



CÔNG TY CỔ PHẦN FRECO VIỆT NAM (FRECO VIETNAM CORPORATION)

Trụ sở chính (Headquarters): Số 2823 tòa C2 D'capitale đường Trần Duy Hưng, Phường Trung Hòa, Quận Cầu Giấy, Thành phố Hà Nội, Việt Nam

Điện thoại (Tel): (84-24) 3351 6789

Fax: (84-24) 3215 1628

Website: freco.com.vn

Email: info@freco.com.vn

Số: 01/2025/CBTT

Thành phố Hà Nội, ngày 24 tháng 01 năm 2025

No: 01/2025/CBTT

Hà Nội City, 24th January 2025

CÔNG BỐ THÔNG TIN ĐỊNH KỲ

ORDINARY INFORMATION DISCLOSURE

Kính gửi: Ủy ban Chứng khoán Nhà nước

Sở Giao dịch Chứng khoán Hà Nội (HNX)

To: State Securities Commission of Vietnam

Hà Nội Stock Exchange (HNX)

1. Tên tổ chức: CÔNG TY CỔ PHẦN FRECO VIỆT NAM

Name of organization: FRECO VIETNAM CORPORATION

Mã chứng khoán: TAB

Stock code: TAB

Địa chỉ: Số 2823 tòa C2 D'capitale đường Trần Duy Hưng, Phường Trung Hòa, Quận Cầu Giấy, Thành phố Hà Nội, Việt Nam

Address: No 2823 C2 D'capitale Building, Tran Duy Hung Street, Trung Hoa Ward, Cau Giay District, Ha Noi City, Viet Nam.

Điện thoại liên hệ/Tel: (84-24) 3351 6789

Fax: (84-24) 3215 1628

Website: freco.com.vn

Email: info@freco.com.vn

2. Nội dung thông tin công bố/Contents of disclosure:

Công ty Cổ phần Freco Việt Nam công bố thông tin Báo cáo tình hình quản trị Công ty năm 2024.

Freco Vietnam Corporation discloses Report on Corporate governance for 2024.

3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 24 tháng 01 năm 2025 tại đường dẫn <https://freco.com.vn>.

This information was disclosed on the Company's website on 24th January 2025 at <https://freco.com.vn>.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố. *We hereby certify that the information provided is true and correct and we bear full responsibility to the law.*

Nội dung dịch sang Tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung Tiếng Việt. Trường hợp có sự mâu thuẫn giữa nội dung Tiếng Việt và nội dung Tiếng Anh, nội dung Tiếng Việt sẽ được ưu tiên áp dụng/ The translation is for information purpose only and is not a substitute for the official policy. In case of any discrepancy between the Vietnamese and English version, the Vietnamese version shall prevail.



Tài liệu đính kèm/Attached documents:

- Báo cáo tình hình quản trị Công ty năm 2024/Report on corporate governance for 2024.

NGƯỜI ĐƯỢC ỦY QUYỀN CÔNG BỐ THÔNG TIN

Person authorized to disclose information



ĐINH THÚY NGÀ



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**FRECO VIETNAM
CORPORATION**

**SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

No: 01/2025/BCQT-FRECO

Ha Noi, 24th January 2025

REPORT ON CORPORATE GOVERNANCE FOR 2024

To: State Securities Commission of Vietnam
Ha Noi Stock Exchange (HNX)

- Name of company: **FRECO VIETNAM CORPORATION**
- Address of head office: 2823, C2 Building D Capitale, Tran Duy Hung Street, Trung Hoa Ward, Cau Giay District, Hanoi City, Vietnam
- Telephone: (84-24) 3351 6789 Fax: (84-24) 3215 1628
- Website: freco.com.vn Email: info@freco.com.vn
- Charter capital: 65.000.000.000 VNĐ
- Stock symbol: TAB
- Governance model: General Meeting of Shareholders, Board of Directors, General Director, Director and Audit Committee under the Board of Directors.
- The implementation of internal audit: Freco Vietnam Corporation has complied with the current regulations.

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1	01/2024/NQ-ĐHĐCĐ-FRECO	25/04/2024	<ul style="list-style-type: none">- Approved Report No. 01/BC-HĐQT on the Activities of the Board of Directors in 2023 and the Strategic direction for 2024.- Approved Report No. 02/BC-UBKT on the Activities of the Audit Committee in 2023.- Approved Proposal No. 01/2024/TTr-HĐQT on

No.	Resolution/Decision No.	Date	Content
			<p>the Approval of the Audited Financial statements for 2023.</p> <ul style="list-style-type: none"> - Approved Proposal No. 02/2024/TTr-HĐQT on the Profit distribution plan for 2023 and the Profit distribution plan for 2024. - Approved Proposal No. 03/2024/TTr-HĐQT on the Selection of an independent Auditing firm to audit the financial statements for 2024. - Approved Proposal No. 04/2024/TTr-HĐQT on the Remuneration report for the Board of Directors in 2023 and the Remuneration plan for 2024. - Approved Proposal No. 05/2024/TTr-HĐQT on the Addition of business lines. - Approved Proposal No. 06/2024/TTr-HĐQT on Amendments to the Internal regulations on corporate governance. - Approved Proposal No. 07/2024/TTr-HĐQT on the Approval of the plan to issue additional shares to the public. - Approved Proposal No. 08/2024/TTr-HĐQT on Approval of the plan to acquire solar power systems.

II. Board of Directors:

1. Information about the members of the Board of Directors:

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 Nguyen Viet Hung	Chairman of the Board of Directors, Non-	29/10/2023	

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
		executive member of the BOD		
2	Mr Phan Van Hung	Member of the BOD cum General Director	29/10/2023	
3	Mr Dang Tien Sy	Member of the BOD cum Deputy General Director	29/10/2023	
4	Mr Nguyen Anh Tuan	Independent member of the BOD, Non-executive member of the BOD	29/10/2023	
5	Mrs Tran Thi Viet Anh	Non-executive member of the BOD	29/10/2023	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr Nguyen Viet Hung	10/10	100%	
2	Mr Phan Van Hung	10/10	100%	
3	Mr Dang Tien Sy	10/10	100%	
4	Mr Nguyen Anh Tuan	10/10	100%	

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
5	Mrs Tran Thi Viet Anh	10/10	100%	

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

- The Board of Directors supervises the Board of Management in implementing the resolutions of the General Shareholders' Meeting and the Resolutions, Decisions of the Board of Directors;
- Checks and supervises the Company's operational and financial situation and provides appropriate opinions;
- Monitors compliance with the provisions of the Enterprise Law, the Company's Charter, and current regulations of the Securities Law;
- Supervises the implementation of periodic reporting and disclosure of information, ensuring completeness, accuracy and timeliness for the State Securities Commission and Stock Exchanges (if any) as required by law;
- Participates and provides opinions in important meetings of the Board of Management.

4. Activities of the Board of Directors' subcommittees (If any): Activities of the Audit Committee as at section III.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2024/NQ-HĐQT-FRECO	06/03/2024	Approval of convening the 2024 Annual General Meeting of Shareholders.	100%
2	02/2024/NQ-HĐQT-FRECO	26/03/2024	Approval of the dismissal and appointment of positions within the Audit Committee under the Board of Directors.	100%
3	03/2024/NQ-HĐQT-FRECO	01/04/2024	Approval of the appointment of the Deputy General Director.	100%
4	04/2024/NQ-HĐQT-FRECO	12/06/2024	Approval of the appointment of the Chief Financial Officer.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
5	05/2024/NQ-HĐQT-FRECO	13/06/2024	Approval of the policy to obtain credit facilities from Credit Institutions/Credit Facility Agreements with Credit Institutions.	100%
6	06/2024/NQ-HĐQT-FRECO	26/06/2024	Approval of the plan to acquire shares of Vinasolar Viet Nam Joint Stock Company.	100%
7	1209/2024/NQ-HĐQT-FRECO	12/09/2024	Approval of the registration for the first trading day on the Unlisted Public Company Market (UPCoM).	100%
8	07/2024/NQ-HĐQT-FRECO	06/11/2024	Selection of an independent auditing firm for the 2024 Financial Statements.	100%
9	08/2024/NQ-HĐQT-FRECO	19/11/2024	Changes in senior management personnel.	100%
10	09/2024/NQ-HĐQT-FRECO	26/12/2024	Approval of the plan to acquire shares of Solar Dong Thap Joint Stock Company.	100%

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 the Audit Committee	Qualification
1	Nguyen Anh Tuan	Chairman of the Audit Committee	Appointed since March 26 th 2024	Master of Business Administration
2	Tran Thi Viet Anh	Member of the Audit Committee	Appointed since March 26 th 2024	Bachelor of International Economics

2. Meetings of Audit Committee

No.	Members of Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Nguyen Anh Tuan	2/2	100%	100%	
2	Tran Thi Viet Anh	2/2	100%	100%	

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

- The Audit Committee supervises the Board of Directors in implementing decisions in alignment with the company's strategy, legal regulations, charter, and approved policies;
- The Audit Committee evaluates the execution of objectives, plans, and business strategies approved by the BOD;
- The Audit Committee ensures that the company discloses information comprehensively, timely, and transparently so that shareholders can stay informed about the company's operations;
- The Audit Committee monitors the Board of Management in providing sufficient and necessary information to relevant stakeholders.

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

- The recommendations and proposals of the Audit Committee are reviewed and directed by the Board of Directors and the Board of Management to be implemented seriously by the relevant units.
- The Audit Committee consistently collaborates well with members of the Board of Directors, members of the Executive Board and relevant management staff within the framework of its supervisory functions.
- The Audit Committee is provided with the necessary documents and materials during the process of overseeing the operations of the Board of Directors and the Board of Management.
- The Audit Committee directly supervises the work of the Board of Management and engages in direct discussions with the Board of Management regarding issues related to the company's business operations.
- The Board of Management facilitated the Audit Committee in collecting information and documents related to the company's activities upon request.

5. Other activities of the Audit Committee (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	Phan Van Hung ' General Director		Bachelor of Science	Appointed from September 7 th 2023
2	Dang Tien Sy ' Deputy General Director		Construction Engineer	Appointed from April 1 ^s 2024

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Nguyen Van Quang		Master of Economic Management	Appointed since November 19 th 2024

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, General Director, other managers and secretaries in accordance with regulations 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	Reasons	Relationship with the Company
1	Nguyen Viet Hung		Chairman of the Board of Directors			25/09/2015			Internal person, shareholder owning more than 10%
2	Phan Van Hung		Member of the BOD cum General Director			29/10/2023			Internal person
3	Tran Thi Viet Anh		Member of the BOD cum Member of the Audit Committee			29/10/2023			Internal person
4	Dang Tien Sy		Member of the BOD cum Deputy			29/10/2023			Internal person

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	Reasons	Relationship with the Company
			General Director						
5	Nguyen Anh Tuan		Member of the BOD cum Chairman of the Audit Committee			29/10/2023			Internal person
6	Nguyen Van Quang		Chief Accountant			19/11/2024			Internal person
7	Dang Thi Hien Giang		Accountant			07/09/2023	19/11/2024	Dismissed	
8	Dinh Thuy Nga		Secretary cum person in charge of corporate governance cum authorized person to disclose			07/09/2023			Internal person

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	Reasons	Relationship with the Company
			information						

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 organizations).

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

None

3. Transactions 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: None

4.1. Transactions between the Company and the company that its members of Board of Management, 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, General Director and other managers as a member of Board of Directors, General Director: None

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, 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

Appendix attached to this document: List of insiders and related parties of insiders.

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

None

IX. Other significant issues: None

Recipients:

- As above;
- Archived: Office.

CHAIRMAN OF THE BOARD OF DIRECTORS



Nguyen Viet Hung





REPORT ON CORPORATE GOVERNANCE OF FRECO VIETNAM CORPORATION

APPENDIX: INETRNL PERSON AND THEIR AFFILIATED PERSON LIST

(Attached list in Section VIII. Share transactions of internal persons and their affiliated persons)

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID/Passport/ Business Registration Certificate Date, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
1	NGUYEN VIET HUNG	028C626868	CHAIRMAN OF THE BOARD OF DIRECTORS			936.000	14,40%	
1.1	Nguyen Thi Thoi					-	-	
1.2	Tran Quoc Son					-	-	
1.3	Nguyen Thi Tuyet Lan					-	-	
1.4	Tran Quynh Huong					-	-	
1.5	Nguyen Tran Anh					-	-	
1.6	Nguyen Viet Anh					-	-	
1.7	Nguyen Thi Hue Huong					-	-	
1.8	Nguyen Thi Thanh Hoa					-	-	
1.9	Nguyen Ngoc Trung					-	-	
1.10	Nguyen Truong Tam					-	-	
2	PHAN VAN HUNG	028C698622	MEMBER OF THE BOARD OF DIRECTORS			-	-	
2.1	Phan Van Hong					-	-	

2.2	Nguyen Thi Mai	-	-
2.3	Phan Thi Kim Chi	-	-
2.4	Phan Anh Thu	-	-
2.5	Phan Anh Kiet	-	-
2.6	Phan Anh Quan	-	-
2.7	Phan Thi Thanh Hien	-	-
2.8	Phan Thi Phuong Thao	-	-
2.9	Tran Hoa	-	-
2.10	Phan Thanh Van	-	-
2.11	Nguyen Thi Lien	-	-
3	TRAN THI VIET ANH	MEMBER OF THE BOARD OF DIRECTORS	150.000 2,31%
3.1	Tran Dung Khang	-	-
3.2	Phan Thi Kim Thoa	-	-
4	DANG TIEN SY	MEMBER OF THE BOARD OF DIRECTORS	
4.1	Dang Thi Phuong Thanh	-	-

4.2	Dang Tien Minh	-	-
4.3	Dang Minh Anh	-	-
4.4	Dang Anh Khang	-	-
4.5	Dang Van Boong	-	-
4.6	Pham Thi Na	-	-
4.7	Dang Dinh Cang	-	-
4.8	Le Thi Tam	-	-
4.9	Dang Thi Le	-	-
4.10	Doan Van Hoan	-	-
4.11	Dang Van Dung	-	-
4.12	Dang Thi Hien Giang		
4.13	Ngo Thi Xuan	-	-
4.14	Dang Thi Diu	-	-
4.15	Pham Quang Cong	-	-
5	NGUYEN ANH TUAN	INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS	

5.1	Cung Thi Phuong Thuy	-	-
5.2	Nguyen Ngoc Gia Ngan	-	-
5.3	Nguyen Ha Vy	-	-
5.4	Nguyen Van Luong	-	-
5.5	Hoang Thi Van	-	-
5.6	Cung The Dang	-	-
5.7	Nguyen Hong Quan	-	-
5.8	Nguyen Thi Viet Phuong	-	-
6	NGUYEN ANH TUAN	CHAIRMAN OF THE AUDIT COMMITTEE	
	Listed as No.5		
7	TRAN THI VIET ANH	MEMBER OF THE AUDIT COMMITTEE	
	Listed as No.3		
8	PHAN VAN HUNG	GENERAL DIRECTOR	
	Listed as No.2		
9	DANG TIEN SY	DEPUTY GENERAL DIRECTOR	
	Listed as No.4		
10	NGUYEN VAN QUANG	CHIEF ACCOUNTANT	
10.1	Nguyen Thi Dau		
10.2	Nguyen Thi Thanh Huyen		

10.3	Bui Duy Minh				
10.4	Bui Huyen Phuong			-	-
10.5	Nguyen Cong Minh Tri			-	-
10.6	Bui Minh Phuong			-	-
10.7	Tran Thi Phuong Thao			-	-
10.8	Nguyen Cong Quy				
10.9	Nguyen Thi Thu Trang				
10.10	TMAX AUDITING COMPANY LIMITED				
10.11	DAI HOANG LONG REAL ESTATE AND TRADING BUSINESS COMPANY LIMITED				
12	DINH THUY NGA	028C612996	SECRETARY CUM PERSON IN CHARGE OF CORPORATE GOVERNANCE CUM AUTHORIZED PERSON TO DISCLOSE INFORMATION	150.000	2,31%
12.1	Tran Khanh Duy			-	-

12.2	Tran Bao Duy Anh	-	-
12.3	Dinh Ba Tuyen	-	-
12.4	Le Thi Hien	-	-
12.5	Dinh Ba Hoang	-	-
12.6	Tran Toan	-	-
12.7	Bui Ngoc Phuong Hong	-	-
12.8	Tran Hong Minh Chi	-	-