

No.: 29.07/2026/BCQT-TTH

Hanoi, July 29, 2026

**REPORT ON CORPORATE GOVERNANCE**  
**(The first six months of 2026)**

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

- Name of Company: **Tien Thanh Service and Trading Joint Stock Company**
- Address of Head office: Viet Hung Urban 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): The 2026 Annual General Meeting of Shareholders was convened but could not proceed due to the attendance threshold required by law was not met. The third 2026 Annual General Meeting of Shareholders is expected to be convened on August 21, 2026.

**II. Board of Directors (Semi-annual report)**

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. Nguyen Thanh Le         | Chairman of the Board of Directors                                               | June 13, 2025                                                        |                   |
| 2   | Mr. Nguyen Huu Truong       | Non-executive member of the Board of Directors and member of the Audit Committee | April 26, 2021                                                       |                   |

|   |                     |                                                                                  |                |  |
|---|---------------------|----------------------------------------------------------------------------------|----------------|--|
| 3 | Mr. Nguyen Anh Tuan | Independent member of the Board of Directors and Chairman of the Audit Committee | April 26, 2021 |  |
| 4 | Mr. Phan Thanh Nam  | Member of the Board of Directors and General Director                            | April 26, 2021 |  |
| 5 | 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   | Mr. Nguyen Thanh Le         | 4/4                                               | 100%            |                     |
| 2   | Mr. Nguyen Huu Truong       | 4/4                                               | 100%            |                     |
| 3   | Mr. Nguyen Anh Tuan         | 4/4                                               | 100%            |                     |
| 4   | Mr. Phan Thanh Nam          | 4/4                                               | 100%            |                     |
| 5   | Mrs. Nguyen Thi Hue         | 4/4                                               | 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   | 01/2026/NQ-HĐQT/TTH       | January 5, 2026 | Adjustment of the timeline for transfer of shares at Toan Phat Investment, Production, and Trading Joint Stock Company | 100%          |
| 2   | 02/2026/NQ-HĐQT/TTH       | April 7, 2026   | Extension of the deadline for organizing the 2026 Annual General Meeting of Shareholders                               | 100%          |

|   |                     |              |                                                                       |      |
|---|---------------------|--------------|-----------------------------------------------------------------------|------|
| 3 | 03/2026/NQ-HĐQT/TTH | May 5, 2026  | Plan for organizing the 2026 Annual General Meeting of Shareholders   | 100% |
| 4 | 04/2026/NQ-HĐQT/TTH | May 30, 2026 | Capital contribution to the consortium for the Project implementation | 100% |

### III. Audit Committee (Semi-annual report)

#### 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<br>(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        | 1/1                         | 100%            | 100%        |                    |
| 2   | Mr. Nguyen Huu Truong      | 1/1                         | 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 (Semi-annual report) 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   | Mr. Nguyen Thanh Le              |                                     | Chairman of the Board     |                                        |         | June 13, 2025                            |                                        |        |                               |
| 2   | Mr. Nguyen Anh Tuan              |                                     | Independent member of the |                                        |         | April 26, 2021                           |                                        |        |                               |

|   |                       |  |                                                                                  |  |  |                   |  |  |  |
|---|-----------------------|--|----------------------------------------------------------------------------------|--|--|-------------------|--|--|--|
|   |                       |  | Board of Directors and Chairman of the Audit Committee                           |  |  |                   |  |  |  |
| 3 | Mr. Nguyen Huu Truong |  | Non-executive member of the Board of Directors and member of the Audit Committee |  |  | April 26, 2021    |  |  |  |
| 4 | Mrs. Nguyen Thi Hue   |  | Member of the Board of Directors and Chief Accountant                            |  |  | April 19, 2022    |  |  |  |
| 5 | Mr. Phan Thanh Nam    |  | Member of the Board of Directors and General Director and Legal representative   |  |  | November 12, 2019 |  |  |  |
| 6 | Mr. Pham Quang Chien  |  | Deputy general director                                                          |  |  | October 26, 2020  |  |  |  |
| 7 | 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 latest 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 (Semi-annual report)**

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**



**NGUYEN THANH LE**

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

Reporting period: June 30, 2026

| 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 Quang Manh                                  |  |  |  |                                          |  | 0 | 0% | Son                      |
| 6.9  | Pham Thi Thu Hien                                |  |  |  |                                          |  | 0 | 0% | Daughter (still a child) |
| 6.10 | Tran Van Dien                                    |  |  |  |                                          |  | 0 | 0% | Son                      |
| 6.11 | Seika International Trade Investment JSC         |  |  |  |                                          |  | 0 | 0% | Younger sister           |
| 6.12 | HMS Hung Yen JSC                                 |  |  |  |                                          |  | 0 | 0% | Brother-in-law           |
| 6.13 | Rang Dong Housing Development and Investment JSC |  |  |  |                                          |  | 0 | 0% | Director                 |
| 6.14 | Hung Yen Urban Development JSC                   |  |  |  |                                          |  | 0 | 0% | General Director         |
| 7    | Do Thi Hoan                                      |  |  |  | Person in charge of corporate governance |  | 0 | 0% | General Director         |

| 7.1  | Duong Van Hung   |  |  |  |  |  |  | 0 | 0% |  |  | Husband                                               |
|------|------------------|--|--|--|--|--|--|---|----|--|--|-------------------------------------------------------|
| 7.2  | Duong Bao Nam    |  |  |  |  |  |  | 0 | 0% |  |  | Son<br>(still a child)                                |
| 7.3  | Duong Thao Linh  |  |  |  |  |  |  | 0 | 0% |  |  | Daughter<br>(still a child)                           |
| 7.4  | Duong Bao Long   |  |  |  |  |  |  | 0 | 0% |  |  | Son<br>(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<br>(Lost contact,<br>no<br>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<br>brother                                    |

