



HUNG HAU AGRICULTURAL CORPORATION

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No. 26.2025/HHA/CV

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

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Ho Chi Minh City, January 24, 2025

**To: - The State Securities Commission;  
- HaNoi Stock Exchange;**

1. Name of organization: Hung Hau Agricultural Corporation
2. Stock code: SJ1
3. Address: 1004A Au Co Street, Ward Phu Trung, District Tan Phu, Ho Chi Minh City, Vietnam.
4. Tel: 028. 3974 1135 – 028. 3974 1136 Fax: 028. 3974 1280
5. Email: [info@hungchau.vn](mailto:info@hungchau.vn)
6. The person responsible for information disclosure: Mr. Nguyen Hoang Tan – General Director.
7. Contents of disclosure: Report on the Corporate Governance for 2024.
8. Website address where all the above information is published: <https://himex.vn>

We hereby affirm that the information disclosed above is true and we fully assume legal responsibility for the content of the disclosed information.

**\* Attached documents:**

- Report on the Corporate Governance for 2024.

**The person responsible for information disclosure**

(Signature, full name and seal -if any)



**NGUYỄN HOÀNG TÂN**





**HUNG HAU AGRICULTURAL  
CORPORATION**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No: 01.2025/HHA/BC

Ho Chi Minh City, January 24th, 2025

## **REPORT**

**On Corporate Governance for 2024**  
**(From January 1, 2024 to December 31, 2024)**

**To: - State Securities Commission of Vietnam (SSC);**  
**- Hanoi Stock Exchange (HNX).**

- Name of company: HUNG HAU AGRICULTURAL CORPORATION
- Address of headoffice: 1004A Au Co Street, Phu Trung Ward, Tan Phu District, Ho Chi Minh City.
- Telephone: (028 3974) 1135 – 1136 Fax: 028 3974 1280 Email: info@hungchau.vn
- Charter Capital: VND 434,727,160,000
- Stock symbol: SJ1
- Governance model: General Meeting of Shareholders, Board of Directors, General Director, and Audit Committee under the Board of Directors.
- The implementation of internal audit: Implemented.

### **I. Activities of the General Meeting of Shareholders**

<b>No.</b>	<b>Resolution/ Decision No.</b>	<b>Date</b>	<b>Content</b>
1	01.2025/NQ-ĐHĐCĐ	25/12/2024	<ul style="list-style-type: none"><li>- Approving the audited financial statements for the Fiscal Year 2024.</li><li>- Approving the Board of Directors' report on activities in the Fiscal Year 2024 and planned direction for the Fiscal Year 2025.</li><li>- Approving the Report on the Activities of the Independent Board of Director' member in the Audit Committee.</li><li>- Approving the Proposal for profit distribution for the Fiscal Year 2024.</li><li>- Approving the Proposal for the selection of</li></ul>

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			<p>audit firm for financial statements of the Fiscal Year 2025.</p> <ul style="list-style-type: none"> <li>- Approving the Proposal for remuneration of the Board of Directors and the Board Secretary for the Fiscal Year 2025.</li> <li>- Approving the Proposal for the Dismissal of the Board of Directors for the 2020-2025 Term.</li> <li>- Approving the results of the election of Board of Director' members for the 2025-2030 Term.</li> </ul>
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## II. Board of Directors

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

No.	Board of Director's members	Position ( <i>Independent members of the Board of Directors, Non-executive members of the Board of Directors</i> )	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Tu Thanh Phung	Chairman of the Board of Directors (Non-executive members of the Board of Directors)	Starting date: 02/12/2021	25/12/2024
2	Ms. Pham Thi Minh Nguyet	Vice Chairman of the Board of Directors (Non-executive members of the Board of Directors)	Starting date: 02/12/2021	25/12/2024
3	Mr. Vu Quang Chinh	Vice Chairman of the Board of Directors	Starting date as Vice Chairman of the Board of Directors: 25/10/2024 Starting date as Board of Director' members: 25/12/2021	25/12/2024
		Chairman of the Board of Directors	Starting date: 25/12/2024	
4	Ms. Huynh Thanh	Board of Director' member (Non-executive members of the Board)	Starting date: 28/12/2019	25/12/2024

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No.	Board of Director's members	Position ( <i>Independent members of the Board of Directors, Non-executive members of the Board of Directors</i> )	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
		of Directors)		
5	Ms. Le Thi Thuy Phuong	Independent members of the Board of Directors	Starting date: 24/12/2022	25/12/2024
6	Ms. Nguyen Yen	Vice Chairman of Board of Directors	Starting date: 25/12/2024	
7	Mrs. Pham Thi Van	Board of Director's members (Non-executive members of the Board of Directors)	Starting date: 25/12/2024	
8	Mr. Nguyen Hoang Tan	Board of Director's members	Starting date: 25/12/2024	
9	Mr. Tran Huy Hoang	Independent members of the Board of Directors	Starting date: 25/12/2024	

## 2. Meetings of the Board of Directors

No.	Board of Director' members	Number of meetings attended by Board of Directors	Attendance Rate	Reasons for absence
1	Mr. Tu Thanh Phung	13/13	100%	Dismissed from 25/12/2024
2	Ms. Pham Thi Minh Nguyet	13/13	100%	Dismissed from 25/12/2024
3	Mr. Vu Quang Chinh	15/15	100%	
4	Ms. Huynh Thanh	13/13	100%	Dismissed from 25/12/2024
5	Ms. Le Thi Thuy Phuong	13/13	100%	Dismissed from 25/12/2024
6	Ms. Nguyen Yen	02/02	100%	Appointed from 25/12/2024
7	Mrs. Pham Thi Van	02/02	100%	Appointed from 25/12/2024
8	Mr. Nguyen Hoang Tan	02/02	100%	Appointed from

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				25/12/2024
9	Mr. Tran Huy Hoang	02/02	100%	Appointed from 25/12/2024

\* Including: In-person meeting and written consultations with Board of Director' members.

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

The Board of Directors consistently monitors and highly appreciates the General Director's timely and effective implementation of the Resolutions of the General Meeting of Shareholders, the Resolutions of the Board of Directors, as well as the concretization of solutions, plans, and schemes for the company's production and operating activities.

The Board of Directors acknowledges the efforts and determination of the General Director to achieve positive changes in operating activities.

In accordance with the provisions of the Charter, the Regulations, The Internal governance regulations, and the current law, the Board of Directors has conducted the following specific supervisory activities:

- Regularly and closely directing the General Director in project investing activities, seeking new sales markets, and monitoring the implementation of the established production and operating plan.
- Organizing and directing the serious implementation of the quarterly financial reporting, semi-annual financial reporting, annual financial reporting, and annual report regime.
- Supervising and directing the implementation of information disclosure with the goal of ensuring transparency and timeliness in accordance with regulations.
- Always adhering to the objectives of the Resolutions, operating production and business activities promptly and flexibly according to market fluctuations.

### 4. Activities of the Board of Directors' subcommittees (If any):

- The Strategy Subcommittee and the Human Resources - Remuneration Subcommittee have operated in accordance with the Charter and the Regulations on Corporate Governance.
- Strategy Subcommittee:
  - o Advising the Board of Directors on short-term and long-term operational orientations, strategic goals of Hung Hau Agricultural Corporation; advising the Board of Directors on solutions to address difficulties and obstacles encountered during the unit's operations.
  - o Researching, analyzing, and identifying the company's strengths/weaknesses and different points compared to competitors in the industry.





- Advising and implementing key business objectives to ensure successful completion of the approved plan endorsed by the General Meeting of Shareholders.
  - Advising the Board of Directors on the issuance of processes, policies, and professional development orientations in the company's operations in accordance with legal regulations and the Company's Charter.
  - Researching, analyzing, and identifying strategic and potential markets for the company's future business activities, connecting with partners in Korea, Japan, USA, India, China... to establish directions for collaboration and cooperation to ensure output for the company's new projects.
  - Advising and developing the brand and marketing strategy for 2024, based on product quality, understanding the market to orient and define core values.
  - Analyzing, reviewing, and re-evaluating the product structure, customer structure, and pricing policies; review procurement activities and input costs to optimize taxes and working capital. Regarding the goal of revenue growth in a volatile global and domestic economy, seeking and developing strategic customers, harmonizing benefits for mutual development, strengthening the sales team, and implementing appropriate incentive policies.
  - Advising and contributing to arrangement the capital structure to ensure the effectiveness of the company's existing business activities, as well as addressing the necessary capital needs when operating factories and expanding the business model.
- The Human Resources - Remuneration Subcommittee:
- Perform advisory tasks for the Board of Directors:
    - Advising on the development of the Organizational Chart and Authorization Delegation.
    - Advising on the appointment/dismissal of senior management personnel.
    - Advising on the application of technology in management and administration.
    - Advising on human resource solutions in the context of the current global economic difficulties to create jobs and stable income for employees.
    - Advising and support employees facing difficult circumstances in life.
    - Reviewing the Board of Directors' remuneration package for 2024.
  - Supervise the following activities:
    - Implementing the Company's Regulations on Income Calculation and Reward-Penalty Policies.
    - Supervising the implementation of human resource/bonus /support policies.





- Compliance with salary and bonus policies; recruitment, training, and appointment of senior management personnel of the Company.
- Succession planning activities.
- Supervising the payment of remuneration to the Board of Directors and subcommittees in 2024.

#### 5. Resolutions/Decisions of the Board of Directors

No.	Resolution/Decision No.	Date	Content
1	No. 07.2024/NQ-HĐQT	04/01/2024	Approving the Regulations on Information Disclosure of Hung Hau Agricultural Corporation.
2	No. 08.2024/NQ-HĐQT	15/01/2024	Regarding the development of a plan to ensure the offering of shares meets regulations on foreign ownership ratio.
3	No. 09.2024/NQ-HĐQT		Regarding the approval of the share offering dossier for existing shareholders.
4	No. 10.2024/NQ-HĐQT	17/01/2024	Approving the content regarding capital contribution to Happyfood Vietnam Limited Company.
5	No. 11.2024/NQ-HĐQT	22/03/2024	Regarding the development of a plan to ensure the share offering complies with regulations on foreign ownership ratio.
6	No. 12.2024/NQ-HĐQT		Regarding the approval of the share offering dossier for existing shareholders.
7	No. 13.2024/NQ-HĐQT	08/04/2024	Regarding the selection of an Auditing Firm to review the 2024 semi-annual financial statements and audit the 2024 annual financial statements, which is the Southern Auditing and Accounting Financial Consulting Services Company Limited (AASCS).
8	No. 14.2024/NQ-HĐQT	30/05/2024	Approving the business production report for the first 6 months of the 2024 fiscal year. Approving the direction for implementing the business plan for the last 6 months of the fiscal year 2024. Approving the reports of the sub-committees on the assessment of the implementation of the activities of the Sub-committees under the Board of Directors. Approving the dividend payment time according to

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No	Resolution/Decision No.	Date	Content
			the Resolution of the Annual General Meeting of Shareholders for the fiscal year 2024, to be implemented in July 2024.
9	No. 15.2024/NQ-HĐQT	31/07/2024	Approving the record date for shareholders to exercise their right to purchase shares from the share offering to existing shareholders.
10	No. 16.2024/NQ-HĐQT	30/08/2024	Regarding the extension of the time for transferring purchase rights, the registration period for purchasing, and payment for purchasing additional shares issued by existing shareholders.
11	No. 17.2024/NQ-HĐQT	15/10/2024	Approval of the results of public offering of shares to existing shareholders.
12	No. 01.2025/NQ-HĐQT	25/10/2024	Approving the appointment of Mr. Vu Quang Chinh for Vice Chairman of the Board of Directors. Approving the resignation application and the dismissal of Mr. Vu Quang Chinh from the position of General Director - Legal Representative of Hung Hau Agricultural Corporation. Approving the appointment of Mr. Nguyen Hoang Tan for General Director - Legal Representative of Hung Hau Agricultural Corporation.
13	No. 01.2025/NQ-HĐQT		Regarding the appointment of Mr. Vu Quang Chinh for Vice Chairman of the Board of Directors of Hung Hau Agricultural Corporation.
14	No. 02.2025/NQ-HĐQT		Regarding the dismissal of Mr. Vu Quang Chinh from General Director of Hung Hau Agricultural Corporation.
15	No. 03.2025/NQ-HĐQT		Regarding the appointment of Mr. Nguyen Hoang Tan for General Director of Hung Hau Agricultural Corporation.
16	No. 02.2025/NQ-HĐQT		Approving the amendment of the Company Charter, changing the Business Registration Certificate, registering additional securities with the Vietnam Securities Depository and Clearing Corporation (VSDC), and registering additional listed securities with the Hanoi Stock Exchange (HNX).

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No	Resolution/Decision No.	Date	Content
17	No. 03.2025/NQ-HĐQT	08/11/2024	Expected time to finalize the record date for shareholders to attend the Annual General Meeting of Shareholders 2025: 28/11/2024. Expected time to hold the Annual General Meeting of Shareholders for the fiscal year 2025: 24/12/2024 to 30/12/2024.
18	No. 04.2025/NQ-HĐQT	22/11/2024	Approving the resignation applications and dismissing from the position of Deputy General Director of Hung Hau Agricultural Corporation: Ms. Nguyen Viet Thuy An; Mr. Le Pham Cong Hoang; Mr. Nguyen Van Dol. Approving the appointment of Ms. Nguyen Thu Trang for Permanent Deputy General Director of Hung Hau Agricultural Corporation. Approving the appointment Deputy General Director of Hung Hau Agricultural Corporation to: Ms. Pham Thi Bich Nhu; Ms. Nguyen Thi Bich Thuan; Mr. Nguyen Van Quoc.
19	No. 04.2025/NQ-HĐQT		Regarding the dismissal of Ms. Nguyen Viet Thuy An from Deputy General Director of Hung Hau Agricultural Corporation.
20	No. 05.2025/NQ-HĐQT		Regarding the dismissal of Mr. Le Pham Cong Hoang from Deputy General Director of Hung Hau Agricultural Corporation.
21	No. 06.2025/NQ-HĐQT		Regarding the dismissal of Mr. Nguyen Van Dol from Deputy General Director of Hung Hau Agricultural Corporation.
22	No. 07.2025/QĐ-HĐQT		Regarding the appointment of Ms. Pham Thi Bich Nhu to Deputy General Director of Hung Hau Agricultural Corporation.
23	No. 08.2025/QĐ-HĐQT		Regarding the appointment of Mr. Nguyen Van Quoc from Deputy General Director of Hung Hau Agricultural Corporation.
24	No. 09.2025/QĐ-HĐQT		Regarding the appointment of Ms. Nguyen Thi Bich Thuan from Deputy General Director of Hung Hau Agricultural Corporation.

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No	Resolution/Decision No.	Date	Content
25	No. 10.2025/QĐ-HĐQT		Regarding the appointment of Ms. Nguyen Thu Trang to Permanent Deputy General Director of Hung Hau Agricultural Corporation.
26	No. 05.2025/NQ-HĐQT	25/11/2024	Approving the plan to organize the Annual General Meeting of Shareholders (AGM) for the fiscal year 2025.
27	No. 06.2025/NQ-HĐQT		Approving the resignation letter and dismissing Ms. Nguyen Yen from the position of Deputy General Director of Hung Hau Agricultural Corporation.
28	No. 11.2025/QĐ-HĐQT		Regarding the dismissal of Ms. Nguyen Yen from the position of Deputy General Director of Hung Hau Agricultural Corporation.
29	No. 07.2025/NQ-HĐQT	25/12/2024	Approving the appointment of Mr. Vu Quang Chinh to Chairman of the Board of Directors of Hung Hau Agricultural Corporation. Approving the appointment of Ms. Nguyen Yen to Vice Chairman of the Board of Directors of Hung Hau Agricultural Corporation. Agreeing that Mr. Tran Huy Hoang is an independent member of the Board of Directors of Hung Hau Agricultural Corporation.
30	No. 08.2025/NQ-HĐQT	31/12/2024	Approving the resignation letter and dismissing Ms. Pham Thi Bich Nhu from Deputy General Director of Hung Hau Agricultural Corporation. Approving the appointment of Ms. Le Thi Hang to Deputy General Director of Hung Hau Agricultural Corporation. Approving the resignation letter and dismissing Ms. Nguyen Thi Hang from Secretary of the Board of Directors cum Person in charge of Corporate Governance of Hung Hau Agricultural Corporation. Approving the appointment of Ms. Cu My Trinh to Secretary of the Board of Directors cum Person in charge of Corporate Governance of Hung Hau Agricultural Corporation.
31	No. 09.2025/NQ-HĐQT		Approving the signing of contracts and transactions

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No	Resolution/Decision No.	Date	Content
			with related parties of Hung Hau Agricultural Corporation.

### III. Audit Committee

#### 1. Information about members of Audit Committee

No.	Members of Audit Committee	Position	The date becoming/ceasing to be the member of Audit Committee	Qualification
1	Ms. Le Thi Thuy Phuong	Head of Audit Committee	No longer Head of Audit Committee on 16/01/2025	Master of Business Administration
2	Ms. Huynh Thanh	Member of Audit Committee	No longer a member of the Audit Committee on 16/01/2025	Bachelor of Economics
3	Mr. Tran Huy Hoang	Head of Audit Committee	Became Head of Audit Committee on 16/01/2025	Associate Professor – PhD in Economics
4	Ms. Nguyen Yen	Member of Audit Committee	Starting to be a member of the Board of Supervisors on 16/01/2025	Bachelor of Foreign Languages and Business Administration

#### 2. Meetings of Audit Committee

No.	Member of Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Ms. Le Thi Thuy Phuong	02/02	100%	100%	
2	Ms. Huynh Thanh	02/02	100%	100%	
3	Mr. Tran Huy Hoang	00/00	100%	100%	Appointed on 16/01/2025
4	Ms. Nguyen Yen	00/00	100%	100%	Appointed on 16/01/2025

#### 3. Supervising Board of Directors, Board of Management and shareholders by Audit Committee:

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- The General Director Board has assigned tasks to each member to manage the company's operations, implemented the Resolutions of the General Meeting of Shareholders and the Board of Directors to the members of the General Director Board, and professional departments for implementation.
- Regarding the implementation of business plan targets in 2024:
  - + Accounting profit before tax reached VND 39.669 billion, achieving 104.39%, compared to VND 38 billion of the 2024 plan.
  - + Regarding production management and quality management: Implementing according to the TCVN ISO 9001:2008 product quality management system; BRC standards; ASC; HALAL; HACCP standards and according to customer standards.
  - + Regarding policies for employees: The Company complies with the Labor Law, labor contracts, and payment of salaries/bonuses according to the Company's policies.
  - + Regarding financial work: The Company always makes right financial decisions to contribute to improve the efficiency of production and business activities.
- Comments of the Audit Committee:
  - + The Company's activities in 2024 are conducted in accordance with the Enterprise Law, the Securities Law, the Company's Charter, relevant regulations, and comply with the Resolutions of the General Meeting of Shareholders and the Board of Directors.

The Company's information disclosure activities also comply with relevant regulations applicable to listed enterprises.

#### **4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers:**

- During the year, the coordination between the Audit Committee and the Board of Directors, the General Director, and other departments was always supported and implemented closely in accordance with their functions, duties, and powers.
- The Audit Committee did not receive any requests or complaints from any shareholders during the fiscal year 2024.
- The Audit Committee always receives active support from the Leadership Level and departments during its work, which has created favorable conditions for the inspection and supervision work of the Audit Committee.

**5. Other activities of the Board of Supervisors and Audit Committee (if any):** None.

#### **IV. Board of Management**

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No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management
1	Mr. Vu Quang Chinh	1986	Bachelor of Business Administration	Dismissed on 25/10/2024
2	Mr. Nguyen Hoang Tan	1986	Bachelor of Foreign Economic Relations	Appointed on 25/10/2024
3	Ms. Nguyen Yen	1981	Bachelor of Foreign Languages and Business Administration	Dismissed on 25/11/2024
4	Mr. Nguyen Van Dol	1967		Dismissed on 22/11/2024
5	Mrs. Nguyen Viet Thuy An	1983	Master of Accounting	Dismissed on 22/11/2024
6	Mr. Le Pham Cong Hoang	1989	Engineer of Aquatic Product Processing	Dismissed on 22/11/2024
7	Mrs. Nguyen Thu Trang	1985	Bachelor of Business Administration, International Business	Appointed on 01/11/2023
8	Ms. Pham Thi Bich Nhu	1989	University – Accounting and Finance	Dismissed on 31/12/2024
9	Ms. Nguyen Thi Bich Thuan	1977	Master of Business Administration	Appointed from 22/11/2024
10	Mr. Nguyen Van Quoc	1986	Refrigeration Engineer	Appointed on 22/11/2024
11	Ms. Le Thi Hang	1991	Bachelor of Accounting	Appointed on 31/12/2024

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**V. Chief Accountant**

<b>Name</b>	<b>Date of birth</b>	<b>Qualification</b>	<b>Date of appointment/ dismissal</b>
Ms. Nguyen Thi My Dieu	12/08/1986	Bachelor of Accounting – Auditing	Appointed on 01/04/2022

**VI. Training courses on corporate governance:** None.

**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**





No.	Name of Organization/Individual	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	Reason
1	Tu Thanh Phung		Chairman of the Board of Directors			Elected as Chairman of the Board of Directors for the 2020-2025 term on 02/12/2021 Resigned as Vice Chairman of the Board of Directors on 02/12/2021	Resigned as Chairman of the Board of Directors on 25/12/2024	End of term
2	Pham Thi Minh Nguyet		Vice Chairman of the Board of Directors			Elected as Vice Chairman of the Board of Directors on 02/12/2021 Resigned as Chairman of the Board of Directors on 02/12/2021	Resigned as Vice Chairman of the Board of Directors on 25/12/2024	End of term
3	Huynh Thanh		Member of the Board of Directors			Elected as Member of the Board of Directors for the 2020-2025 term on	Resigned as Member of the Board of Directors on	End of term

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No.	Name of Organization/Individual	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	Reason
						28/12/2019	25/12/2024	
4	Vu Quang Chinh		Vice Chairman of the Board of Directors			Appointed as Vice Chairman of the Board of Directors on 25/10/2024 Elected as Member of the Board of Directors on 25/12/2021. Appointed as General Director on 02/12/2021		
			Chairman of the Board of Directors, Head of Strategy Subcommittee			Elected as Chairman of the Board of Directors for the 2025-2030 term on 25/12/2024 Resigned as Vice Chairman of the Board of Directors on 25/12/2024		





No.	Name of Organization/Individual	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	Reason
5	Le Thi Thuy Phuong		Independent Member of the Board of Directors			Elected as Member of the Board of Directors for the 2020-2025 term on 24/12/2022	Resigned as Member of the Board of Directors on 25/12/2024	End of term
6	Nguyen Yen		Vice Chairman of the Board of Directors, Member of the Audit Committee			Elected as Member of the Board of Directors for the 2025-2030 term on 25/12/2024 Resigned as Deputy General Director on 25/11/2024 Appointed as Deputy General Director on 17/12/2021		
7	Pham Thi Van		Member of the Board of Directors, Head of the Human			Elected as Member of the Board of Directors for the 2025-2030 term on		

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No.	Name of Organization/Individual	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	Reason
			Resources - Remuneration Subcommittee			25/12/2024		
8	Nguyen Hoang Tan		Member of the Board of Directors, General Director, Member of the Strategy Subcommittee			Elected as Member of the Board of Directors for the 2025-2030 term on 25/12/2024 Appointed as General Director on 25/10/2024		
9	Tran Huy Hoang		Independent Member of the Board of Directors, Head of Audit Committee			Elected as Member of the Board of Directors for the 2025-2030 term on 25/12/2024		
10	Nguyen Viet Thuy An		Deputy General Director			Appointed as Deputy General Director on	Dismissal of Deputy General Director on	Resignation

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No.	Name of Organization/Individual	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	Reason
						01/11/2023	22/11/2024	
11	Nguyen Thu Trang		Standing Deputy General Director, Member of the Strategy Subcommittee			Appointed as Standing Deputy General Director on 22/11/2024 Appointed as Deputy General Director on 01/11/2023		
12	Le Pham Cong Hoang		Deputy General Director			Appointed as Deputy General Director on 01/11/2023	Dismissal of Deputy General Director on 22/11/2024	Resignation
13	Nguyen Van Dol		Deputy General Director			Appointed as Deputy General Director on 08/05/2020	Dismissal of Deputy General Director on 22/11/2024	Resignation
14	Pham Thi Bich Nhu		Deputy General			Appointed as Deputy General Director on	Dismissal of Deputy	Resignation





No.	Name of Organization/Individual	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	Reason
			Director			22/11/2024	General Director on 31/12/2024	
15	Nguyen Thi Bich Thuan		Deputy General Director			Appointed as Deputy General Director on 22/11/2024		
16	Nguyen Van Quoc		Deputy General Director			Appointed as Deputy General Director on 22/11/2024		
17	Le Thi Hang		Deputy General Director, Member of the Human Resources - Remuneration Subcommittee			Appointed as Deputy General Director on 31/12/2024		
18	Nguyen Thi My Dieu		Chief Accountant			Appointed as Chief Accountant on 01/04/2022		

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No.	Name of Organization/Individual	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	Reason
19	Hung Hau Development Corporation		Parent Company			19/04/2012		
20	Van Hien University		Shareholder, Member of the same corporation			14/11/2019		
21	Hung Hau Foods Joint Stock Company		Member of the same corporation			25/06/2015		
22	Hung Hau Fishery Company Limited		Subsidiary			01/10/2018		
23	Happyfood Vietnam Limited Company		Subsidiary			28/12/2022		
24	Hung Hau Education Corporation		Member of the same corporation			26/10/2016		
25	Hung Hau Distribution Company Limited		Member of the same corporation			19/10/2011		

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No.	Name of Organization/Individual	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	Reason
26	Hung Hau Heart Foundation		Member of the same corporation			30/09/2023		
27	Hung Hau Vegetable Company Limited		Member of the same corporation			30/01/2024		
28	Hung Hau Petroleum Company Limited		Member of the same corporation			21/02/2024		
29	Heritage Start-Up Company Limited		Major Shareholder			09/10/2024		
30	Viet Nam Seaproducts Joint Stock Corporation		Major Shareholder			08/11/2018		

**2. Transactions 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	Notes
1	Hung Hau Development Corporation	Parent Company			01/01 to 31/12/2024	06.2024/NQ-HĐQT dated 30/12/2023	VND 3,146,274,909	Sale of goods and Services provision
							VND 189,629,996,764	Lend money
							VND 114,986,300,000	Short-term financial investment
							VND 156,617,100,000	Return borrowed money
2	Van Hien University	Member of the same corporation			01/01 to 31/12/2024	06.2024/NQ-HĐQT dated 30/12/2023	VND 104,461,659,116	Sale of goods and Services provision
3	Happyfood Vietnam	Subsidiary			01/01 to	06.2024/NQ-HĐQT	VND	Short-term

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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	Notes
	Limited Company				31/12/2024	dated 30/12/2023	93,853,844200	financial investment.
4	Hung Hau Foods Joint Stock Company	Member of the same corporation			01/01 to 31/12/2024	06.2024/NQ-HĐQT dated 30/12/2023	VND 165,195,300,722	Lend money; cold storage rental; manufacture agricultural product; established document expenses; services provision; purchase
5	Hung Hau Education Corporation	Member of the same corporation			01/01 to 31/12/2024	06.2024/NQ-HĐQT dated 30/12/2023	VND 791,536,461	Other expenses

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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	Notes
6	Hung Hau Distribution Company Limited	Member of the same corporation			01/01 to 31/12/2024	06.2024/NQ-HĐQT dated 30/12/2023	VND 246,500	Sale of goods and Services provision
7	Hung Hau Vegetable Company Limited	Member of the same corporation			01/01 to 31/12/2024		VND 244,644,496	Purchase of goods and services; Liquidated assets
8	Hung Hau Petroleum Company Limited	Member of the same corporation			01/01 to 31/12/2024		VND 13,788,971	Sale of goods and services

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).

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	Hung Hau Foods Joint Stock Company	Member of the same corporation			01/01/2024 to 30/12/2024	12.2022/NQ-HĐQT dated 30/12/2022	VND 165,195,300,722	Lend money; cold storage rental; manufacture agricultural product; established document expenses; services provision; purchase
2	Hung Hau Vegetable Company Limited	Member of the same			01/01 to 31/12/2024		VND 244,644,496	Purchases of goods and





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
		corporation						services; Liquidated assets

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) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: **None**.

#### VIII. Share transactions of internal persons and their affiliated persons.

##### 1. The list of internal persons and their affiliated persons.

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport 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	Vu Quang Chinh		Chairman of the Board of			265,953	0.6%	





No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport 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
			Directors, Head of Strategy Subcommittee					
	Vu Van Sinh							Father
	Tran Thi Lua							Mother
	Vu Thi Cam Van							Older Sister
	Vu Quang Liem							Younger Brother
	Vu Quang Dung							Sister
	Vu Thi Thao Vy							Younger Sister
	Vu Thi Ngoc Anh							Younger Sister
	Nguyen Quynh Vy							Wife
	Vu Ngoc Han							Child
2	<b>Nguyen Yen</b>		Vice Chairman of the Board of Directors, Member of the Audit			2,620	0.006%	

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No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport 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
			Committee					
	Nguyen Van Giup							Father
	Mai Thanh Phuong							Mother
	Nguyen Quyen							Husband
	Vo Thanh Danh							Younger Brother
	Vo Nguyen Dong Quan							Son
	Vo Nguyen Linh Dan							Daughter
3	<b>Nguyen Hoang Tan</b>		Member of the Board of Directors, General Director, Member of the Strategy Subcommittee.			6,006	0.01%	
	Nguyen Thi My Linh							Mother
	Nguyen Thi Kim Mi					1,021,788	2.4%	Wife
	Nguyen Phuc Duy							Son
	Nguyen Van Dol							Father-in-law (wife's side)

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No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport 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
	Nguyen Tan Phuc					40,000	0.09%	Sister-in-law (wife's side)
	Nguyen Thien Thanh Tam							Younger Sister
	Nguyen Thien Thien Thanh							Younger Sister
4	<b>Pham Thi Van</b>		Member of the Board of Directors, Head of the Human Resources - Remuneration Subcommittee			1,310	0.003%	
	Pham Mai							Father
	Vo Thi Hien							Mother
	Pham Thi							Older Brother
	Pham Vu							Older Brother
5	<b>Tran Huy Hoang</b>		Independent Member of the Board of					

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No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport 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
			Directors, Head of Audit Committee					
	Nguyen Thuy Oanh							Wife
	Nguyen Hoang Hai							Son
	Nguyen Tran Hoang Hiep							Son
	Tran Van Hung							Father
	Sam Thi Cam Hang							Mother
	Tran Khoa Huan							Older Brother
	Tran Thi Cam Huong							Older Sister
	Tran Nhut Hao							Younger Brother
	Tran Thi Cam Hong							Younger Sister
	Tran Trong Hien							Younger Brother
	Tran Thi Cam Ha							Younger Sister
6	<b>Nguyen Thu Trang</b>		Permanent Deputy			1,654	0.004%	

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No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport 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
			General Director, Member of the Strategy Subcommittee					
	Nguyen Vien							Father
	Nguyen Thi Canh							Mother
	Nguyen Thanh Tuan							Husband
	Nguyen Thi Van							Older Sister
	Nguyen Hai Long							Older Brother
	Nguyen Hung Phong							Older Brother
	Nguyen Thanh Hoai							Younger Sister
	Nguyen Ngoc Van							Younger Sister
	Nguyen Thi Hong Giang							Younger Sister
	Nguyen Anh Khoi							Son
	Nguyen Anh Thu							Daughter
7	<b>Nguyen Thi Bich Thuan</b>		Deputy General					





No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport 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
			Director					
	Nguyen Van Phuc							Husband
	Nguyen Phuc Khanh Toan							Child
	Nguyen Phuc Yen Ngoc							Child
	Nguyen Thi Thanh Tam							Older Sister
	Nguyen Thi Thu Ha							Older Sister
	Nguyen Thanh							Older Brother
8	<b>Nguyen Van Quoc</b>		Deputy General Director			1,616	0.004%	
	Nguyen Van Dang							Father
	Tran Thi Chinh							Mother
	Nguyen Van Cuong							Older Brother
	Nguyen Thuy Kieu							Wife
	Nguyen Gia Huy							Son
	Nguyen Gia Han							Daughter
9	<b>Le Thi Hang</b>		Deputy General Director,			106	0.0002%	





No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport 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
			Member of the Human Resources - Remuneration Subcommittee					
	Le Van Cong							Husband
	Le Dinh Hai							Father
	Nguyen Thi Thuy							Mother
	Le Thi Nga							Younger Sister
	Le Thi Diep							Younger Sister
<b>10</b>	<b>Nguyen Thi My Dieu</b>		Chief Accountant					
	Ho Thi Thuan							Mother
	Dinh Tan Truyen							Husband
	Dinh Nguyen Hai Quan							Son
	Dinh Ngoc Bao Chau							Daughter
<b>11</b>	<b>Cu My Trinh</b>		BOD Secretary cum Person in charge of					





No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport 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
			Corporate Governance					
	Cu Van Thang							Father
	Le My Loc							Mother
	Cu My Nhung							Older Sister
	Cu Van Luc							Younger Brother

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

No.	Transaction executor	Relationship with Internal person	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	Vu Quang Chinh		165,953	0.7%	265,953	0.6%	Exercise stock purchase rights for existing shareholders
2	Nguyen Thi Kim Mi	The wife of Nguyen Hoang Tan	457,844	1.95%	1,021,788	2.4%	Exercise stock purchase rights for existing shareholders





No.	Transaction executor	Relationship with Internal person	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	
		(Member of the BOD and General Director).					
3	Nguyen Tan Phuc	The brother-in-law of Nguyen Hoang Tan (Member of the BOD and General Director).	20,000	0.085%	40,000	0,09%	Exercise stock purchase rights for existing shareholders

IX. Other significant issues: None.

CHAIRMAN OF THE BOARD  
OF DIRECTORS

(Sign, full name and seal)



VU QUANG CHINH

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