

No: 28012.26/BCQT/TTC

Haiphong, January 29, 2026

REPORT ON CORPORATE GOVERNANCE
(Annual 2025)

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

- Name of company: Thanh Thai Group Joint Stock Company
- Address: No. 6 Nguyen Trai Street, Ngo Quyen Ward, Hai Phong City, Viet Nam
- Phone: 02253.552576 Fax: 02253.836425
- Email: info@thanhthaigroup.com.vn Website: www.thanhthaigroup.com.vn
- Charter Capital: 52.000.000.000 VND
- Stock symbol: KKC
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director.

I. Activities of the General Meeting of Shareholders (Annual report 2025):

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders approved in the form of written consultation):

No.	Resolution/ Decision No.	Date	Content
1	01/2025/NQ- ĐHĐCĐ	28/04/2025	Resolution of the 2025 Annual General Meeting of Shareholders approved: <ul style="list-style-type: none">- The report on activities of the Board of Directors and the Board of Management for 2024, the plan and orientation for activities in 2025;- The report of the Board of Supervisors on the Company's business performance and the operational results of the Board of Directors and the Board of Management;- The audited financial statements in 2024;- The finalization of remuneration for members of the Board of Directors and the Board of Supervisors in 2024 and the proposed remuneration budget for 2025;- The selection of the auditor for the 2025 financial

			statements; - The profit distribution plan for 2024 and the business and production plan for 2025; - The approval in principle of contracts and loan transactions with Thanh Duc Holding Joint Stock Company; - The approval in principle of the investment in the Company's Building Project at No. 6 Nguyen Trai Street, Gia Vien Ward, Hai Phong City.
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II. Board of Directors (Annual Report 2025):

1. Information on Members of the Board of Directors (BOD):

No.	Members of the Board of Directors	Position (Independent Director, Non-executive Director)	Date of appointment/ cessation as a Director/Independent Director	
			Date of appointment	Date of dismissal
1	Mr. Pham Ba Chinh	Chairman	30 November 2023	
2	Ms. Trinh Thanh Nhan	Independent Director	28 September 2021	
3	Ms. Mac Thi Nhung	Member – General Director	26 April 2024	

2. Board of Directors' Meetings:

No.	Members of the Board of Directors	Number of Board of Directors' meetings attended	Attendance rate	Reason(s) for absence
1	Mr. Pham Ba Chinh	5/5	100%	
2	Ms. Trinh Thanh Nhan	5/5	100%	
3	Ms. Mac Thi Nhung	5/5	100%	

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

In 2025, the Board of Directors carried out coordination and supervision over the Board of Management, ensuring compliance with the Company's Charter, Corporate Governance Regulations and applicable laws. Accordingly, the Board of Directors implemented the following activities:

- Directing and supervising the Board of Management and the General Director in business operations and capital mobilization, in line with the business plan approved

by the Annual General Meeting of Shareholders;

- Members of the Board of Directors coordinated with the Board of Management in management and administration activities, ensuring the implementation of the Board of Directors' Resolutions in accordance with approved orientations and in compliance with applicable laws.

4. Activities of sub-committees under the Board of Directors:

The Board of Directors did not establish any sub-committees.

5. Resolutions of the Board of Directors (Annual Report 2025):

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2025/HĐQT-NQ	15/03/2025	Approval of the convening of the Company's 2025 Annual General Meeting of Shareholders	100%
2	02/2025/HĐQT-NQ	18/08/2025	Approval of margin loan transactions with Mirae Asset Securities (Vietnam) for stock investment	100%
3	03/2025/KKC/NQ-HĐQT	29/12/2025	Approval of the policy on short-term securities investment on the stock exchange	100%

III. Board of Supervisors (Annual Report 2025):

1. Information on members of the Board of Supervisors:

No.	Members of the Board of Supervisors	Position	Date of appointment/cessation	Professional qualifications
1	Ms. Vu Thi Hong Lien	Head of the Board of Supervisors		Bachelor's degree in Business Administration and Corporate Accounting
2	Ms. Pham Khanh Chi	Member of the Board of Supervisors		Bachelor's degree in Accounting
3	Mr. Dao Van Tien	Member of the Board of Supervisors		Bachelor's degree in Business Administration

2. Meetings of the Board of Supervisors:

No.	Members of the Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reason(s) for absence
1	Ms. Vu Thi Hong Lien	04	100%	100%	
2	Ms. Pham Khanh Chi	04	100%	100%	
3	Mr. Dao Van Tien	04	100%	100%	

3. Supervisory activities of the Supervisory Board over the Board of Directors, the Executive Management and shareholders:

Pursuant to the provisions of the Company's Charter and the Regulations on operation of the Supervisory Board, the Supervisory Board of the Company duly exercised its rights and fulfilled its obligations in supervising the activities of the Board of Directors and the Executive Management in 2025. Specifically, the Supervisory Board carried out the following activities:

- Examined and supervised to ensure that the activities of the Board of Directors and the Executive Management were conducted in compliance with the Law on Enterprises, the Company's Charter and other internal regulations;
- Reviewed the reasonableness of the Resolutions issued by the Board of Directors;
- Examined the Company's periodic quarterly financial statements;
- Attended meetings of the Board of Directors and the Executive Management and provided opinions within the scope of its rights and responsibilities;
- Closely monitored and ensured the Company's compliance with regulations on information disclosure in terms of timeline, conditions and authority as prescribed by law;
- The Supervisory Board noted that during 2025, it did not receive any written requests from shareholders or groups of shareholders requesting the inspection of matters related to the management and administration activities of the Board of Directors, the Executive Management or other aspects of the Company's operations.

4. Coordination between the Supervisory Board and the Board of Directors, the Executive Management and other management personnel:

During 2025, the Supervisory Board received active cooperation from the Board of Directors, the General Director and other departments. The Supervisory Board was provided in a timely manner with information and documents related to the Company's business performance and other activities upon request. The Supervisory Board participated in meetings of the Board of Directors and the Executive Management in a supervisory capacity and provided opinions and recommendations to the Board of Directors and the Executive Management with a view to minimizing risks and ensuring compliance with applicable laws and the Company's Charter.

5. Other activities of the Supervisory Board (if any): None

IV. Executive Management

No.	Members of the Executive Management	Date of birth	Professional qualifications	Date of appointment/removal
1	Ms. Mac Thi Nhung – General Director	23 July 1983	Bachelor's degree in Finance and Accounting	Appointed on 30 November 2023

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/removal
Ms. Nguyen Thi Hai Yen	3 December 1988	Bachelor's degree in Accounting	Appointed on 30 November 2023

VI. Training on Corporate Governance

Corporate governance training courses attended by members of the Board of Directors, the Supervisory Board, the Executive Director (General Director), other managerial officers and the Company Secretary in accordance with corporate governance regulations: None.

VII. List of Related Persons of the Public Company (Annual Report 2025) and Transactions between Related Persons and the Company:

1. List of Related Persons of the Company:

No	Name of individual/ organization	Securities trading account (if any)	Position at the Company (if any)	ID No. *, date and place of issue	Address	Date of becoming a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
1	Mr. Pham Ba Chinh		Chairman			20 Sep 2022	-		Insider
2	Ms. Trinh Thanh Nhan		Member of BOD			28 Sep 2021	-		Insider
3	Ms. Mac Thi Nhung		Member of BOD / General Director / In charge of corporate governance			01 Jan 2016	-		Insider
4	Ms. Vu Thi Hong Lien		Head of the Board of Supervisors			25 May 2016	-		Insider
5	Mr. Dao Van Tien		Member of the Board of Supervisors			30 Oct 2023	-		Insider
6	Ms. Pham Khanh Chi		Member of the Board of Supervisors			29 April 2022	-		Insider
7	Ms. Nguyen Thi Hai Yen		Chief Accountant			29 April 2022	-		Insider
8	T&D Group Joint Stock Company		-			28 Sep 2021	-		Major Shareholder (Parent Company)

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

No.	Name of individual/organization	Relationship with the Company	ID No.*, date and place of issue	Address	Transaction Date	Resolution/Decision No. (GMS/BOD)	Description, Quantity and Total Transaction Value	Notes
1	Thanh Duc Holding Joint Stock Company	Related organization of Ms. Doan Thi To – Chairwoman of T&D Group Joint Stock Company			During 2025	AGM Resolution No. 01/2025/NQ-GMS dated 28 April 2025	Short-term loan disbursement: 160.180.000.000 VND Loan principal repayment: 204.165.000.000 VND Interest income accrued: 2.531.792.699 VND Interest income collected: 3.049.948.014 VND	

3. Transactions between the Company's insiders or related persons of insiders and subsidiaries or companies controlled by the Company:
None

4. Transactions between the Company and other parties:

4.1. Transactions between the Company and companies in which members of the Board of Directors, the Board of Supervisors, the Director (General Director) and other managers have been or are founding shareholders or members of the Board of Directors, Directors (General Directors) within the last three (03) years (as of the reporting date)

4.2. Transactions between the Company and companies in which related persons of members of the Board of Directors, the Board of Supervisors, and the Director (General Director) are members of the Board of Directors or Directors (General Directors)

4.3 Other transactions of the Company (if any) that may bring material or non-material benefits to members of the Board of Directors, the Board of Supervisors, the Director (General Director) and other managers.

VIII. Share transactions of insiders and related persons of insiders (Annual report 2025):

1. List of insiders and related persons of insiders:

No	Name of individual/ organization	Securities trading account (if any)	Position at the Company (if any)	ID No., date and place of issue	Address	Number of shares held at the end of the period	Percentage of shareholding at the end of the period	Notes
I	Pham Ba Chinh		Chairman			0	0	
1	Pham Xuan Binh		-			0	0	Father
2	Nguyen Thi Thai		-			0	0	Mother
3	Dao Ngoc An		-			0	0	Father-in-law
4	Nguyen Bich Phuong		-			0	0	Mother-in-law
5	Dao Thi Phuong Vi		-			0	0	Wife
6	Pham Nhu Y		-			0	0	Child
7	Pham Gia Hung		-			0	0	Child
8	Pham Minh Phuc		-			0	0	Child
9	Pham Chinh Nghia		-			0	0	Younger brother
10	Le Thi Nguyen Anh		-			0	0	Sister-in-law

11	Vinaship Shipping Joint Stock Company (stock code: VNA)		-			0	0	Member of the Board of Directors (ceased to be a BOD member as of 25 April 2025)
II	Trinh Thanh Nhan		Member of BOD			0	0	
1	Mai Trinh Bich Ngoc		-			0	0	Child
2	Mai Trinh Ha My		-			0	0	Child
III	Mac Thi Nhung		Member of BOD/ General Director / In charge of corporate governance			0	0	
1	Nguyen Thi Tuyet		-			0	0	Mother
2	Mac Xuan Huu		-			0	0	Old brother
3	Nguyen Thi Loan		-			0	0	Sister-in- law
4	Nguyen Khanh Vy		-			0	0	Child
5	Nguyen Hien My		-			0	0	Child

IV	Vu Thi Hong Lien		Head of the Board of Supervisors				0	0	
1	Vu Huy Thao		-				0	0	Father
2	Nguyen Thi Thuong		-				0	0	Mother
3	Vu Huy Tung		-				0	0	Young Brother
4	Hoang Bao Son		-				0	0	Husband
5	Hoang Hai Nam		-				0	0	Child
6	Hoang Bao Ngoc		-				0	0	Child
V	Dao Van Tien		Member of the Board of Supervisors				0	0	
1	Dao Trong Thuy		-				0	0	Father
2	Dao Thi Muoc		-				0	0	Mother
3	Nguyen Van Nam		-				0	0	Father-in-law
4	Nguyen Thi Dung		-				0	0	Mother-in-law

5	Nguyen Thi Van		-				0	0	Wife
6	Dao Bao Viet		-				0	0	Child
7	Dao Bao Minh		-				0	0	Child
8	Nguyen The Hue		-				0	0	Brother-in-law
9	Dao Thi Hien		-				0	0	Young Sister
10	Vu Xuan Thao		-				0	0	Brother-in-law
11	Dao Thi Thuy		-				0	0	Old sister
12	Nguyen Minh Vuong		-				0	0	Brother-in-law
13	Tran Thi Thu Hang		-				0	0	Sister-in-law
14	Thinh Tien Investment, Trading and Services Company Limited		-				0	0	Mr. Dao Van Tien is the Director.
VI	Pham Khanh Chi		Member of the Board of Supervisors				0	0	
1	Pham Quyet Thang		-				0	0	Father
2	Le Thi Minh		-				0	0	Mother

3	Pham Khanh Huyen My		-			0	0	Young sister
4	Le Quang Nhat		-			0	0	Child
VII	Nguyen Thi Hai Yen		Chief Accountant			0	0	
1	Nguyen Dinh Diem		-			0	0	Father
2	Doan Thi Tien		-			0	0	Mother
3	Nguyen Thi Huong		-			0	0	Old sister
4	Nguyen Thanh Luan		-			0	0	Young brother
5	Nguyen Huy Hoang		-			0	0	Husband
6	Nguyen Hai Dang		-			0	0	Child
7	Nguyen Minh Duc		-			0	0	Child

2. Transactions of insiders and related persons in the Company's shares: None

IX. Other matters to be noted: None

Recipients:

- *Archived;*
- *The State Securities Commission;*
- *The Stock Exchange.*

CHAIRMAN OF THE
BOARD OF DIRECTORS



Pham Ba Chinh

