

No.: 03./2026/BCQT-TTH

Hanoi, January 11, 2026

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

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

- Name of Company: **Tien Thanh Service and Trading Joint Stock Company**
- Address of Headoffice: Viet Hung Ubaru Area, Viet Hung Ward, Hanoi City
- Telephone: 0963 893 958                      Fax:                      Email: info@tienthanhjsc.vn
- Charter capital: 373.748.460.000 VND
- Stock symbol: TTH
- Governance model:
  - + General Meeting of Shareholders, Board of Directors, General Directors and Audit Committee under the Board of Directors.
  - + The implementation of internal audit: 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.	Resolutions No.	Date	Content
1	01/2025/NQ-ĐHĐCĐ	June 13, 2025	<ol style="list-style-type: none"><li>1. Approval of the Board of Directors' Report;</li><li>2. Approval the Independent Board Member's report in the Audit Committee;</li><li>3. Approval of the 2024 Audited financial statements;</li><li>4. Approval of the business plan for 2025;</li><li>5. Approval of the distribution of accumulated after-tax profit as of December 31, 2024;</li><li>6. Approval of payment remuneration to the Board of Directors and the Audit Committee;</li><li>7. Approval of the selection of an auditing firm for the year 2025;</li><li>8. Approval of the dismissal of Mrs Dao Vu Thinh Van as a member of the Board of Directors and additional election of one member of the Board of Directors for the 2021 – 2026 term;</li><li>9. Approval of additional election of Mr Nguyen Thanh Le as a member of the Board of Directors for the 2021 – 2026 term.</li></ol>

## 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	Mrs. Dao Vu Thinh Van	Chairwoman of the Board of Directors	June 1, 2022	June 13, 2025
2	Mr. Nguyen Thanh Le	Chairman of the Board of Directors	June 13, 2025	
3	Mr. Nguyen Huu Truong	Non-executive member of the Board of Directors and member of the Audit Committee	April 26, 2021	
4	Mr. Nguyen Anh Tuan	Independent member of the Board of Directors and Chairman of the Audit Committee	April 26, 2021	
5	Mr. Phan Thanh Nam	Member of the Board of Directors and General Director	April 26, 2021	
6	Mrs. Nguyen Thi Hue	Member of the Board of Directors	June 1, 2022	

### 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	Mrs. Dao Vu Thinh Van	2/7	100%	As of the 3 <sup>rd</sup> meeting, she is no longer been a member of the Board of Directors
2	Mr. Nguyen Thanh Le	5/7	100%	He was not yet a member of the Board of Directors at the time of the 1 <sup>st</sup> and 2 <sup>nd</sup> meeting
3	Mr. Nguyen Huu Truong	7/7	100%	
4	Mr. Nguyen Anh Tuan	7/7	100%	
5	Mr. Phan Thanh Nam	7/7	100%	
6	Mrs. Nguyen Thi Hue	7/7	100%	

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

- The Board of Directors directs, supervises, and provides timely support to the Board of Management in managing the company's business operations and implementing the resolutions of the General Meeting of Shareholders and the Board of Directors;



- Monitor and supervise the implementation of the company's investments to ensure timely action plans, ensuring effective use of investment funds and minimizing risks;

- Monitor and supervise the compliance with and adherence to the company's Charter, internal governance regulations, and current laws;

- Timely resolve other issues within the authority of the Board of Directors, creating favorable conditions for the Board of Management in the management and operation of the company.

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.	Resolutions/ Decisions No.	Date	Content	Approval rate
1	01/2025/NQ-HĐQT/TTH	March 14, 2025	Extension of the time to hold the 2025 Annual General Meeting of Shareholders	100%
2	02/2025/NQ-HĐQT/TTH	April 4, 2025	Plan for organizing the 2025 Annual General Meeting of Shareholders	100%
3	03/2025/NQ-HĐQT/TTH	June 13, 2025	Appointment of the Company's Chairman of the Board of Directors	100%
4	04/2025/NQ-HĐQT/TTH	June 16, 2025	Selection of an independent auditing firm for the year 2025	100%
5	05/2025/NQ-HĐQT/TTH	July 1, 2025	Investment Plan for Purchasing Shares of Hom Duoi Hydropower Joint Stock Company	100%
6	06/2025/NQ-HĐQT/TTH	September 20, 2025	Disposal of Used Motor Vehicles and Purchase of Motor Vehicles for the Company's Operations	100%
7	07/2025/NQ-HĐQT/TTH	November 28, 2025	Transfer of Shares in Toan Phat Investment, Production and Trading 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	Mr. Nguyen Anh Tuan	Chairman of the Audit Committee (Independent member of Board of Directors)	June 30, 2021	Bachelor of Economics
2	Mr. Nguyen Huu Truong	Member of the Audit Committee (Non-executive member of the Board of Directors)	June 30, 2021	Bachelor of Business Administration

2. Meetings of the Audit Committee:

No.	Members of Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Mr. Nguyen Anh Tuan	2/2	100%	100%	
2	Mr. Nguyen Huu Truong	2/2	100%	100%	

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

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

- Conducting internal audit to prevent fraud and control financial risks of the company; monitor and evaluate the effectiveness of the company's investment capital.

- Conducting reviews of the company's financial statements.

- Supervising the implementation of information disclosure in accordance with regulations.

- Through the process of inspection and supervision, the Audit Committee has found that the BOD and the Board of Management have implemented seriously and complied with legal regulations. The Audit Committee has not identified any irregularities in the activities of the Board of Directors, the Board of Management, and other management personnel 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 Board of Directors and the Board of Management while maintaining its independence. The Audit Committee has attended the Board meetings to stay informed about the company's operations, participate in discussions, and assess the appropriateness of the Board's decisions.

- The Board of Directors and the Board of Management have also provided the Audit Committee with complete and timely documents and materials, facilitating the Audit Committee's oversight and control activities.

5. Other activities of the Audit Committee (if any): None

**IV. Board of Management**

No.	Members of the Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
1	Mr. Phan Thanh Nam	June 3, 1978	Bachelor's degree in application programming	Reappointed on November 12, 2024
2	Mr. Pham Quang Chien	May 25, 1986	Civil Engineer	Appointed on October 26, 2020

**V. Chief Accountant**



Name	Date of birth	Qualification	Date of appointment/ dismissal
Mrs. Nguyen Thi Hue	December 4, 1984	Bachelor of Accounting	Appointed on April 19, 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	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
1	Mrs. Dao Vu Thinh Van		Chairwoman of the Board of Directors			June 1, 2022	June 13, 2025		
2	Mr. Nguyen Thanh Le		Chairman of the Board			June 13, 2025			
3	Mr. Nguyen Anh Tuan		Independent member of the Board of Directors and Chairman of the Audit Committee			April 26, 2021			
4	Mr. Nguyen Huu Truong		Non-executive member of the Board of Directors and member of the Audit Committee			April 26, 2021			
5	Mrs. Nguyen Thi Hue		Member of the Board of Directors and Chief Accountant			April 19, 2022			
6	Mr. Phan Thanh Nam		Member of the Board of Directors and General Director and Legal representative			November 12, 2019			
7	Mr. Pham Quang Chien		Deputy general director			October 26, 2020			
8	Mrs. Do Thi Hoan		Person in charge of corporate governance and the Company Secretary			June 15, 2023			

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** *ltw2*



**NGUYEN THANH LE**

## Appendix 01: THE LIST INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

Reporting period: December 31, 2025

No.	Name	Securities trading account (if any)	Positions at the Company (if any)	NSH 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	Nguyen Thanh Le		Chairman of the Board of Directors			0	0%	
1.1	Tran Thi Quynh Hoa					0	0%	Wife
1.2	Nguyen Thanh Nam					0	0%	Son
1.3	Nguyen Tran Chau Anh					0	0%	Daughter (still a child)
1.4	Nguyen Cong Lu					0	0%	Father
1.5	Nguyen Thi Loan					0	0%	Mother
1.6	Nguyen Thanh Dat					0	0%	Younger brother
2	Nguyen Anh Tuan		Independent member of the Board of Directors and Chairman of the Audit Committee			9.717	0,03%	
2.1	Nguyen Van Xuan					0	0%	Father
2.2	Nguyen Thi Dung					0	0%	Mother
2.3	Dang Thi Huong					0	0%	Wife
2.4	Nguyen Bao Long					0	0%	Son
2.5	Nguyen Tuan Duong					0	0%	Son
2.6	Nguyen Anh Toan					0	0%	Younger brother
3	Nguyen Huu Truong		Non-executive member of the Board of Directors and member of the Audit Committee			0	0%	
3.1	Nguyen Thi Thu Trang					0	0%	Wife



3.2	Nguyen Nhat Minh					0	0%	Son
3.3	Nguyen Nhat Nam					0	0%	Son
3.4	Nguyen Nha Cat Tien					0	0%	Daughter (still a child)
3.5	Nguyen Thanh Chung					0	0%	Father
3.6	Luu Thi Huyen					0	0%	Mother
3.7	Nguyen Quoc Mic					0	0%	Father-in-law
3.8	Nguyen Thi Lo					0	0%	Mother-in-law
3.9	Nguyen Thi Lan					0	0%	Younger sister
3.10	Nguyen Huu Tu					0	0%	Younger brother
3.11	Southern Dong Thien Phu Joint Stock Company					0	0%	Chairman of the Board of Directors and Director
4	Nguyen Thi Hue				Member of the Board of Directors and Chief Accountant	0	0%	
4.1	Le Duc Trinh					0	0%	Husband
4.2	Le Duc Anh					0	0%	Son
4.3	Le Khanh An					0	0%	Daughter
4.4	Le Van Son					0	0%	Father-in-law
4.5	Nguyen Thi Quyen					0	0%	Mother-in-law
4.6	Nguyen Xuan Hao					0	0%	Father
4.7	Le Thi Kim					0	0%	Mother
4.8	Nguyen Thi Thu Anh					0	0%	Older sister
4.9	Nguyen Thi Huong					0	0%	Older sister
4.10	Nguyen Thi Thuy Trang					0	0%	Younger sister
5	Phan Thanh Nam				Member of the Board of Directors, General Director, Legal representative	0	0%	
5.1	Phan Van Ky					0	0%	Father
5.2	Do Thi Len					0	0%	Mother



5.3	Nguyen Thanh Binh						0	0%	Father-in-law
5.4	Pham Thi Lai						0	0%	Mother-in-law
5.5	Nguyen Thi Thoa						0	0%	Wife
5.6	Phan Lam Son						0	0%	Son
5.7	Phan Nguyen Bao						0	0%	Son
5.8	Phan Thi Bich Lien						0	0%	Older sister
5.9	Nguyen Ba Hien						0	0%	Brother-in-law
5.10	Phan Thi Thu Phuong						0	0%	Younger sister
5.11	Tran Doan Bien						0	0%	Brother-in-law
5.12	Phan Thi Hong Thuy						0	0%	Younger sister
6	Pham Quang Chien					Deputy General Director	0	0%	
6.1	Pham Quang Quyen						0	0%	Father
6.2	Nguyen Thi Luan						0	0%	Mother
6.3	Hoang Dung						0	0%	Father-in-law
6.4	Vu Thi Sang						0	0%	Mother-in-law
6.5	Hoang Thi Thanh Dung						0	0%	Wife
6.6	Pham Hoang Thanh Mai						0	0%	Daughter (still a child)
6.7	Pham Thanh Thuy						0	0%	Daughter (still a child)
6.8	Pham Thi Thu Hien						0	0%	Younger sister
6.9	Tran Van Dien						0	0%	Brother-in-law
6.10	Phuong Dong Hoa Binh Investment Joint Stock Company						0	0%	General Director
6.11	Seika International Trade Investment Joint Stock Company						0	0%	Director
7	Do Thi Hoan					Person in charge of corporate governance and Company Secretary	0	0%	
7.1	Duong Van Hung						0	0%	Husband
7.2	Duong Bao Nam						0	0%	Son (still a child)

7.3	Dương Thao Linh					0	0%	Daughter (still a child)
7.4	Dương Bao Long					0	0%	Son (still a child)
7.5	Do Xuan Diu					0	0%	Father
7.6	Bui Thi Du					0	0%	Mother
7.7	Mac Thi Luon					0	0%	Mother-in-law
7.8	Duong Van Ngu					-	-	Father-in-law (Lost contact, no information)
7.9	Do Thi Ha					0	0%	Younger sister
7.10	Nguyen Khac Hung					0	0%	Brother-in-law
7.11	Do Van Quyet					0	0%	Younger brother