

No : 125/BC-THP

Da nang, July 16, 2025

**REPORT ON CORPORATE GOVERNANCE
(6 Months of 2025)**

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

- Name of company : THUAN PHUOC SEAFOODS AND TRADING CORPORATION
 - Address of head office: No. 02 Bui Quoc Hung Street, Da Nang Seafood Service Industrial Park, Son Tra Ward, Da Nang City, Vietnam.
 - Telephone: 0236.3920920 - Fax: 0236.3923308 - Email: info@thuanphuoc.vn
 - Charter capital : 216,111,850,000 VND
 - Stock code : THP
 - Governance model : General meeting of shareholders, Board of Directors, Supervisory Board and General Director.
- The implementation of internal audit : Not yet implemented.

I. Activities of the General Meeting of Shareholders :

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written opinions)

No.	Resolution/Decision No.	Date	Content
1	06/NQ-DHĐCĐ	15/03/2025	<ul style="list-style-type: none">- Approval of the 2024 Business Results Report and the 2025 Business Plan.- Approval of the 2024 Board of Directors' Activity Report and the 2025 Plan.- Approval of the 2024 Board of Supervisors' Activity Report.- Approval of the Proposal on selecting an auditor for the 2025 Financial Statements.- Approval of the Audited 2024 Financial Statements.- Approval of the Proposal on Profit Distribution and Dividend Payment for 2024 and the 2025 Profit Distribution and Dividend Payment Plan.- Approval of the Proposal on Remuneration and Bonuses

			for the Board of Directors and the Supervisory Board in 2024 and the 2025 Plan.
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II. Board of Directors (6 months of 2025):

1. Information about Board of Directors members:

No.	Board of Directors' members	Position (Independent Board Member, Non-Executive Board Member)	Date of commencement/ ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Tran Van Linh	Chairman of the Board/Non-Executive Board Member	03/06/2017	
2	Ms. Nguyen Thi Phi Anh	Board Member	03/06/2017	
3	Ms. Duong Thi Tuyet Hang	Board Member	03/06/2017	
4	Ms. Le Thanh Thao	Board Member	03/06/2017	
5	Ms. Le Thi Minh Thao	Board Member	03/06/2017	



2. Board of Directors meetings:

No.	Board of Directors' members	Number of Board meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Tran Van Linh	08	100%	
2	Ms. Nguyen Thi Phi Anh	08	100%	
3	Ms. Duong Thi Tuyet Hang	08	100%	
4	Ms. Le Thanh Thao	08	100%	
5	Ms. Le Thi Minh Thao	08	100%	

3. Supervisory activities of the Board of Directors over the Board of Management:

In accordance with the provisions of the company charter and internal regulations on

corporate governance, the Board of Directors and the Board of Management held joint meetings to agree on a number of issues related to the company's production and business situation, such as: Supervising, advising and providing effective business solutions and strategies for the year, not deviating from the goals set out in the Resolution of the 2025 General Meeting of Shareholders, resolving issues related to personnel and supervising and directing information disclosure to ensure transparency and timeliness in accordance with current regulations.

Direct the successful organization of the 2025 Annual General Meeting of Shareholders, prepare financial reports in accordance with the provisions of law and the company's charter.

Supervise the implementation of resolutions issued by the Board of Directors and the General Meeting of Shareholders. Based on the supervision work, the Board of Directors has timely assessments and conclusions for the General Director and the Board of Directors to implement.

According to the Board of Directors' assessment, the General Director and the Board of Directors have developed a business plan, adapted and flexibly adjusted to market developments, focused on management, and reduced costs. The General Director and the Board of Directors have complied with the provisions of law, charter and operating regulations of the Company. Always perfecting and improving the management system of the enterprise. 4. Activities of subcommittees under the Board of Directors : none

5. Resolutions/Decisions of the Board of Directors :

No.	Resolution/Decision No.	Date	Content
01	01 /NQ-HĐQT	07/01/2025	Resolution on preparation for the 2025 Annual General Meeting of Shareholders
02	02 /NQ-HĐQT	18/01/2025	Resolution on Rewarding the Board of Directors and the Supervisory Board in 2024
03	03 /NQ-HĐQT	13/02/2025	Resolution on approving the 2025 Business Production Plan
04	04 /NQ-HĐQT	13/03/2025	Resolution on investing in fixed assets in 2025 and borrowing capital, ensuring credit for investment in fixed assets at the Vietnam Joint Stock Commercial Bank for Industry and Trade - Da Nang Branch for the purpose of serving business activities
05	07 /NQ-HĐQT	20/03/2025	Resolution of the Board of Directors "on the last registration date to exercise the right to pay the remaining dividend in 2024 in cash"
06	08 /NQ-HĐQT	26/04/2025	Resolution on dismissing Ms. Duong Thi Tuyet Hang from the position of Deputy General Director
07	09 /NQ-HĐQT	26/05/2025	Resolution on adjusting the investment project
08	10 /NQ-HĐQT	27/06/2025	Resolution on receiving the transfer of land use rights - Land plot No. 1620
09	11 /NQ-HĐQT	27/06/2025	Resolution on receiving the transfer of land use rights - Land plot No. 2845
10	12 /NQ-HĐQT	27/06/2025	Resolution on receiving transfer of land use rights - Land plot No. 2864

III. Board of Supervisors (6 months of 2025):

1. Information about Board of Supervisors members:

No.	Board of Supervisors	Position	Date of commencement as a member of the Board of Supervisors	Date of ceasing to be a member of the Board of Supervisors	Professional qualifications
1	Mr. Nguyen Van Trung	Head of Supervisory Board	19/03/2022		Bachelor of Accounting
2	Mr. Mai Dang Hai	Member	03/06/2017		Bachelor of Economics
3	Ms. Huynh Thi Nguyet	Member	19/03/2022		Bachelor of Accounting

2. Board of Supervisors Meeting :

No.	Board of Supervisors	Number of meetings attended	Meeting Attendance Rate	Voting Ratio	Reasons for not attending the meeting
1	Mr. Nguyen Van Trung	01	100%	100%	
2	Mr. Mai Dang Hai	01	100%	100%	
3	Ms. Huynh Thi Nguyet	01	100%	100%	

3. Supervisory activities of the Board of Supervisors over the Board of Directors, Executive Board and shareholders: Attending meetings of the Company's Board of Directors, the Board of Supervisors performs the function of supervising the management and operation of the Board of Directors, Executive Board and the Company's production and business activities in compliance with the charter, internal regulations on corporate governance as well as resolutions of the General Meeting of Shareholders.

To carry out the above tasks, the Board of Supervisors organizes meetings such as: checking quarterly, semi-annual and annual financial reports; proposing the selection of an auditing company and performing other tasks according to the Board of Supervisors' operating regulations. Accordingly, the Board of Directors and the Executive Board have fully complied with the provisions of law in their operations and functions and duties as prescribed.

4. Coordination of activities between the Board of Supervisors and the Board of Directors, the Executive Board and other managers:

- The Board of Supervisors has proactively discussed and agreed with the Board of Directors on the contents, plans, supervision, and coordinated with the Executive Board during the supervision process.

- The Executive Board has created favorable conditions for the Board of Supervisors to collect information and documents related to production and business activities.

- The Board of Directors has provided the Board of Supervisors with full resolutions and decisions of the Board of Directors.

- The Board of Directors, the Executive Board, the Board of Supervisors and the company's managers have had a close coordination relationship in the operation and management of production and business activities.

5. Other activities of the Board of Supervisors: (none)

IV. Executive Board :

No.	Executive board member	Date of birth	Professional qualifications	Date of appointment of Executive Board members
1	Ms. Nguyen Thi Phi Anh	05/09/1959	Seafood Processing Engineer	13/05/2007
2(*)	Ms. Duong Thi Tuyet Hang	13/02/1968	Food Technology Engineer.	01/05/2014
3	Ms. Le Thanh Thao	11/12/1985	Master of Development Economics	01/05/2018
4	Ms. Le Thi Minh Thao	26/09/1987	Master of Financial Economics	04/05/2015
5	Mr. Pham Dinh Nguyen	06/12/1978	Engineer of Chemical and Food Technology Equipment	01/11/2019
6	Mr. Doan Huu Ly	10/08/1977	Mechanical Engineer	01/09/2024

(*) : Ms. Duong Thi Tuyet Hang ceased to hold the position of Deputy General Director of Thuan Phuoc Seafoods and Trading Corporation from May 1, 2025.

V. Chief Accountant :

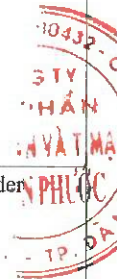
Full name	Date of birth	Professional qualifications	Date of appointment
Ha Thi Thu Thuy	09/11/1976	Bachelor of Economics - Foreign Trade	18/12/2019

VI. Corporate governance training: (none)

VII. List of related persons of the company and transactions of related persons of the company with the Company itself

1. List of related persons of the company :

No.	Name of organization/ individual	Securities trading account (if any)	Position in the company (if any)	NSH Certificate Number*, date of issue, place of issue	Head office address/Contact address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with the company
1	Tran Van Linh	-	Chairman of the Board of Directors			03/06/2017			Insider
2	Nguyen Thi Phi Anh		Board Member / General Director			03/06/2017	-		Insider
3	Duong Thi Tuyet Hang	-	Board Member			03/06/2017	-		Insider
4	Le Thi Minh Thao	-	Board Member / Deputy General Director			03/06/2017	-		Insider
5	Lê Thanh Thảo	-	Member of Board of Directors / Deputy General Director / Head of Administration and Corporate Secretary			03/06/2017	-		Insider
6	Pham Dinh Nguyen	-	Deputy General Manager			20/12/2019	-		Insider
7	Doan Huu Ly		Deputy General Manager			01/09/2024			Insider



8	Ha Thi Thu Thuy	-	Kế toán trưởng			08/06/2017			Insider
9	Nguyen Van Trung		Head of Supervisory Board			19/03/2022			Insider
10	Mai Dang Hai	-	Board of Supervisors			03/06/2017			Insider
11	Huynh Thi Nguyet		Board of Supervisors			19/03/2022			Insider

2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, and related persons of insiders :

No	Name of organization/ individual	Relationship with the Company	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	Content, quantity, total value of transaction	Note
1	Nguyen Thi Phi Anh	Board Member / General Director			18/01/2023	02/NQ-HDQT dated 18/01/2023	THP personal loan. 12,000,000,000 VND	
2	Le Thi Minh Thao	Board Member / Deputy General Director			28/12/2023	16/NQ-HDQT dated 28/12/2023	THP personal loan. 10,000,000,000 VND	

3. Transactions between company insiders, related persons of insiders and subsidiaries, companies controlled by the company: (none).

4. Transactions between the company and other entities

4.1. Transactions between the company and companies in which members of the Board of

Directors, members of the Supervisory Board, General Director and other managers have been and are founding members or members of the Board of Directors, General Director in the past three (03) years (calculated at the time of making the report): none

4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, General Director and other managers are members of the Board of Directors, General Director in the past three (03) years: none.

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, General Director and other managers: none.

VIII. Share transactions of internal persons and their affiliated persons (6 months of 2025).

1. List of internal people and related people of company internal people:

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	Tran Van Linh	-	Chairman of the Board of Directors			1.551.886	7,18%	Insider
1.1	Tran Thi Lang	-	-			0	0%	Mother (dead)
1.2	Tran Thanh Kim	-	-			0	0%	Father (dead)
1.3	Phan Thi My Hoa	-	-			0	0%	Wife
1.4	Tran Nguyen Viet Linh	-	-			0	0%	Daughter
1.5	Tran Viet Ha Linh	-	-			0	0%	Daughter
1.6	Tran Phuc Khanh	-	-			0	0%	Son
1.7	Tran Thuc Quyen	-	-			0	0%	Daughter
2	Nguyen Thi Phi Anh		Board Member /			11.067.870	51,214%	Insider

			General Director					
2.1	Nguyen Con	-	-			-	0%	Father (dead)
2.2	Le Thi Dan	-	-			-	0%	Mother (dead)
2.3	Le Van Cuong	-	-			247.500	1,14%	Husband
2.4	Le Thanh Thao	-	Member of Board of Directors / Deputy General Director / Head of Administration and Company Secretary			1.367.620	6,32%	Daughter
2.5	Nguyen Viet Thuong	-	-			0	0%	Son-in-law
2.6	Le Thi Minh Thao	-	Board Member / Deputy General Director			1.220.940	5,65%	Daughter
2.7	Doan Doan Hong Son	-	-			0	0%	Son-in-law
2.8	Nguyen Thi Phi Yen	-	-			57.000	0,26%	Sister
2.9	Vo Hong Son	-	-			60.000	0,27%	Brother-in-law

3	Duong Thi Tuyet Hang	-	Board Member			319.992	1,48%	Insider
3.1	Duong Chung	-	-			0	0%	Father (dead)
3.2	Tran Thi Luan	-	-			0	0%	Mother (dead)
3.3	Dang Thanh Tu	-	-			0	0%	Husband
3.4	Dang Thanh Trung Hoai	-	-			0	0%	Son
3.5	Dang Thanh Bao Vy	-	-			0	0%	Daughter
3.6	Duong Thi Nga	-	-			270.000	1,24%	Older sister
3.7	Duong Tuyet Ha	-	-			45.000	0,20%	Younger sister
4	Le Thi Minh Thao	-	Board Member / Deputy General Director			1.220.940	5,65%	Insider
4.1	Le Van Cuong	-	-			247.500	1,14%	Father

4.2	Nguyen Thi Phi Anh		Board Member / General Director			11.067.870	51,214%	Mother
4.3	Doan Doan Hong Son	-	-			0	0%	Husband
4.4	Le Thanh Thao	-	Member of Board of Directors / Deputy General Director / Head of Administration and Company Secretary			1.367.620	6,32%	Sister
4.5	Nguyen Viet Thuong	-	-			0	0%	Brother in law
4.6	Doan Le Mai Hoang	-	-			0	0%	Daughter
4.7	Doan Le Mai Khanh	-	-			0	0%	Daughter
5	Lê Thanh Thảo	-	Member of Board of Directors / Deputy General Director / Head of Administration and Corporate Secretary			1.367.620	6,32%	Insider
5.1	Le Van Cuong	-	-			247.500	1,14%	Father

5.2	Nguyen Thi Phi Anh		Board Member / General Director			11.067.870	51,214%	Mother
5.3	Le Thi Minh Thao	-	Board Member / Deputy General Director			1.220.940	5,65%	Younger sister
5.4	Doan Doan Hong Son	-	-			0	0%	Younger Brother in law
5.5	Nguyen Viet Thuong	-	-			0	0%	Husband
5.6	Nguyen Viet An	-	-			0	0%	Son
5.7	Nguyen Viet Duy Khang	-	-			0	0%	Son
6	Pham Dinh Nguyen	-	Deputy General Manager			8.400	0,038%	Insider
6.1	Tran Thi Le Quyen	-	-			9.000	0,041%	Wife
6.2	Pham Tuan Khang	-	-			0	0%	Son
6.3	Pham Ngoc Nam	-	-			0	0%	Father
6.4	Chau Thi Thanh	-	-			0	0%	Mother

6.5	Pham Thi Thuy	-	-			0	0%	Younger sister
6.6	Pham Thi Thuan	-	-			0	0%	Younger sister
6.7	Pham Thi Ha	-	-			0	0%	Younger sister
6.8	Le Hong Gam	-	-			0	0%	Younger Brother-in-law
6.9	Vo Quang Hoa	-	-			0	0%	Younger Brother-in-law
7	Doan Huu Ly		Deputy General Manager			0	0%	Insider
7.1	Nguyen Thi Lau					0	0%	Mother
7.2	Trinh Thi Cuc					0	0%	Wife
7.3	Doan Vu Tu Anh					0	0%	Daughter

7.4	Doan Huu Nghia					0	0%	Son
7.5	Doan Huu Thong					0	0%	Younger Brother
7.6	Doan Thi Hoa					0	0%	Sister
7.7	Doan Thi Thuan					0	0%	Sister
8	Ha Thi Thu Thuy	-	Kế toán trưởng			4.200	0,019%	Insider
8.1	Ha Dinh Khoi	-	-			0	0%	Father (dead)
8.2	Tran Thi Hue	-	-			0	0%	Mother
8.3	Ha Dinh Khanh	-	-			0	0%	Older Brother
8.4	Ha Thi Thu Huong	-	-			0	0%	Younger sister
8.5	Ha Thi Cam Tu	-	-			0	0%	Younger Brother

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8.6	Nguyen Tran Dan	-	-			0	0%	Husband
8.7	Nguyen Thi Hoa My	-	-			0	0%	Daughter
8.8	Nguyen Ha Quy Vy	-	-			0	0%	Daughter
8.9	Nguyen Thi My Lien	-	-			0	0%	Sister-in-law
8.10	Nguyen Van Dung	-	-			0	0%	Brother in law
9	Nguyen Van Trung		Head of Supervisory Board			20.700	0,095%	Insider
9.1	Nguyen Tam		-			-	-	Father (dead)
9.2	Nguyen Thi Hue		-			0	0%	Mother
9.3	Do Thi Nguyet		-			44.900	0.207 %	Wife
9.4	Nguyen Trung Kien		-			0	0%	Son

9.5	Nguyen Trung Tuan	-	-			0	0%	Son
9.6	Nguyen Thi Dung	-	-			67.710	0.313 %	Older Sister
9.7	Tran Thi Tu	-	-			33.000	0.152 %	Older Sister
9.8	Huynh Van Sau	-	-			28.300	0.131 %	Brother-in-law
10	Mai Dang Hai	-	Board of Supervisors			13.600	0,062%	Insider
10.1	Mai Dang Ba	-	-			0	0%	Father (dead)
10.2	Pham Thi Ho	-	-			0	0%	Mother
10.3	Dong Thi Thuy Tien	-	-			0	0%	Wife
10.4	Mai Dong Huyen	-	-			0	0%	Daughter
10.5	Mai Dang Lam	-	-			0	0%	Brother

10.6	Tran Thi Thu Huong	-	-			0	0%	Sister-in-law
10.7	Mai Thi Ly	-	-			0	0%	Sister
10.8	Mai Thi Hanh	-	-			0	0%	Sister
10.9	Mai Thi Sau	-	-			0	0%	Sister
11	Huynh Thi Nguyet		Board of Supervisors			3.000	0,0001%	Insider
11.1	Huynh Ba Sung		-			0	0%	Father-in-law
11.2	Nguyen Thi Mai		-			0	0%	Mother-in-law
11.3	Nguyen Thi Minh		-			0	0%	Mother
11.4	Huynh Ngoc Anh		-			0	0%	Older Brother
11.5	Huynh Thi Nga		-			0	0%	Younger sister

11.6	Nguyen Thi Bich Phuong	-		0	0%	Sister-in-law
11.7	Tran Bao Vuong	-		0	0%	Younger Brother-in-law
11.8	Huynh Ba Khanh	-		3.000	0,0001%	Husband
11.9	Huynh Ngoc Bao Tram	-		0	0%	Daughter
11.10	Huynh Ngoc Bao Chau	-		0	0%	Son

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

No.	Transaction executor	Relationship with internal persons	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	Nguyen Thi Phi Anh - Board Member / General Director		11.066.070	51,21%	11.067.870	51,214%	Buy more shares

IX. Other significant issues : none

CHAIRMAN OF THE BOARD OF DIRECTORS



TRAN VAN LINH

Recipients:

- As above;
- Members of the Board of Directors;
- General Director; Supervisory Board;
- File documents.