			Subsidiary company that Ms.Dao Thi Kim Oanh is a member of the Board of Directors			0	0%	
5	Nguyen Manh Thang		Independent member of the Board of Directors				0	0%	
5.1	Vu Thi Tra My			Wife			0	0%	
5.2	Nguyen Thai Son			Son			0	0%	
5.3	Nguyen Hai Anh			Son			0	0%	
5.4	Nguyen Trong Hung			Father			0	0%	
5.5	Vuong Thi Nhan			Mother			0	0%	
5.6	Vu Duong Hung			Father-in-law			0	0%	
5.7	Nguyen Tuyet Minh			Mother-in-law			0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID number/ Passport Date of issue/ Place of issue	Address	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Note
5.8	Nguyen Hoai Nam			Older brother			0	0%	
5.9	Phi thi Kim Chung			Sister-in-law			0	0%	
5.10	Viet Nam AgileTech Co,LTD			Organization that Mr.Nguyen Manh Thang is legal representative			0	0%	
5.11	Viet Nam Techhub Co,LTD			Organization that Mr.Nguyen Manh Thang's wife is legal representative			0	0%	
6	Nguyen Thi Thuy		Head of the Board of Supervisors				484	0,002%	
6.1	Nguyen Van Ban			Father			0	0%	
6.2	Nguyen Thi Tuyen			Mother			0	0%	
6.3	Nguyen Manh Hung			Husband			242	0,001%	
6.4	Luu Thi Chung			Mother-in-law			0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID number/ Passport/ Date of issue/ Place of issue	Address	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Note
6.5	Nguyen Manh Hung			Father-in-law			0	0%	
6.6	Nguyen Minh Ngoc			Daughter			0	0%	
7	Do Thi Thuy Linh		Member of of the Board of Supervisors				484	0,002%	
7.1	Do Van Chien			Father			0	0%	
7.2	Pham Thi Hoa			Mother			0	0%	
7.3	Nguyen Van Chinh			Father-in-law			0	0%	
7.4	Ha Thi Dinh			Mother-in-law			0	0%	
7.5	Nguyen Hong Chuyen			Husband			0	0%	
7.6	Nguyen Minh Duc			Son			0	0%	
7.7	Nguyen Minh Van			Daughter			0	0%	
7.8	Do Tung Lam			Younger sister			0	0%	
7.9	Do Thi Xuan			Younger sister			0	0,0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID number/ Passport Date of issue/ Place of issue	Address	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Note
7.10	Do Tien Long			Younger brother			0	0%	
7.11	Dinh Cong Tran			Brother-in-law			0	0%	
8	Do Thi Huong		Member of of the Board of Supervisors				0	0%	
8.1	Do Duc Cuong			Father			0	0%	
8.2	Nguyen Thi Ngoai			Mother			0	0%	
8.3	Do Minh Hai			Younger brother			0	0%	
8.4	Do Thuy Linh			Younger sister			0	0%	
8.5	Nguyen Tien Thanh			Husband			0	0%	
8.6	Nguyen Huy Thanh			Father-in-law			0	0%	
8.7	Nguyen Thi Chanh			Mother-in-law			0	0%	
8.8	Nguyen Tue Duong			Daughter			0	0%	
9	Nguyen Thi Nhu Quynh		Chief of accountant				0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID number/ Passport Date of issue/ Place of issue	Address	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Note
9.1	Can Manh Huong			Father-in-law			0	0%	
9.2	Le Thi Nhan			Mother-in-law			0	0%	
9.3	Nguyen Huu Hoa			Father			0	0%	
9.4	Nguyen Thi Be			Mother			0	0%	
9.5	Nguyen Van Tho			Younger brother			0	0%	
9.6	Can Manh Truong			Husband			0	0%	
9.7	Can Nhat Minh			Son			0	0%	
9.8	Can Bao Van			Daughter			0	0%	
9.9	Can Minh Chau			Daughter			0	0%	
9.10	Nethome Interior Architecture Co., Ltd			Organization that Ms.Nguyen Thi Nhu Quynh's			0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID number/ Passport Date of issue/ Place of issue	Address	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Note
				husband is legal representative					
10	Nguyen Thi Bao Yen		Member of Internal Audit Team				0	0%	
10.1	Nguyen Van Thanh			Father			0	0%	
10.2	Tran Thi Quynh			Mother			0	0%	
10.3	Nguyen Van Quan			Younger brother			0	0%	
10.4	Nguyen Van Doan			Younger brother			0	0%	

2. Transactions of internal persons and affiliated persons with shares of the company:

No.	Transaction executor	Relations with internal person/ affiliated person with company	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Do Thanh Hai	Internal person	4.730.000	21,5%	5.203.000	21,5%	Receive dividends in 2023
2	Do Manh Tu	The affiliated person of Mr. Do Thanh Hai, Mr Do Hai Dang	993.300	4,5%	1.092.630	4,5%	Receive dividends in 2023
3	Nguyen Van Trung	The affiliated person of Mr. Do Thanh Hai, Mr Nguyen Trung Dung	385	0,002%	423	0,002%	Receive dividends in 2023
4	Nguyen Thi Hop	The affiliated person of Mr. Do Thanh Hai, Mr Nguyen Trung Dung	407	0,002%	447	0,002%	Receive dividends in 2023
5	Do Hai Dang	Internal person	1.045.000	4,75%	1.149.500	4,75%	Receive dividends in 2023
6	Nguyen Thu Hang	The affiliated person of Mr. Do Thanh Hai, Mr Do Hai Dang and Mr Nguyen Trung Dung	550.550	2,50%	605.605	2,50%	Receive dividends in 2023
7	Nguyen Trung Dung	Internal person	220.000	1,0%	242.000	1,0%	Receive dividends in 2023
8	Dao Thi Kim Oanh	Internal person	880.000	4,0%	968.000	4,0%	Receive dividends in 2023
9	Nguyen Thi Thuy	Internal person	440	0,002%	484	0,002%	Receive dividends in 2023
10	Nguyen Manh Hung	The affiliated person of Ms.	220	0,001%	242	0,001%	Receive dividends in 2023

No.	Transaction executor	Relations with internal person/ affiliated person with company	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
		Nguyen Thi Thuy					
11	Do Thi Thuy Linh	Internal person	440	0,002%	484	0,002%	Receive dividends in 2023
12	Nguyen Thi Khanh Huyen	Legal representative of subsidiary company	2640	0.012%	2.904	0.012%	Receive dividends in 2023

IX. Other significant issues: None

Recipients:

- As above;
- Archived.

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and stamp)



CHỦ TỊCH HĐQT

Đỗ Thanh Hải

Ha Noi, January 24th, 2025

INFORMATION DISCLOSURE ON CORPORATE GOVERNANCE

Reporting period: 2024

No.		Question	Response section
1	General information	Stock symbol	PCH
2		State Shareholders Ownership ratio (%)	0%
3		Corporate model (1 or 2) - 1: Pursuant to Point a, Clause 1, Article 137 of the Law on Enterprise 2020 - 2: Pursuant to Point b, Clause 1, Article 137 of the Law on Enterprise 2020	1
4		Number of legal representatives of the Company?	1
5		Has the Company Charter been amended in accordance with the Law on Enterprise 2020 (Yes/No)?	Yes
6		The Company issues an Internal Regulation on corporate governance in accordance with the Law on Enterprise 2020 and Resolution No. 155/2020/ND-CP?	Yes
		Does the internal regulation on corporate governance apply modern information technology to enable shareholders to attend and express their opinions at the meeting of General Meeting of Shareholders through online meetings, electronic voting, or other electronic forms as stipulated by the Law on Enterprise and the Company's Charter?	Yes
7	General Meeting of Shareholders (During the reporting period)	Date of the Annual General Meeting of Shareholders	April 15th, 2024
8		Date of publication of documents of the Annual General Meeting of Shareholders on Company's website	March 20th, 2024
9		Date of announcement of Annual General Meeting of Shareholders' documents to the Stock Exchange	March 20th, 2024
10		Date of announcement of the Resolutions and Minutes of the Annual General Meeting of Shareholders to the Stock Exchange	April 15th, 2024
11		At which section did the Company successfully hold the Annual General Meeting of Shareholders (1st/2nd/3rd)?	1st
12		Does the Company include the content of remuneration of each member of the Board of Directors as a separate item in the company's Annual Financial Statements (Yes/No)?	Yes
13		Does the Company report the remuneration of each member of the Board of Directors at the meeting of Annual General Meeting of Shareholders (Yes/No)?	Yes
14		Does the Company include the content of salaries of the General Director (Director) and other managers as a separate item in the company's Annual Financial Statements (Yes/No)?	Yes
15		Does the Company report the salaries of the General Director (Director) and other managers as a separate item in the company's Annual Financial Statements (Yes/No)?	Yes
16		The Company invites representatives of the approved auditing organization that conduct the audit of the company's annual financial statements to attend the annual General Meeting of Shareholders in cases that the audit report of the company's annual financial statements contains essential exceptions, refuses, or opposite opinions	Fully accepted audit opinion
17		Has the Company been involved in any lawsuits regarding the organization of the General Meeting of Shareholders, the Resolutions of the Annual General Meeting of Shareholders? (Yes/No)	No
18		Date of the Extraordinary General Meeting of Shareholders	No
19		Date of publication of documents of the Extraordinary General Meeting of Shareholders on Company's website	No
20		Date of announcement of Extraordinary General Meeting of Shareholders' documents to the Stock Exchange	No



No.		Question	Response section
21		Date of announcement of the Resolutions and Minutes of the Extraordinary General Meeting of Shareholders to the Stock Exchange	No
22		At which section did the Company successfully hold the Extraordinary General Meeting of Shareholders (1st/2nd/3rd)?	No
23		Has the Company been involved in any lawsuits regarding the organization of the General Meeting of Shareholders, the Resolutions of the Extraordinary General Meeting of Shareholders? (Yes/No)	No
24		Number of times the Stock Exchange has issued reminders, notice related to the organizaion and disclosure of information regarding the General Meeting of Shareholders	0
25		Number of times the State Securities Commission has issued reminders, notice related to the organizaion and disclosure of information regarding the General Meeting of Shareholders	0
26	Board of Directors	Number of members of Board of Directors	5
27		Number of independent members of Board of Directors	1
28		Does the Chairman of the Board of Directors concurrently hold the position of General Director/ Director? (Yes/No)	No
29		Number of the Board of Directors' meeting during the reporting period	14
30		Does the Company has sub-committees under the Board of Directors? (Yes/No)	Yes
31		Name of sub-committees under the Board of Directors	Internal Audit Team
32		Has the Company appointed a person in charge of Corporate Governance? (Yes/No)	Yes
33	Board of Supervisors	Is the Head of the Board of Supervisors working fulltime at the Company (Questions for companies operating under Model 1)?	No
34		Number of members of the Board of Supervisors (Questions for companies operating under Model 1)	3
35		Number of supervisors who are related persons of members of the Board of Directors, the Director/ General Director and other managers (List the names of supervisors who are related persons, if any) (Questions for companies operating under Model 1)	0
36		Number of supervisors holding management positions (List of names and positions, is any) (Questions for companies operating under Model 1)	0
37		Number of supervisors who are members of the accounting or finance department, or employees of the auditing firm that audited the Company within 3 years before being elected to the Board of Supervisors? (Yes/No) (Questions for companies operating under Model 1)	No
38		Number of the Board of Supervisors' meetings (Questions for companies operating under Model 1)	1
42	Other matters	Does the website of Company provide complete information for Shareholders as required by regulations? (Yes/No)	Yes
43		Does the Company pay dividends within 6 months from the date of the Annual General Meeting of Shareholders during the reporting period? (Yes/No)	Yes
44		Has the Company been reminded or notified by the Stock Exchange or the State Securities Commission regarding transactions with related parties? (Yes/No)	No
45		Has the company implemented the Internal Audit function (Implemented/Not implemented)	Implemented

LEGAL REPRESENTATIVE

(Signature, full name, position, seal)



TỔNG GIÁM ĐỐC

Đào Thị Kim Oanh