

**REPORT ON CORPORATE GOVERNANCE
(Year 2025)**

To: - The State Securities Commission (SSC)
 - The Hanoi Stock Exchange (HNX)

- Name of company: **Lap Phuong Thanh Production And Trading Joint Stock Company**
- Address of headoffice: No.822, Le Thanh Nghi avenue, Tan Hung ward, Hai Phong City
- Telephone: 0220.3863658 Fax: 0220.3863659 Email: info@lapphuongthanh.vn
- Charter capital: 120.000.000.000 VND
- Stock Symbol: LPT
- Governance model:
 - + General Meeting of Shareholders, Boards of Directors, General Director and Audit Committee under the Board of Directors.
 - + The implementation of internal audit: Not yet implemented.

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 No.	Date	Content
1	01/2025/NQ-DHDCD	April 18, 2025	<ul style="list-style-type: none">- Approval of the Board of Directors' Report- Approval of the Independent Board Member's Report in the Audit Committee;- Approval of the 2024 audited financial statements;- Approval of the business plan for 2025;- Approval of the distribution of accumulated after-tax profits as of December 31, 2024;- Approval of the dividend payment for the year 2024;- Approval of the payment remuneration to the Board of Directors and the Audit Committee;

			- Approval of the authorization for the Board of Directors to select the independent auditing firm for the year 2025; - Approval of dismissal of all members of Board of Directors due to the end of their term and approval of the Election Regulations for the Board of Directors' members for the new term 2025 – 2030; - Approval of the list of elected members of the Board of Directors for the new term 2025 – 2030.
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II. Board of Directors

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

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Pham Anh Tuan	Chairman of the Board of Directors	April 18, 2025 (Reappointment)	April 18, 2025
2	Mr. Pham Van Tao	Member of the Board of Directors (and General Director)	April 18, 2025 (Reappointment)	April 18, 2025
3	Ms. Pham Thi Huyen	Independent member of the Board of Directors (and Chairwoman of the Audit Committee)	April 18, 2025 (Reappointment)	April 18, 2025
4	Mrs. Nguyen Thi Phuong Nhung	Non-executive member of the Board of Directors (and member of the Audit Committee)	April 18, 2025 (Reappointment)	April 18, 2025
5	Mrs. Tran Thi Phuong	Member of the Board of Directors	April 18, 2025 (Reappointment)	April 18, 2025

2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Pham Anh Tuan	11/11	100%	
2	Mr. Pham Van Tao	11/11	100%	
3	Ms. Pham Thi Huyen	11/11	100%	
4	Mrs. Nguyen Phuong Nhung	11/11	100%	
5	Mrs. Tran Thi Phuong	11/11	100%	

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

The Board of Directors has conducted oversight and supervision of the Management Board's activities in implementing the resolutions of the General Meeting of Shareholders, the Board of Directors' resolutions, and in managing business operations to achieve the set goals.

Through its supervision process, the Board of Directors has observed that the Management Board of the Company has fully carried out its functions and duties in accordance with the law and the Company's Charter; has properly and strictly implemented the resolutions of the General Meeting of Shareholders, the Board of Directors' resolutions; and has maintained regular meetings to provide timely guidance and propose effective solutions.

4. Activities of the Board of Directors' subcommittees: Activities of the Audit Committee (Details in Part III).

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	01/2025/NQ-HĐQT/LPT	January 2, 2025	Approval of the signing of a contract for leasing the Driving Test Center to serve automobile and motorcycle (Category A1) driving tests with the Hai Duong Department of Transport	100%
2	02/2025/NQ-HĐQT/LPT	January 6, 2025	The Company shall issue a performance guarantee at Military Commercial Joint Stock Bank – Hoai Duc Branch to secure the performance of the contract for leasing the Driving Test Center to serve automobile and motorcycle (Category A1) driving tests, as signed with the Hai Duong Department of Transport	100%
3	03/2025/NQ-HĐQT/LPT	February 18, 2025	Finalization of the shareholder list and organization of the 2025 Annual General Meeting of Shareholders	100%
4	04/2025/NQ-HĐQT/LPT	February 25, 2025	Continuation of the use of the Company's assets as collateral for the credit limit of Red Ocean Vietnam Import-Export and Investment Joint Stock Company at Military Commercial Joint Stock Bank – Hoai Duc Branch	100%
5	05/2025/NQ-HĐQT/LPT	April 18, 2025	Appointment the Chairman of the Board of Directors and members of the Audit Committee under the Board of Directors for the 2025 – 2030 term	100%
6	06/2025/NQ-HĐQT/LPT	April 22, 2025	Termination of operations of the Thanh Ha District Representative Office – Lap Phuong Thanh Production and Trading Joint Stock Company	100%
7	07/2025/NQ-HĐQT/LPT	May 19, 2025	Selection of the independent auditing firm for the year 2025	100%

8	08/2025/NQ-HĐQT/LPT	June 13, 2025	Investment in the purchase of transportation vehicles to serve the Company's business activities	100%
9	09/2025/NQ-HĐQT/LPT	July 22, 2025	Dismissal of the Chief Accountant and Appointment of the Person in Charge of Accounting	100%
10	10/2025/NQ-HĐQT/LPT	August 28, 2025	Dividend payment for the year 2024	100%
11	11/2025/NQ-HĐQT/LPT	November 3, 2025	Amendment to the Company's Information Disclosure Regulations	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	Ms. Pham Thi Huyen	Chairwoman of the Audit Committee	Appointed on April 18, 2025	Bachelor of Economics, Master of Finance and Banking
2	Mrs. Nguyen Thi Phuong Nhung	Member of the Audit Committee	Appointed on April 18, 2025	Bachelor of Accounting

2. Meetings of Audit Committee:

No.	Members of Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Ms. Pham Thi Huyen	2/2	100%	100%	
2	Mrs. Nguyen Thi Phuong Nhung	2/2	100%	100%	

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

- Supervising the implementation of the resolutions of the General Meeting of Shareholders, the Board of Directors' resolutions, and the activities of the Management Board in managing and operating the Company;

- Conducting a review of the company's financial statements;

- Controlling the company's financial risks and investment capital;

- Supervising the implementation of information disclosure to ensure compliance with legal regulations;

- In the 2025, the Audit Committee did not identify any violations in the activities of the Board of Directors, the Board of Management, and other managers of the company.

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

- The Audit Committee works closely with the members of the Board of Directors, the Board of Management and other departments, while maintaining its independence.

- The Board of Directors, the Board of Management and other departments have provided complete and timely documents and materials to the Audit Committee, helping the Audit Committee carry out its supervisory and control activities more effectively and fulfill its functions and responsibilities.

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	Mr. Pham Van Tao	February 15, 1965	Bachelor of Economics	Appointed on February 01, 2023

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mrs. Do Phuong Anh – Chief accountant	June 10, 1986	Bachelor of Economics	Dismissal on July 23, 2025
Mr. Nguyen Van Tuong - Person in Charge of Accounting	October 16, 1990	Bachelor of Finance and Banking	Appointed on July 23, 2025

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 in 2025

1. The list of affiliated persons of the Company:

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company	NSH No.; date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliate person	Reason	Relationship with the Company
1	Mr. Pham Anh Tuan	022C016533	Chairman of the Board of Directors			April 18, 2025	April 18, 2025	Reappoint- ment	
2	Mr. Pham Van Tao		Member of the Board of Directors and General Director and			February 1, 2023			

			Legal representative						
3	Ms. Pham Thi Huyen	045C011518	Independent member of the Board of Directors and Chairwoman of the Audit Committee			April 18, 2025	April 18, 2025	Reappointment	
4	Mrs. Nguyen Thi Phuong Nhung		Non-executive member of the Board of Directors and member of the Audit Committee			April 18, 2025	April 18, 2025	Reappointment	
5	Mrs. Tran Thi Phuong	102C028128	Member of the Board of Directors			April 18, 2025	April 18, 2025	Reappointment	
6	Mrs. Do Phuong Anh		Chief Accountant			January 8, 2024	July 23, 2025		
7	Mr. Nguyen Van Tuong		Person in Charge of Accounting			July 23, 2025			
8	Mrs. Pham Thi Kim Ngan		Person in charge of corporate governance and person authorized to disclose information			June 16, 2022			
9	Mr. Phan Quang Tiep	033C646909							individuals owning more than 10% of the voting shares
10	Mrs. Tran Ngoc Mai	033C622066							individuals owning more than 10% of the voting shares

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

4.1. Transactions between the Company and the company that its members of the Board of Directors, the Board of Supervisors, Director (General Director) have been founding members

or members of Board of Directors, or CEO in three lastest years (calculated at the time of reporting): None

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors , Board of Supervisors, Director (General Directors) 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, Board of Supervisors, Director (General Director) and other managers: None

VIII. Transactions in shares of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons: Provided in Appendix No.1 attached.

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

IX. Other significant issues

Recipients:

- SSC;
- HNX;
- Archived in the document department.

CHAIRMAN OF THE BOARD OF DIRECTORS



Pham Anh Tuan

Appendix No. 1: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

Reporting period: December 31, 2025

No.	Name	Securities trading account (if any)	Position at the Company	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	Pham Anh Tuan	022C016533	Chairman of the Board of Directors			886.000	7,38%	
1.1	Pham Tuan Cuong					700	0,0058%	Father
1.2	Nguyen Thi Tuan Dung					0	0%	Mother
1.3	Nguyen Hai Dung					0	0%	Father-in-law
1.4	Tran Thi Huyen Nga	021C748941				7.700	0,06%	Mother-in-law

1.5	Nguyen Tran Linh Chi	022C027050				991.869	8,27%	Wife
1.6	Pham Duc Anh					0	0%	Younger brother
2	Pham Van Tao		Member of the Board of Directors and General Director, Lagel representative			0	0%	
2.1	Le Thi Huong					0	0%	Wife
2.2	Pham Quynh Mai					0	0%	Daughter
2.3	Le Thanh Trinh					0	0%	Son-in-law
2.4	Pham Quynh Phuong					0	0%	Daughter
2.5	Tran Anh Duy					0	0%	Son-in-law
2.6	Pham Van Cai					0	0%	Father (Dead)
2.7	Pham Thi Dot					0	0%	Mother (Dead)
2.8	Le Minh Thong					0	0%	Father-in-law (Dead)
2.9	Nguyen Thi Thu					0	0%	Mother-in-law
2.10	Pham Thi Tuyen					0	0%	Older sister
2.11	Pham Thi Bo					0	0%	Older sister
2.12	Pham An Can					0	0%	Brother-in-law (Dead)
2.13	Pham Thi Lap					0	0%	Older sister
2.14	Pham Van Thang					0	0%	Brother-in-law
2.15	Pham Thi Vung					0	0%	Older sister
2.16	Pham Nguyen Dong					0	0%	Brother-in-law
2.17	Pham Thi Lien					0	0%	Older sister
2.18	Luc Van Mon					0	0%	Brother-in-law
3	Pham Thi Huyen	045C011518	Independent member of the Board of Directors and			100.000	0,83%	

			Chairman of Audit Committee					
3.1	Nguyen Thi Thu					0	0%	Mother
3.2	Pham Van Duong					0	0%	Younger brother
3.3	Tran Thi Khanh Linh					0	0%	Sister-in- law
3.4	Pham Nhat Tan					0	0%	Younger brother
4	Nguyen Thi Phuong Nhung		Non-executive member of the Board of Directors and member of Audit Committee			0	0%	
4.1	Nguyen Tan Trinh					0	0%	Father
4.2	Doan Thi Binh					0	0%	Mother
4.3	Dinh Huu Tuan Kiet					0	0%	Son
4.4	Nguyen Bao Ngoc					0	0%	Daughter (still a child)
4.5	Nguyen Thi Thanh Thuy					0	0%	Older sister
4.6	Nguyen Van Thien					0	0%	Brother- in-law
4.7	Nguyen Manh Thang					0	0%	Younger brother
5	Tran Thi Phuong	102C028128	Member of the Board of Directors			1.900	0,016%	
5.1	Tran Minh Duong					0	0%	Father
5.2	Vu Thi Thin					0	0%	Mother
5.3	Tran Nhu Phuong					0	0%	Father- in-law
5.4	Nguyen Thi Cai					0	0%	Mother- in-law
5.5	Tran Nhu Nam					0	0%	Husband
5.6	Tran Anh Tuan Kiet					0	0%	Son (still a child)

5.7	Tran Minh Hoang					0	0%	Younger brother
5.8	Nguyen Thi Nhan					0	0%	Sister-in-law
6	Do Phuong Anh		Chief accountant (Dismissal on July 23, 2025)			0	0%	
6.1	Do Duc Tuan					0	0%	Father
6.2	Nguyen Thi Nguyen					0	0%	Mother
6.3	Le Van Giang					0	0%	Father-in-law
6.4	Do Thi Lap					0	0%	Mother-in-law
6.5	Le Dinh Lap					0	0%	Husband
6.6	Le Trang Nhung					0	0%	Daughter
6.7	Le Cong Vinh					0	0%	Son (still a child)
6.8	Do Thi Phuong Thao					0	0%	Younger sister
6.9	Vu Van Cuong					0	0%	Brother-in-law
6.10	Do Quang Hieu					0	0%	Younger brother
6.11	Dao Thi Hong Nhung					0	0%	Sister-in-law
7	Nguyen Van Tuong		Person in Charge of Accounting			0	0%	
7.1	Vu Thi Nha Phuong					0	0%	Wife
7.2	Nguyen Vu Tue Nhi					0	0%	Daughter (still a child)
7.3	Nguyen Vu Tue An					0	0%	Daughter (still a child)
7.4	Nguyen Van Tuan					0	0%	Father
7.5	Vuong Thi Huong					0	0%	Mother
7.6	Nguyen Van Quynh					0	0%	Father-in-law
7.7	Nguyen Thi Lac					0	0%	Mother-in-law

7.8	Nguyen Thi Hoa					0	0%	Younger sister
8	Pham Thi Kim Ngan		Person in charge of corporate governance and person authorized to disclose information			0	0%	
8.1	Le Minh Tuan					0	0%	Husband
8.2	Le Thi Chan					0	0%	Mother-in-law
8.3	Pham Dang Hoan					0	0%	Father
8.4	Dinh Thi The					0	0%	Mother
8.5	Pham Thi Nga					0	0%	Younger sister
8.6	Le Thai An					0	0%	Daughter (still a child)
8.7	Le Khanh Chi					0	0%	Daughter (still a child)
8.8	Le Thanh Son					0	0%	Son (still a child)

10.1.1.0.1