

No: 01/2025/BC-HĐQT-TPP

*Ho Chi Minh City, July 28, 2025*

**CORPORATE GOVERNANCE REPORT**  
**(First 6 months of 2025)**

Dear: - State Securities Commission;  
- Hanoi Stock Exchange.

Company name: **TAN PHU VIETNAM JOINT STOCK COMPANY**

Head office address : 314 Luy Ban Bich, Tan Phu Ward, Ho Chi Minh City (Old address: 314 Luy Ban Bich, Hoa Thanh Ward, Tan Phu District, Ho Chi Minh City).

Phone : 028.38.654.133 Fax : 028.38.607.622 Email : info@tanphuvietnam.vn

Charter capital: 450,000,000,000 VND (Four hundred and fifty billion VND)

Stock code: TPP

Corporate governance model:

☐ General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director/Director.

☒ General Meeting of Shareholders, Board of Directors, General Director/Director and Audit Committee under the Board of Directors.

Regarding the implementation of internal audit function: 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:

Status	Resolution Number/ Decision	Day	Content
1	01/2025/NQ-ĐHĐCĐ	April 17, 2025	<ul style="list-style-type: none"><li>- Approval of the Report of the Board of Directors (with the Report of the Audit Committee) and the Board of Directors of Tan Phu Vietnam Joint Stock Company ("Company") on the activities in 2024 and the plan for 2025 .</li><li>- Approval of the 2024 audited financial statements according to the content of Submission No. 01/2025/TTr-HĐQT dated March 27, 2025 of the Board of Directors .</li></ul>

Status	Resolution Number/ Decision	Day	Content
			<ul style="list-style-type: none"> <li>- Approval of the Company's profit distribution plan for 2024 (According to the content of Submission No. 02/2025/TTr-HĐQT dated March 27, 2025).</li> <li>- Approval of the report on remuneration payment to the Board of Directors in 2024 and the plan for remuneration payment to the Board of Directors in 2025 (According to the content of Submission No. 02/2025/TTr-HĐQT dated March 27, 2025).</li> <li>- Approving the List of Auditing Units for the Company's 2025 Financial Statements (According to the content of Submission No. 03/2025/TTr-HĐQT dated March 27, 2025).</li> <li>- Approval of the addition of the Company's business lines (According to the content of Submission No. 04/2025/HĐQT-TTr dated March 27, 2025).</li> </ul>
2	09/NQ-ĐHĐCĐ	June 20, 2025	Approving the amendment and supplementation of details of business lines of Tan Phu Vietnam Joint Stock Company according to the content of Submission No. 05/2025/TTr-HĐQT dated June 9, 2025 of the Board of Directors.

## II. Board of Directors (first 6-month report 2025):

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

Status	Board Member	Position (independent)	Date of starting/cease being a member of the Board of
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		member of the Board of Directors, non-executive member of the Board of Directors)	Directors/Independent Board of Directors	
			Date of appointment	Dismissal Date
1.	Mr. Tran Duc Huy	Chairman of the Board	October 18, 2024	
2.	Mr. Hoang Quoc Thuy	Vice Chairman of Board of Directors	April 8, 2022	
3.	Mr. Phan Anh Tuan	Board Member	April 8, 2022	
4.	Mr. Ngo Duc Trung	Board Member	April 20, 2020	
5.	Ms. Vu Thuy Linh	Board Member	April 8, 2022	

**2. Meetings of the Board of Directors :**

Status	Board Member	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending the meeting
2	Mr. Tran Duc Huy	05/05	100%	
3	Mr. Ngo Duc Trung	05/05	100%	
4	Mr. Hoang Quoc Thuy	05/05	100%	
5	Mr. Phan Anh Tuan	05/05	100%	
6	Ms. Vu Thuy Linh	05/05	100%	

**3. Supervisory activities of the Board of Directors over the Board of Directors**

The Board of Directors of the Company has 05 members, including: 01 independent member of the Board of Directors and 01 non-executive member of the Board of Directors. The Board of Directors of the Company conducts supervision activities for the Board of Directors in accordance with the provisions of the Company Charter, internal management regulations and rules and current laws. Specifically, the members of the Board of Directors have conducted supervision of the Board of Directors' activities, attended meetings with the Board of Directors, and meetings to listen to reports on production and business activities, and provided timely instructions in the following areas and tasks :

- Supervise the implementation of Resolutions and Decisions issued by the General Meeting of Shareholders and the Board of Directors .
- Supervise the direction and operation of production and business activities of the Board of Directors to improve operational efficiency and achieve business plan goals according to the Resolution of the 2025 Annual General Meeting of Shareholders .
- Monitor the Company's financial management situation, manage investment costs to prevent risks in production and business activities .

- Check and supervise the maintenance of the application of the Charter, internal regulations and rules in the Company in accordance with the Company's development orientation and legal regulations .
- Summarize production and business activities in 2024, analyze advantages and disadvantages affecting production and business, propose solutions and directions for production and business in 2025 .
- Other activities.

**4. Activities of subcommittees of the Board of Directors (if any) :**

The Board of Directors does not establish subcommittees.

**5. Resolutions/Decisions of the Board of Directors ( first 6-month report of 2025 ) :**

Status	Resolution/Decision Number	Day	Content	Passage Rate
1.	01/QĐ-HĐQT-TPP	January, 23, 2025	Appointing Mr. Tran Duc Huy as Member of the Audit Committee of Tan Phu Vietnam Joint Stock Company from January 23, 2025	100%
2.	02/QĐ-HĐQT-TPP	January 02, 2025	Dismissal of Mr. Doan Minh Truong from the position of Chief Financial Officer of Tan Phu Vietnam Joint Stock Company from January 2, 2025	100%
3.	03/QĐ-HĐQT-TPP	January 02, 2025	Dismissal of Ms. Nguyen Thi Huyen from the position of Deputy General Director of Tan Phu Vietnam Joint Stock Company from January 2, 2025	100%
4.	04/QĐ-HĐQT-TPP	January 02, 2025	Dismiss Vu Quoc Toan from the position of Deputy General Director of Tan Phu Vietnam Joint Stock Company from January 2, 2025.	100%
5.	05/QĐ-HĐQT-TPP	January 02, 2025	Dismissal of Ms. Nguyen Thi Thoai from the position of Chief Accountant of Tan Phu Vietnam Joint Stock Company from January 2, 2025	100%
6.	06/QĐ-HĐQT-TPP	January 02, 2025	Appoint Ms. Nguyen Thi Thoai to hold the position of Deputy General Director of Tan Phu Vietnam Joint Stock Company from January 2, 2025.	100%
7.	07/QĐ-HĐQT-TPP	January 02, 2025	Appoint Ms. Le Thi Hong to hold the position of Head of Finance - Accounting of Tan Phu Vietnam Joint Stock Company from January 2, 2025.	100%



Status	Resolution/Decision Number	Day	Content	Passage Rate
8.	01/2025/NQ-HĐQT	January 02, 2025	Through the policy of carrying out transactions with Related Persons 2025	100%
9.	02/2025/NQ-HĐQT	February 24, 2025	Approving the plan to convene and organize the Company's 2025 Annual General Meeting of Shareholders and its implementation .	100%
10.	03/2025/NQ-HĐQT	May 20, 2025	Through the organization of collecting shareholders' opinions in writing.	100%
11.	06/NQ-HĐQT	June 10, 2025	Through capital contribution to establish an affiliated company headquartered in Ba Ria - Vung Tau province	100%
12.	07/NQ-HĐQT	June 12, 2025	Approving the plan to offer additional shares to the public to increase charter capital in 2025 and the plan to use the proceeds from the offering .	100%
13.	08/NQ-HĐQT	June 12, 2025	Approval of registration documents for additional public offering of shares to increase charter capital in 2025	100%

### III. Audit Committee

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

Status	Audit Committee Member	Position	Date of commencement/cease of membership in the Audit Committee	Professional qualifications
1	Ms. Vu Thuy Linh	Chairman of the Audit Committee	Appointed: April 12, 2022	Master of Business Administration
2	Mr. Tran Duc Huy	Audit Committee Member	Appointed: 23/01/2025	Master of Business Administration

#### 2. Audit Committee Meeting :

Status	Member of the Board of Supervisors/Audit Committee	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
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1	Ms. Vu Thuy Linh	01/01	100%	100%	
2	Mr. Tran Duc Huy	01/01	100%	100%	

### **3. Supervisory activities of the Audit Committee towards the Board of Directors, the Board of Management and shareholders :**

In the first 6 months of 2025, the Audit Committee completed its supervision of the Board of Directors and the Board of Management in many activities, including :

- Monitoring the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders and the collection of written opinions of shareholders in 2025 The Audit Committee has closely monitored the progress of the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders and acknowledged that the Company's Board of Directors has been implementing the plans set out in the Resolution.
- Monitor the integrity of the company's financial reports and official announcements regarding the company's financial results .
- Review of internal control and risk management systems .
- Review related party transactions within the approval authority of the Board of Directors or General Meeting of Shareholders and make recommendations on transactions requiring approval of the Board of Directors or General Meeting of Shareholders .
- Supervise the Company's internal audit department .
- Monitor and evaluate the independence, objectivity of the auditing firm and the effectiveness of the auditing process and other non-audit services .
- Monitor the Company's production and business activities to ensure that the Company complies with legal regulations, requirements of regulatory agencies and other internal regulations of the Company .

### **4. Coordination of activities between the Audit Committee and the activities of the Board of Directors, the Board of Management and other management staff :**

- The Audit Committee has actively coordinated closely with the Board of Directors and the Board of Management in inspecting and supervising all production and business activities of the Company. The Board of Directors and the Board of Management have created favorable conditions for the Audit Committee in collecting information and documents related to the production and business activities of the Company .
- Representatives of the Audit Committee attended meetings of the Board of Directors, contributed opinions on issues related to the management of the Company's production and business activities and the implementation of goals approved by the General Meeting of Shareholders .
- In addition to regular meetings, members of the Audit Committee also actively coordinate with the Board of Directors in activities related to compliance control and internal audit of the Company .

### **5. Other activities of the Audit Committee :**

Do not have .

### **IV. Executive Board :**

STT	Board Member operate	Date of birth	Professional qualifications	Date of appointment/removal of members of the Executive Board/
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1	Mr. Phan Anh Tuan - General Director		Master of Corporate Finance	April 9, 2022
2	Mr. Ngo Duc Trung - Deputy General Director		Electrochemical Engineer	March 17, 2016 Re-appointment/ May 19, 2022
3	Mr. Murugan Subramanian – Deputy General Director		Technical Engineer	January 21, 2020
4	Ms. Nguyen Thi Thoai - Deputy General Director		Bachelor of Accounting - Auditing Chief Accountant Certificate - CFO	January 02, 2025

#### V. Chief Accountant/Head of Finance - Accounting

Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
Ms. Nguyen Thi Thoai		Bachelor of Accounting- Auditing Chief Accountant Certificate - CFO	Dismissal: January 02, 2025
Ms. Le Thi Hong		Master of Accounting Chief Accountant Certificate	Appointed: January 02, 2025

#### VI. Training on corporate governance:

In the first 6 months of 2025, members of the Board of Directors, members of the Audit Committee, the Board of Management, and other managers attended seminars and training sessions on corporate governance.

#### VII. List of related persons of public companies and transactions of related persons of the company with the Company itself (report for the first 6 months of 2025):

##### 1. List of related persons of the company:

STT	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
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1.	Tran Duc Huy		Chairman of the Board of Directors and Member of the Audit Committee			October 18, 2024			Insider
2.	Hoang Quoc Thuy		Vice Chairman of Board of Directors			January 02, 2025			Insider
3.	Phan Anh Tuan		Member of Board of Directors and General Director			April 8, 2022			Insider
4.	Ngo Duc Trung		Member of Board of Directors and Deputy General Director			March 17, 2016			Insider
5.	Vu Thuy Linh		Independent Board Member and Chairman of the Audit Committee			April 8, 2022			Insider
6.	Vu Quoc Toan		Deputy General Manager			February 22, 2019	January 02, 2025	Dismissal	Insider
7.	Nguyen Thi Huyen		Deputy General Manager			07/08 /2024	January 02, 2025	Dismissal	Insider
8.	Murugan Subramaniam		Deputy General Manager			January 21, 2020			Insider



9.	Doan Minh Truong		Chief Financial Officer			January 01, 2023	January 02, 2025	Dismissal	Insider
10.	Nguyen Thi Thoai		Chief Accountant			January 16, 2017	January 02, 2025	Dismissal of Chief Accountant and appointment of Deputy General Director	Insider
			Deputy General Manager			01/02/2025			
11.	Le Thi Hong		Finance and Accounting Manager			January 02, 2025			Insider
12.	Le Thi Van		Corporate Governance Officer			September 8, 2022			Insider
13.	DNP Holding Joint Stock Company		Parent company						Parent company

Note: NSH Certificate number\*: ID card/Passport number (for individuals) or Business Registration Certificate number, Operating License or equivalent legal documents (for organizations).

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

Do not have.

**3. Transactions between company insiders, related persons of insiders and subsidiaries, companies controlled by the company:**

Do not have.

**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 Board of Supervisors, Directors (General Directors) and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) operating within the past three (03) years (calculated at the time of reporting):**

Do not have.

**4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) and other managers are members of the Board of Directors, Directors (General Directors) and executives:**

Do not have.

**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 Board of Supervisors, Director (General Director) and other managers :**

Do not have.

**VIII. Stock transactions of insiders and related parties of insiders (Report for the first 6 months of 2025):**

**1. List of insiders and related persons of insiders**

STT	Full name	Securities trading account (if any)	Position in the company (if any)	ID card/Passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
1	Mr. Tran Duc Huy		Chairman of the Board of Directors			0	0%	
1.1	Ms. Nguyen Nhat Linh					0	0%	Wife
1.2	Mr. Tran Nguyen Huy Anh					0	0%	Son
1.3	Mr. Tran Duc Ban					0	0%	Dad (lost)



1.4	Ms. Pham Thi Hong Vuong					0	0%	Mom
1.5	Mr. Nguyen Mong Giao					0	0%	father in law
1.6	Ms. Bui Xuan Huong					0	0%	Mother in law
1.7	Mr. Tran Thuan Phuoc					0	0%	Older brother
1.8	Ms. Tran Huyen					0	0%	Older sister
1.9	CMC Corporation		Mr. Tran Duc Huy holds the position of Chairman of the Board of Directors.			0	0%	
1.10	Tasco Joint Stock Company		Mr. Tran Duc Huy holds the position of Vice Chairman of the Board of Directors. <sup>1</sup>			0	0%	
1.11	DNP Holding Joint Stock Company		Mr. Tran Duc Huy holds the position of Chairman of the Board of Directors.			22,955,774	51.01%	
2	<b>Mr. Hoang Quoc Thuy</b>		<b>Vice Chairman of the Board of Directors</b>			<b>0</b>	<b>0%</b>	

<sup>1</sup> Dismissed from the Board of Directors by the General Meeting of Shareholders of Tasco Joint Stock Company on May 26, 2025 according to Resolution No. 01/2025/NQ-DHCD

2.1	Mr.Hoang Minh Tho					0	0%	Father
2.2	Ms.Hoang Thi Nga					0	0%	Older sister
2.3	Mr.Hoang Trung Thuan					0	0%	Older brother
2.4	Ms.Hoang Thi Hang					0	0%	Older sister
2.5	Ms.Nguyen Thi Hang					0	0%	Wife
2.6	Ms. Hoang Linh Chi					0	0%	Daughter
2.7	Mr.Hoang Quoc Trung					0	0%	Boy
2.8	Mr.Bui Si Lam					0	0%	brother in law
2.9	Ms.Nguyen Thi Hau					0	0%	Mother in law
2.10	Mr.Nguyen Van Bao					0	0%	father in law



3	<b>Mr.Phan Anh Tuan</b>		<b>Member of Board of Directors and General Director</b>			0	0%	
3.1	Mr.Phan Van Hung					0	0%	Father
3.2	Ms.Pham Thi Ty					0	0%	Mother
3.3	Mr.Phan Duy Nhat Minh					0	0%	Son (Still young)
3.4	Ms.Phan Ngoc Khanh Linh					0	0%	Son (Still young)
3.5	Ms.Phan Thi Ngoc Anh					0	0%	Younger sister
3.6	CMC Corporation		Independent Board Member of CMC Corporation			0	0%	
4	<b>Mr.Ngo Duc Trung</b>		<b>Board Member cum Deputy General Manager</b>			558,915	1.24%	
4.1	Ms.Tran Thi Minh Canh					0	0%	Wife
4.2	Ms.Nguyen Kim Nga					0	0%	Mother
4.3	Ms.Ngo Bich Loan					0	0%	Older sister

4.4	Ms.Ngo Bich Lien					0	0%	Older sister
4.5	Ms.Ngo Bich Hong					0	0%	Younger sister
4.6	Ms.Ngo Thuy Hanh					0	0%	Younger sister
4.7	Ms.Ngo Thao Trang					0	0%	Daughter
4.8	Ms.Ngo Thao Nguyen					0	0%	Daughter
4.9	Mr.Tran Dinh Tan					0	0%	father in law
4.10	Ms.Tran Thi Khiem					0	0%	Mother in law
4.11	Mr.Nguyen Kim Cuong					0	0%	brother in law
4.12	Mr.Hoang Trung Hac					0	0%	brother in law
4.13	Mr.Nguyen Van Nam					0	0%	brother in law
5	Ms.Vu Thuy Linh		<b>Independent Board Member and Chairman of the Audit Committee</b>			0	0%	
5.1	Ms.Pham Thi Thanh Hien					0	0%	Mother
5.2	Mr.Vu Anh Tu					0	0%	Older brother



5.3	Ms. Tran Thi Quynh					0	0%	Sister in law
6	<b>Mr. Murugan Subramaniam</b>		<b>Deputy General Manager</b>			0	0%	
6.1	Ms. Nguyen Thuy Ngoc Phuong					0	0%	Wife
6.2	Mr. Harish Ragavendra Murugan					0	0%	Son
6.3	Mr. Danish Ragavendra Murugan					0	0%	Son
6.4	Mr. Subramaniam Dorasamy					0	0%	Dad
6.5	Ms. Racham Th, angvedu					0	0%	Mom
6.6	Mr. Madurimuttu Subramaniam					0	0%	Younger brother (lost)
6.7	Ms. Kaladevi Subramaniam					0	0%	Younger sister
6.8	Ms. Jayandi Subramaniam					0	0%	Younger sister
6.9	Mr. Nguyen Thang Long					0	0%	father in law
6.10	Ms. Nguyen Thi Kim Phuong					0	0%	Mother in law

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7	Ms. Nguyen Thi Thoai		Deputy General Manager			0	0%	
7.1	Mr. Nguyen Van Thien					0	0%	Father
7.2	Ms. Vo Thi Lan					0	0%	Mother
7.3	Mr. Tran Van Kim Ngoc					0	0%	Husband
7.4	Mr. Tran Minh Chau					0	0%	Daughter (Still young)
7.5	Ms. Nguyen Thi Kim Hoanh					0	0%	Younger sister
7.6	Ms. Nguyen Thi Anh Kim					0	0%	Younger sister
7.7	Ms. Nguyen Thi Anh Nguyet					0	0%	Younger sister
7.8	Mr. Nguyen Van Truong					0	0%	Younger brother
7.9	Mr. Tran Minh Xuan					0	0%	Son (Still young)
7.10	Mr. Tran Van Mon					0	0%	father in law
7.11	Ms. Nguyen Thi Thuong					0	0%	Mother in law (far away)
7.12	Mr. Nguyen Manh Hung					0	0%	brother in law



7.13	Mr. Do Xuan Lam					0	0%	brother in law
8	<b>Ms. Le Thi Hong</b>		<b>Finance and Accounting Manager</b>			0	0%	
8.1	Mr. Le Huu Kinh					0	0%	Father
8.2	Ms. Dinh Thi Duyen					0	0%	Mother
8.3	Mr. Tran Hoai Nhan					0	0%	Husband
8.4	Ms. Tran Le Ngoc Linh					0	0%	Daughter (young)
8.5	Mr. Tran Le Tri Dung					0	0%	Son (young)
8.6	Mr. Le Huu Tien					0	0%	Older brother
8.7	Mr. Le Huu Thanh					0	0%	Older brother
8.8	Ms. Truong Thi Tam					0	0%	Mother in law
9	<b>Ms. Le Thi Van</b>		<b>Corporate Governance Officer</b>			0	0%	
9.1	Mr. Luong Van Phuong					0	0%	Husband

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9.2	Mr. Luong Minh Hieu					0	0%	Boy (Still young)
9.3	Mr. Luong Minh Long					0	0%	Boy (Still young)
9.4	Ms.Le Thi Tam					0	0%	Mother in law
9.5	Ms.Le Thi Thuy					0	0%	Mother
9.6	Ms.Le Thi Viet Anh					0	0%	Younger sister
9.7	Mr.Le Huy Thanh					0	0%	Younger brother
9.8	Mr.Le Van Nam					0	0%	brother in law
10	<b>DNP Holding Joint Stock Company</b>					<b>22,955,774</b>	<b>51.01 %</b>	<b>Parent company</b>

## 2. Transactions of insiders and related persons on company shares:

Do not have.

## IX. Other issues to note:

Do not have.

### Recipient:

- As directed;
- To: VT .

CHAIRMAN OF THE BOARD OF DIRECTORS



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