

**REPORT ON CORPORATE GOVERNANCE
Hoa Viet Joint Stock Company (2024)**

To:

The State Securities Commission;
Hanoi Stock Exchange.

- Company name: **Hoa Viet Joint Stock Company**
- Head office address: Quarter 8 - Long Binh Ward - Bien Hoa - Dong Nai
- Phone: 0251.3981631 - Fax: 0251.3981630
- Email: hoaviet@hoavietjsc.com
- Charter capital: **128,530,520,000 VND**
(One hundred and twenty-eight billion, five hundred and thirty million, five hundred and twenty thousand even dong)
- Stock symbol: HJC
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

In 2024, the General Meeting of Shareholders (hereinafter referred to as the General Meeting of Shareholders) of Hoa Viet Joint Stock Company held an extraordinary meeting on February 21, 2024 and an annual meeting on May 21, 2024.

No.	Resolution/ Decision No.	Date	Content
1	15/NQ-CPHV	21/2/2024	<ul style="list-style-type: none">- Approval of the dismissal of members of the Board of Directors (BOD).- Approval of the results of the election to replace members of the Board of Directors.
2	78/NQ-CPHV	21/5/2024	<ul style="list-style-type: none">- Approval of the 2023 Production and Business Results Report and the direction of production and business activities in 2024.- Approval of the 2023 Board of Directors Activity Report and 2024 operation direction.

No.	Resolution/ Decision No.	Date	Content
			<ul style="list-style-type: none"> - Approval of the Board of Supervisors of Supervisors' Report. - Approval of the 2023 Audited Financial Statements. - Approval of the profit distribution plan in 2023. - Approve the production and business plan in 2024. - Approval of the expected profit distribution in 2024. - Approval of the remuneration of the Board of Directors and the Board of Supervisors in 2023, the remuneration in 2024 for members of the Board of Directors and part-time members of the Board of Supervisors. - Approval of the selection of the audit unit for the financial year 2024. - Approval of the Draft amendments and supplements to the Charter, Internal Regulations on Corporate Governance and Operation Regulations of the Board of Directors of Hoa Viet Joint Stock Company. - Approval of the results of the election of members of the Board of Directors.

II. Board of Directors

1. Information about members of the Board of Directors

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of Appointment	Date of dismissal
1	Mr. Chau Tuan	Non-executive members of the Board of Directors	16/12/2020	
2	Mr. Luong Huu Hung	Member of the Executive Board	29/6/2020	
3	Ms. Nguyen Dieu Huong	Non-executive members of the Board of Directors	Started on 26/4/2017, reappointed on 21/4/2022	21/2/2024

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of Appointment	Date of dismissal
4	Mr. Tran Quang Ha	Non-executive members of the Board of Directors	21/2/2024	
5	Mr. Dinh Tien Loc	Non-executive members of the Board of Directors	Starting on 26/4/2019, reappointed on 21/5/2024	
6	Mr. Phan Quoc Toan	Member of the Executive Board	26/5/2021	

2. Meetings of the Board of Directors

No.	Member of the Board of Directors	Number of meetings attended by Board of Directors	Attendance rate	Reason for absence
1	Mr. Chau Tuan	8	8/8 = 100%	
2	Mr. Luong Huu Hung	8	8/8 = 100%	
3	Mr. Tran Quang Ha	8	8/8 = 100%	
4	Mr. Dinh Tien Loc	8	8/8 = 100%	
5	Mr. Phan Quoc Toan	8	8/8 = 100%	

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

- Supervise the implementation of the Extraordinary and Annual General Meeting of Shareholders in 2024;
- Supervise the implementation of the Resolution of the General Meeting of Shareholders;
- Supervise the implementation of the Resolutions of the Board of Directors;
- Supervise the production and business activities of the Company;
- Supervise the investment situation in the purchase of new fixed assets;
- Supervise the liquidation of the Company's fixed assets.

4. Activities of the Board of Directors' subcommittees (if any): None

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/ Decision No.	Date	Content	Approval Rate
1	06/QD-CPHV	25/01/2024	Promulgating the Regulation on information disclosure of Hoa Viet Joint Stock Company	100%
2	12/NQ-CPHV	21/2/2024	Approving policies for short-term loan contracts with a value of less than 50% of charter capital	100%
3	13/QD-CPHV	21/2/2024	Appointment of concurrent officers and persons in charge of corporate governance	100%
4	16/NQ-CPHV	21/2/2024	Assignment of duties of members of the Board of Directors	100%
5	24/NQ-CPHV	26/2/2024	Approval of the total investment in the automatic fire protection system of the warehouse 2,160 m ² Branch of Hoa Viet Joint Stock Company in Gia Lai	100%
6	34/NQ-CPHV	22/3/2024	Extension of the time for holding the 2024 Annual General Meeting of Shareholders	100%
7	35/NQ-CPHV	22/3/2024	Approving the plan to divide the bidding package and selecting the contractor for the automatic fire protection system of the 2,160 m ² warehouse Hoa Viet Joint Stock Company Branch in Gia Lai	100%
8	39/NQ-CPHV	02/4/2024	Board of Directors meeting on 02/4/2024	100%
9	63/NQ-CPHV	09/5/2024	Approval of the plan to repair and upgrade the floor of Warehouse 5 & 6 and equip Warehouse No. 2 with anti-insect nets	100%
10	67/NQ-CPHV	14/5/2024	Approving the 2024 financial plan of Hoa Viet Joint Stock Company	100%
11	79/QD-CPHV	21/5/2024	Promulgating the operation regulations of the Board of Directors of Hoa Viet Joint Stock Company	100%
12	80/QD-CPHV	21/5/2024	Promulgating internal regulations on corporate governance of Hoa Viet Joint Stock Company	100%
13	82/NQ-CPHV	21/5/2024	Board of Directors meeting on 21/5/2024	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
14	84/NQ-CPHV	03/6/2024	Approving the policy of buying more raw materials for Gia Lai dried yellow tobacco that has been preliminarily processed and separated from stalks and 200 tons of stalks	100%
15	90/NQ-CPHV	12/6/2024	Resolution of the Board of Directors meeting in the second quarter of 2024	100%
16	106/NQ-CPHV	12/7/2024	Session of the third quarter of 2024	100%
17	112/QD-CPHV	18/7/2024	Promulgating the norms of waste of tobacco raw materials that have been preliminarily processed and separated from the stems stored in the cool warehouse of Hoa Viet Joint Stock Company	100%
18	123/NQ-CPHV	21/8/2024	Approving the policy of borrowing capital over 50% of the charter capital	100%
19	126/QD-CPHV	27/8/2024	Termination of labor contract	100%
20	146/QD-CPHV	23/9/2024	Consolidation of the Debt Settlement Council of Hoa Viet Joint Stock Company	100%
21	147/QD-CPHV	23/9/2024	Consolidation of the Asset Liquidation Council of Hoa Viet Joint Stock Company	100%
22	155/NQ-CPHV	26/9/2024	Approving the policy of cooperation plan to renovate and upgrade the sheet tobacco production line of Hoa Viet Joint Stock Company	100%
23	160a/NQ-CPHV	09/10/2024	Approval of the policy of liquidating assets on the land to hand over the site to the Land Fund Development Center to implement the Xuan Dong Kindergarten project (Be Bac branch)	100%
24	161/NQ-CPHV	11/10/2024	Approving the policy on personnel work at branches	100%
25	165/NQ-CPHV	15/10/2024	Approval of the policy to purchase plastic pallets	100%

No.	Resolution/ Decision No.	Date	Content	Approval Rate
26	178/QD-CPHV	28/10/2024	Promulgating the Regulation on purchase, sale and delivery of tobacco raw materials of Hoa Viet Joint Stock Company	100%
27	171/NQ-CPHV	17/10/2024	Session of the fourth quarter of 2024	100%
28	174a/QD-CPHV	22/10/2024	Approving the review, introduction, and supplementation of the personnel planning for the period 2021 - 2026, 2026 - 2031 of Hoa Viet Joint Stock Company	100%
29	185/QD-CPHV	30/10/2024	Regarding the appointment of officials (Director of Tay Ninh Branch)	100%
30	186/QD-CPHV	30/10/2024	Regarding the appointment of officials (Director of Ninh Thuan Branch)	100%
31	196/QD-CPHV	19/11/2024	Sending delegations of officials on foreign business trips	100%
32	199/NQ-CPHV	19/11/2024	Session on 19/11/2024	100%
33	293/NQ-CPHV	24/12/2024	Session on 24/12/2024	100%
34	242/QD-CPHV	27/12/2024	Decision on termination of labor contract	100%
35	243/QD-CPHV	30/12/2024	Decision on dismissal of the Company's Chief Accountant	100%

III. Board of Supervisors

1. Information about members of the Board of Supervisors

No.	Member of the Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Dao Xuan Lap	Head of Department	Starting from 27/4/2018; reappointed from 18/5/2023	Bachelor of Economics
2	Nguyen Huu Hong Son	Member	Starting from 29/4/2010; reappointed from 26/5/2021	Bachelor of Economics

No.	Member of the Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
3	Le Hoan Vu	Member	26/5/2021	Master of Business Administration, Bachelor of Science and Technology

2. Meetings of Board of Supervisors

No.	Members of the Board of Supervisors	Number of Meetings Attended	Attendance rate	Voting Rate	Reasons for absence
1	Dao Xuan Lap	02	100%	100%	
2	Nguyen Huu Hong Son	02	100%	100%	
3	Le Hoan Vu	02	100%	100%	

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

- Fully implement the contents and work programs of the Board of Supervisors in 2024 Approval of by the 2024 Annual General Meeting of Shareholders; inspect and supervise the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders, Resolutions and Decisions of the Board of Directors of the Company issued in 2024.

- Regularly review the implementation of principles and regimes of financial management, accounting and payment regimes in the use, preservation and development of capital, use and management of assets, management of revenues, management of expenses and costs, accounting and making quarterly accounting reports.

- Appraisal of the 2023 Financial Statements, preparation of the Report to be submitted to the 2024 Annual General Meeting of Shareholders.

- Appraisal of the mid-year financial statements for the first 6 months of 2024.

- Review the report on the implementation of wage labor in 2023 and develop a wage labor plan in 2024.

- Supervising the selection of the unit to audit the 2024 Financial Statements.

- Supervise the implementation of investment in the construction of fire protection works at Gia Lai Branch.

- Review loan documents for production and business activities in 2024 at Hoa Viet Joint Stock Company.

- Supervise investment in production, procurement, delivery and receipt of tobacco raw materials and debt management at branches of Hoa Viet Joint Stock Company for the 2022 - 2023 and 2023 - 2024 crops.

- Review the amendment and supplementation of a number of contents related to the promulgation of Charters, Regulations, Regulations, Economic and Technical Norms in accordance with law and the Company.

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

- Participate in meetings with the Board of Directors and the Executive Board to promptly capture and process information, proposals and recommendations; thereby inspecting and supervising the contents according to the functions and tasks of the Control Board.

- Coordinate with the Party Committee and the Inspection Committee of the Company's Party Committee in supervising the operation of units in the Company according to the coordination regulations.

5. Other activities of the Board of Supervisors (if any):

Inspect, review and prepare reports on the operation of the Board of Supervisors and the Company's production and business activities in 2023 and the first 6 months of 2024, as well as other reports depending on the actual situation at the Company, based on the functions and tasks of the Board of Supervisors in order to meet the requirements of the General Meeting of Shareholders or the group of shareholders (as prescribed).

IV. Board of Management

Stt	Members of Board of Management	Date of birth	Qualification	Date of appointment/dismissal of members of the Board of Management
1	Luong Huu Hung	23/8/1975	Master of Economics	01/9/2020
2	Nguyen Duc Luong	09/11/1963	Bachelor of Economics	Reappointed on 01/11/2010; Termination of labor contract on 31/8/2024
3	Phan Quoc Toan	28/5/1976	Chemical Engineer	01/07/2020

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/dismissal
Nguyen Nguyen Quoc Vu	12/11/1983	Bachelor of Accounting	Appointed on 17/01/2022; Dismissal from office from 01/01/2025

VI. Training courses on corporate governance

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director, other managers and secretaries in accordance with regulations on corporate governance: No.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the company

1. The list of affiliated persons of the company: *(Attached)*

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons *(Attached)*.

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None.

4. Transactions between the company and other objects

4.1. Transactions 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, or CEOs in three (03) latest years (calculated at the time of reporting): None

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): None.

4.3. Other transactions of the Company (if any) that may bring material or immaterial benefits for members of the Board of Directors, members of the Board of Supervisors, Directors and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons (Semi-annual report/annual report)

1. The list of internal persons and their affiliated persons: *(Attached Appendix)*.

2. Transactions of internal persons and affiliated persons with shares of the company: None



IX. Other significant issues: None***Recipient:***

- As stated above;
- Board of Management;
- Board of Supervisors;
- Authorized Information Disclosure Officer;
- Archives, Board of Directors.

**ON BEHALF OF CHAIRMAN OF THE
BOARD OF DIRECTORS****Chau Tuan**

HOA VIET JOINT STOCK COMPANY

Transactions between the Company and affiliated persons of the Company; or between the Company and major shareholders, internal persons, and affiliated persons of internal persons
(Issued together with report No. /BC-CPHV dated 30/01/2025 of Hoa Viet Joint Stock Company)

No.	Name of organization/individual	Relationship with the company	NSH No.	Date of issue	Place of issue	Head Office Address/Contact	Time of transaction 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	Thang Long Tobacco Company Limited	Affiliated person of major shareholder - Vietnam National Tobacco Corporation				Lot CN01, Thach That Industrial Park, Quoc Oai Town, Hanoi City, Vietnam	June, August, October and November		Selling tobacco raw materials	126.639.860.500	
2	An Giang Tobacco Company Limited	Affiliated person of major shareholder - Saigon Tobacco Company Limited				23/2A Tran Hung Dao, My Quy Ward, Long Xuyen City, An Giang Province, Vietnam	June, August and December		Selling tobacco raw materials, processing stem separation	2.928.304.570	
3	Cuu Long Tobacco Company Limited	Affiliated person of major shareholder - Saigon Tobacco Company Limited				No. 4D, Nguyen Trung Truc Street, Ward 8, Vinh Long City, Vinh Long Province, Vietnam	March, May and August		Selling tobacco raw materials, processing stem separation	16.594.550.000	
4	Ben Tre Tobacco Company Limited	Affiliated person of major shareholder - Saigon Tobacco Company Limited				No. 90A3, Dong Khoi Highway, Ben Tre Province, Vietnam	January, May and October		Selling tobacco raw materials, processing stem separation	10.232.559.475	
									Selling fertilizer, seeds	5.081.100.000	
5	Ngan Son Joint Stock Company	Affiliated person of major shareholder - Vietnam National Tobacco Corporation				No. 01/TS1 Tien Son Industrial Park, Hoan Son Village, Tien Du Town, Bac Ninh Province, Vietnam	from January to August		Selling tobacco raw materials, processing stem separation	3.119.160.000	
6	British American Tobacco - Vinataba (JV)	Affiliated person of major shareholder - Vietnam National Tobacco Corporation				Quarter 8, Long Binh Ward, Bien Hoa City, Dong Nai Province, Vietnam	from January to December		Selling tobacco materials, processing, warehouse rental, lifting services, agricultural materials	326.688.917.343	
									Buying Packaging	984.675.000	
7	Vietnam Tobacco Import Export Company	Affiliated person of major shareholder - Vietnam National Tobacco Corporation				41 Le Quy Don, Vo Thi Sau Ward, District 3, HCMC, Vietnam	May, June and October		Export Entrustment	7.572.429.600	
									Trust fees	217.500.000	
8	Vinataba-Philip Morris Limited Liability Company	Affiliated person of major shareholder - Vietnam National Tobacco Corporation				Highway 1, Km 8, Ba Lang Commune, Cai Rang District, Can Tho City, Vietnam	from June to December		Selling tobacco materials, processing, renting warehouses, lifting services	48.058.216.220	
9	Carton Packaging Production Trading Vina-Toyo Limited Company	Affiliated person of major shareholder - Vietnam National Tobacco Corporation				No. 34 street No.9, Linh Xuan ward, Thu Duc district, Ho Chi Minh City, Vietnam	from January to December		Buying Packaging	9.496.337.599	
10	Long An Tobacco Company Limited	Affiliated person of major shareholder - Vietnam National Tobacco Corporation				08A Highway 1A, Thanh Duc Village, Ben Luc Town, Long Giang Province, Vietnam	July and August		Selling tobacco raw materials	12.707.875.000	



No.	Name of organization/individual	Relationship with the company	NSH No.	Date of issue	Place of issue	Head Office Address/Contact	Time of transaction 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
11	Dong Thap Tobacco Company Limited	Affiliated person of major shareholder - Vietnam National Tobacco Corporation				10 Nguyen Sinh Sac, Tan Phu Dong village, Sa Dec city, Dong Thap province, Vietnam	November		Selling tobacco raw materials	3.573.885.500	
12	Saigon Tobacco Company Limited	Affiliated person of major shareholder - Vietnam National Tobacco Corporation				Lot C45/I, Street No. 7, Vinh Loc Industrial Park, Binh Chanh Town, Ho Chi Minh City, Vietnam	September and October		Selling tobacco raw materials	137.708.567.300	
13	Thanh Hoa Tobacco Company Limited	Affiliated person of major shareholder - Vietnam National Tobacco Corporation				Ha Trung Town, Ha Trung District, Thanh Hoa province, Vietnam	July and August		Processing of tobacco materials	1.084.703.200	
14	Tobacco Institute Company Limited	Affiliated person of major shareholder - Vietnam National Tobacco Corporation				133 Nguyen Trai, Thuong Dinh Ward, Thanh Xuan District, Hanoi City, Vietnam	from January to December		Tobacco raw material sample analysis fee	1.084.703.200	

Dong Nai, January, 23, 2025

On behalf of the Board of Directors



Chau Tuan

HOA VIET JOINT STOCK COMPANY

LIST OF AFFILIATED PERSONS OF THE COMPANY
(Issued together with report No. /BC-CPHV dated 23 /1/2025)

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
1	Chau Tuan		Chairman of the Board of Directors			16/12/2020			
2	Luong Huu Hung		Member of the Board of Directors, Director of the Company, Legal Representative			Holding the position of Chairman of the Board of Directors since 29/6/2020. Holding the position of Director, Legal Representative since 01/09/2020			
3	Nguyen Dieu Huong	557589	Member of the Board of Director			26/4/2017, reappointed on 21/4/2022	21/02/2024	Dismissal	
4	Tran Quang Ha		Member of the Board of Director			21/02/2024			
5	Phan Quoc Toan		Member of the Board of Directors, Deputy Director of the Company			01/07/2020			
6	Dinh Tien Loc		Member of the Board of Director			26/4/2019, reappointed on 21/5/2024			
7	Nguyen Duc Luong		Deputy Director of the Company			01/11/2010			



No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
8	Dao Xuan Lap	094C004612	Head of the Board of Supervisors			27/4/2018; Reappointed on 18/5/2023			
9	Le Hoan Vu		Inspector			26/05/2021			
10	Nguyen Huu Hong Son		Inspector			29/4/2010; Reappointed on 26/5/2021			
11	Nguyen Hoai Duyen		Person in charge of corporate governance, company secretary			01/01/2024			
12	Nguyen Nguyen Quoc Vu		Chief Accountant			17/01/2022	01/01/2025	Dismissal	
13	Tran Thi Hoang Dieu		Authorized information disclosure officer			25/10/2023			
14	Vietnam National Tobacco Corporation (Vinataba)	009C019444						Representative of shares ownership: - Mr. Chau Tuan; - Mr. Luong Huu Hung; - Mr. Tran Quang Ha	Parent Company
15	Cat Loi Joint Stock Company								The organization is under the same control of Vinataba

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
16	Ngan Son Joint Stock Company								The organization is under the same control of Vinataba
17	Tobacco Institute Company Limited								The organization is under the same control of Vinataba
18	Vina-Bat Joint Venture Company Limited								The organization is under the same control of Vinataba
19	Vinataba-Philip Morris Limited Liability Company								The organization is under the same control of Vinataba

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
20	Carton Packaging Production Trading Vina-Toyo Limited Company								The organization is under the same control of Vinataba
21	British American Tobacco - Vinataba (JV)								The organization is under the same control of Vinataba
22	Vietnam Tobacco Import Export Company								The organization is under the same control of Vinataba
23	Thang Long Tobacco Company Limited								The organization is under the same control of Vinataba
24	Saigon Tobacco Company Limited								The organization is under the same control of Vinataba

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
25	An Giang Tobacco Company Limited								The organization is under the joint control of Vinataba (a subsidiary of TLSG)
26	Cuu Long Tobacco Company Limited								The organization is under the joint control of Vinataba (a subsidiary of TLSG)
27	Ben Tre Tobacco Company Limited								The organization is under the joint control of Vinataba (a subsidiary of TLSG)
28	Long An Tobacco Company Limited								The organization is under the joint control of Vinataba (a subsidiary of TLSG)

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
29	Dong Thap Tobacco Company Limited								The organization is under the joint control of Vinataba (a subsidiary of TLSC)

Dong Nai, January, 23, 2025

On behalf of the Board of Directors

PRESIDENT



Chau Tuan

HOA VIET JOINT STOCK COMPANY

THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS OF THE COMPANY

(Issued together with report No. 68/BC-CPHV dated 23/01/2025)

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Chau Tuan		Chairman of the Board of Directors					Serving as a Member of the Board of Directors since 16/12/2020
1,1	Nguyen Thi Phu							Biological mother
1,2	Huynh Thi My Le							Wife
1,3	Chau Hoang Long							Biological child
1,4	Chau Hoang Nam							Biological child
1,5	Chau Hong Nga							Younger sibling
1,6	Chau Hong Yue							Younger sibling
1,7	Chau Tuan Tu							Younger sibling
1,8	Nguyen Thi Bich Lien							Mother-in-law
1,9	Le Van De							Brother-in-law
1,10	Nguyen Dinh Khoo							Brother-in-law
1,11	Nguyen Thi Bich Chi							Sister-in-law
1,12	Vietnam National Tobacco Corporation	009C019444				4.636.942	36,077	Authorized by the owner to represent the contributed capital
1,13	Cat Loi Joint Stock Company							Chairman of the Board of Directors
2	Luong Huu Hung		Member of the Board of Directors, Director of the Company, Legal Representative			5.000	0,038	Holding the position of Chairman of the Board of Directors from 29/6/2020; Holding the position of Director - Legal Representative from 01/09/2020
2,1	Luong Huu Canh							Biological father
2,2	Hoang Thi An							Biological mother
2,3	Luong Huu Hung							Brother
2,4	Luong Thi Thu Ha							Sibling
2,5	Luong Tran Cao Tri							Biological child; Still a child
2,6	Luong Cao Tri Dung							Biological child; Still a child
2,7	Luong Tri Phat							Biological child; Still a child
2,8	Vietnam National Tobacco Corporation	009C019444				2.570.610	20	Authorized by the owner to represent the contributed capital
3	Nguyen Dieu Huong	557589	Member of the Board of Directors					Holding the position of Member of the Board of Directors from 21/04/2022 - Stepping down from the position of TV of the Board of Directors from 21/02/2024



No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
6,10	Saigon Tobacco Company Limited	009C003808				838.738	6,526	The owner authorizes the representative of the contributed capital
7	Nguyen Duc Luong		Deputy Director of the Company			21.806	0,169	Holding the position of Deputy Director of the Company since 01/11/2010; Termination of labor contract on 31/8/2024
7,1	Van Thi Thu Ha					9.179	0,071	Wife
7,2	Nguyen Van Thuy Trang							Biological child
7,3	Nguyen Thi Tuyet Mai							Biological child
7,4	Nguyen Thai Sinh							Brother
7,5	Nguyen Cong Hoan							Brother
7,6	Nguyen Thi Huong							sibling
7,7	Nguyen Thi Lien							sibling
7,8	Nguyen Thi Nhung							Younger sibling
7,9	Truong Thi Kim Son							Sister-in-law
7,10	Nguyen Thi Thoa							Sister-in-law
7,11	Nguyen Thi Lan							Sister-in-law
7,12	Nguyen Van Hieu							Brother-in-law
7,13	Nguyen Khanh Toan							Brother-in-law
7,14	Trinh Ngoc Dung							Brother-in-law
7,15	Vu Thi Phu							Mother-in-law
8	Dao Xuan Lap	094C004612	Head of the Board of Supervisors			9.512	0,074	Holding the position of Head of the Supervisory Board from 27/4/2018, reappointed from 18/05/2023
8,1	Dang Thi Hong							Wife
8,2	Dao Xuan Truong							Biological child
8,3	Dao Xuan Phuong							Younger sibling
8,4	Dao Thi Huong							Younger sibling
8,5	Dao Xuan Hoa							Younger sibling
8,6	Hoang Thi Hoa							Sister-in-law
8,7	Hoang Thi Bich Thuy							Sister-in-law
8,8	Tran Thi Hang							Sister-in-law
8,9	Nguyen Thi Phuong							Sister-in-law
8,10	Cao Xuan Hoan							Brother-in-law
9	Le Hoan Vu		Inspector					Holding the position of Member of the Supervisory Board since 26/5/2021
9,1	Pham Thi Mai							Wife
9,2	Le Hoang Yen Vy							Biological Child, Settled in USA
9,3	Le Hoan Minh Dang							Biological child
9,4	Le Hoan Yen Phuong							Biological child; Still a child
9,5	Le Thi Mai Huong							sibling

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
9,6	Pham Van Sau							Father-in-law
9,7	Le Thi Chu							Mother-in-law, deceased
9,8	Le Van Thinh							Brother-in-law, Settled in USA
9,9	Vietnam National Tobacco Corporation	009C019444					76,08%	Affiliated Organizations
10	Nguyen Huu Hong Son		Inspector					Holding the position of Member of the Supervisory Board since 29/4/2010, re-appointed from 26/05/2021
10,1	Nguyen Kim Thuy							Wife
10,2	Nguyen Hong Lam							Biological child
10,3	Nguyen Hong Thuy Nhi							Biological child
10,4	Nguyen Thi Mai Truc Phuong							sibling
10,5	Nguyen Huu Thanh Hien							Brother
10,6	Nguyen Huu Cong Danh							Younger sibling
10,7	Saigon Tobacco Company Limited	009C003808				838.738	6,526	Authorized by the owner to represent the contributed capital
11	Nguyen Hoai Duyen		Person in charge of corporate governance, company secretary					Holding the position of Secretary of the Board of Directors from 01/01/2024, Appointment of the Person in charge of Corporate Administration from 21/02/2024
11,1	Nguyen Van Thanh							Biological father
11,2	Dang Thi Truc							Biological mother
11,3	Nguyen Dang Tuong Vy							Younger sibling
11,4	Chau Hong Xuan							Wife
11,5	Chau Van Be Sau							Father-in-law
11,6	Nguyen Thi Phuong Dung							Mother-in-law
11,7	Chau Quoc Huy							Brother-in-law
12	Nguyen Nguyen Quoc Vu		Chief Accountant					Holding the position of Chief Accountant since 17/01/2022; Dismissal from office from 01/01/2025
12,1	Nguyen Van Ly							Biological father
12,2	Nguyen Thi Tuyet							Biological mother
12,3	Nguyen Nguyen Quoc Vinh							Younger sibling
12,4	Nguyen Nguyen Quoc Vy							Younger sibling
12,5	Pham Thai Hang					2.205	0,017	Wife
12,6	Nguyen Quoc Hung							Biological child; Still a child
12,7	Nguyen Thi Thu Trang							Mother-in-law
13	Tran Thi Hoang Dieu		Authorized information disclosure officer					Holding the position of Person authorized to disclose information from 25/10/2023
13,1	Le Thien Hung							Husband
13,2	Le Huu Gia Bao							Biological child; Still a child

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
13,3	Le Tien Phat							Biological child; Still a child
13,4	Nguyen Thi Hoa							Biological mother
13,5	Tran Van Mot							Brother
13,6	Tran Thi My Hanh							sibling
13,7	Tran Thi Thanh Lang							Younger sibling
13,8	Tran Thanh Nhan							Younger sibling
13,9	Tran Thi Hong Thuy							Younger sibling

Dong Nai, January, 23 2025

On behalf of the Board of Directors



CHAU TUAN

