

No.: 11.04/2026/BCTN-TTH

*Hanoi, April 11, 2026*

## **ANNUAL REPORT FOR THE YEAR 2025**

To:           - The State Securities Commission (SSC)  
              - The Hanoi Stock Exchange (HNX)  
              - Shareholders of the Company

### **I. General information**

#### **1. General information**

- Trading name: Tien Thanh Service and Trading Joint Stock Company
- Business Registration Certificate No.: 0100596523
- Charter capital: 373.748.460.000 VND
- Owner's capital: 373.748.460.000 VND
- Address: Viet Hung Urban Area, Viet Hung Ward, Hanoi city
- Telephone: 0963 893 958
- Fax: (84.4) 38772668
- Website: tienthanhjsc.vn
- Securities code: TTH
- Establishment and development process:

1994                       : Tien Thanh Co., Ltd. was established

December 12, 1994    : The Hanoi Department of Labor, War Invalids, and Social Affairs issued a decision recognizing the Company as a business facility that employs workers with disabilities

November 4, 2003     : It was converted into Tien Thanh Service and Trading Joint Stock Company and was granted Business Registration Certificate No. 0100596523 by the Hanoi Department of Planning and Investment, with a charter capital of 8 billion VND

October 26, 2016     : 10 million shares of the Company were listed on the Hanoi Stock Exchange

January 2017          : Increased the charter capital to VND 129.999.980.000 through a share issuance plan for dividend payment

November 2017        : The Company successfully issued 16.899.983 shares, including 3.899.985 shares issued to pay dividends and 12.999.998 shares offered to the public, increasing the company's charter capital to nearly VND 300 billion

- September 2020 : The Company's charter capital was increased to VND 373.748.460.000 through a plan to issue shares for dividend payment
- July 2025 : Changed the Company's registered address due to the update of administrative boundaries.

## 2. *Business lines and locations of the business*

- Business lines (Specify major lines of business or products and services which account for more than 10% of the total revenue in the last 2 years:

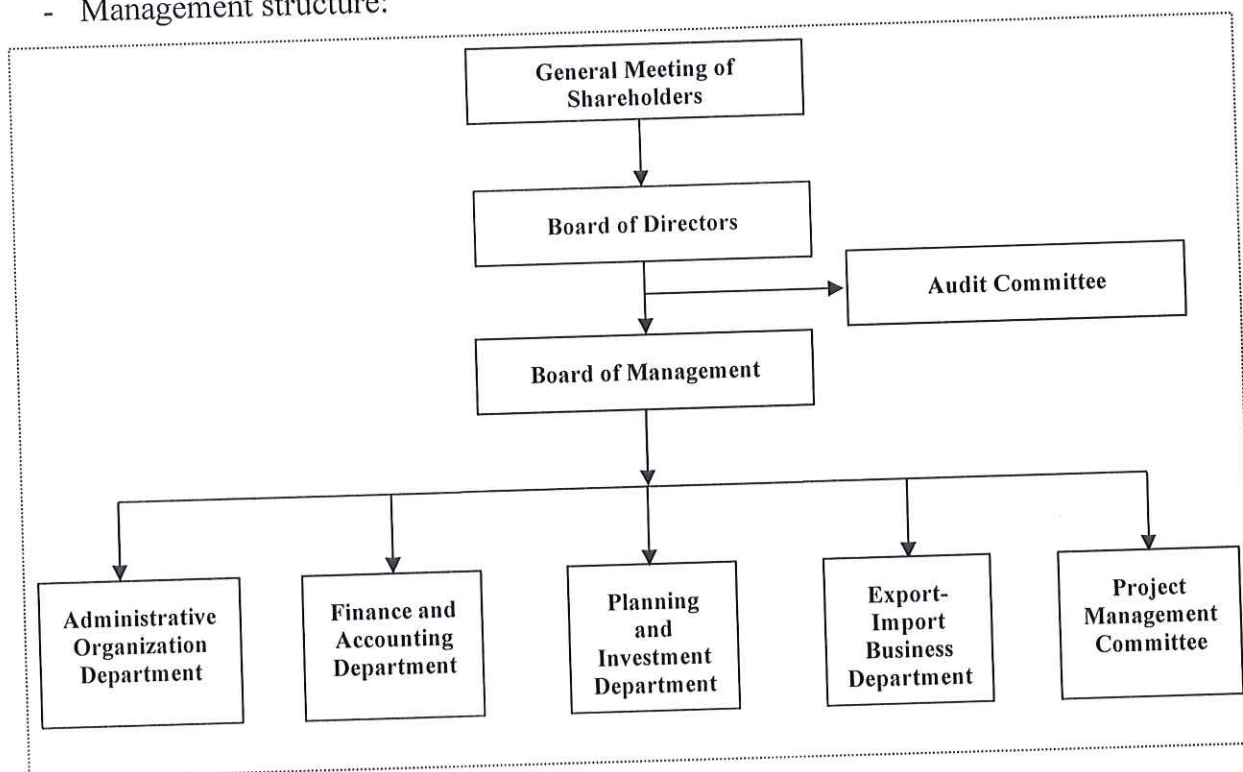
- + Commercial trading;
- + Real estate business.

- Locations of business (Specify major locations of business which account for more than 10% of total revenue in the last 2 years): Hanoi, Hai Phong

## 3. *Information about governance model, organization and managerial apparatus:*

- Governance model: The Company operates under the Joint Stock Company model, as regulated in point b, clause 1, Article 137 of the Law of Enterprises, which includes the General Meeting of Shareholders (GMS), the Board of Directors (BOD), and the General Director. In this model, at least 20% of the members of the Board of Directors are independent members, and the company also has an Audit Committee.

- Management structure:



- Subsidiaries, associated companies: None

## 4. *Development orientations*

- Main objectives of the Company:



- + Always striving to complete and exceed the production and business targets set by the GMS.
- + Continuing to maintain and develop the trading business sector, while building the company's image and brand
- + Training human resources, with priority given to internal training, to meet the company's development needs
- Development strategies in medium and long term:
  - + Continuing to develop the trading sector
  - + Expanding the investment towards the holdings model
- Corporate objectives with regard to corporate environment, society and community sustainability:
  - + Environment: Comply with legal regulations to prevent environment pollution, save electricity and office suppliers; reduce office waste, ...
  - + Society: Create jobs for workers, ensure a safe and fair working environment, protect workers' rights, which helps employees build long-term commitment to the Company
  - + Community: Support flood-affected areas, natural disasters; participate in charity programs.

## 5. **Risks:**

### **a) Legal risk**

As a joint-stock company listed on the Hanoi Stock Exchange, the Company's operations are subject to the regulations of the Vietnamese legal system, including the Law on Enterprises, Law on Securities, and other related regulations in the fields of securities, taxation, etc. Therefore, any unfavorable changes in these legal documents could negatively impact the Company's operations.

In recent years the competent government authorities have been amending, supplementing, and issuing various legal documents to improve the legal framework for public companies and those listed on the securities market, aiming for more transparent operations. To mitigate legal risks, the Company has proactively updated and implemented the provisions of the law.

### **b) Credit risk**

Credit risk is the risk that one party to a financial instrument will fail to discharge its obligations, resulting in a financial loss to the Company. The Company's main credit risk arising from trade receivables.

In 2025, the Company had to make provisions due to overdue customer debts, which affected the Company's business results. To mitigate credit risk, the Company's management requires the accounting department to strengthen monitoring and follow-up on the collection of receivables and to avoid transactions with customers who lack financial capacity.

## II. Operations in the year

### 1. Situation of production and business operations

No.	Indicators	Year 2024 (vnd)	Year 2025 (vnd)		% change	
			Plan	Result	Compa red to 2024	Comp ared to plan
1	Revenue from sales of goods and rendering of services	783.143.603.491	539.860.000.000	578.869.503.536	-26,1	7,2
-	<i>Revenue from the sales of goods</i>	712.504.155.390	528.000.000.000	565.796.343.273	-20,6	7,2
-	<i>Revenue from investment property business</i>	70.639.448.101	11.860.000.000	11.854.292.328	-83,2	-0,05
-	<i>Revenue from rendering of services</i>	0	-	1.218.867.935	n/a	n/a
2	Gross profit	38.549.877.224	-	8.305.749.640	-78,5	n/a
3	Selling expenses	25.963.378.950	-	5.208.574.200	-79,9	n/a
4	General and administrative expenses	26.293.695.898	-	13.438.132.515	-48,9	n/a
5	Profit before tax	-14.411.657.677	3.260.000.000	-9.884.752.125	31,4	-403,2
6	Profit after tax	-16.033.823.730	2.608.000.000	-9.884.752.125	38,4	-479

In 2025, the Company's business results recorded a significant decline in revenue scale compared to 2024, while also failing to meet its planned profit targets. Specifically:

- Net revenue reached VND 578,8 billion, a decrease of 26,1% compared to 2024, but exceeding the plan by 7,2%. Of which:

- + Revenue from the sales of goods continued to account for the majority (97,7%) amounting to VND 565,7 billion. Although this decreased compared to 2024, it still surpassed the plan by 7,2%. In 2025, trading activities faced numerous challenges such as supply competition and increased transportation and warehousing costs. During the year, the Company mainly traded plastic products; however, profit margins are not high, and extended receivable periods negatively affected the Company's business operations.

- + Revenue from investment property business declined sharply compared to the previous year as the Company's projects were largely completed and handed over by the end of 2024. In 2025, the Company only continued to hand over the remaining



four apartments as planned. In addition, the Company recorded service revenue from leasing car parking spaces within the project.

- Regarding profit, the Company recorded a loss of VND 9,8 billion; although the loss was reduced compared to 2024, it still did not meet the planned target. The main reason was a sharp decline in gross profit margin, which significantly reduced the capacity to cover expenses. Although selling expenses and general and administrative expenses both decreased compared to 2024, the reduction was insufficient to offset the decline in gross profit. In addition, the provision for overdue receivables also had a notable negative impact on the Company's business efficiency.

## 2. *Organization and human resource*

### a) List of the Board of Management:

#### ❖ **Mr Phan Thanh Nam – General Director**

- Year of birth : 1978
- Nationality : Vietnam
- Address : No. 72, neighborhood group Vien 7, Co Nhue Ward, Bac Tu Liem District, Hanoi
- Qualification : Bachelor's degree in application programming
- Work experience :
  - 2007 - 2008 : Area Super - 4 Orange Paint Company
  - 2006 - 2016 : Area Supervisor and Regional Manager - TOA Paint Co., Ltd.
  - 2016 – 2019 : Business Department Manager - KCC Vietnam Co., Ltd.
  - Since 2019 : Member of the BOD cum General Director - Tien Thanh Service and Trading Joint Stock Company.
- Ownership percentage : 0%

#### ❖ **Mr Pham Quang Chien – Deputy general director**

- Year of birth : 1986
- Nationality : Vietnam
- Address : Lam Xuyen 2, Tam Hong, Yen Lac, Vinh Phuc
- Qualification : Civil Engineer
- Work experience :
  - 2009 - 2016 : Team leader - Licogi 13 E&C Joint Stock Company
  - 2016 - 2023 : Director - Nam Hanoi Service and Trading Co., Ltd.
  - Since July 2020 : General Director - Phuong Dong Hoa Binh Investment Joint Stock Company
  - Since October 2020 : Deputy General Director - Tien Thanh Service and Trading Joint Stock Company

- Ownership percentage : 0%

❖ **Mrs Nguyen Thi Hue - Chief Accountant**

- Year of birth : 1984
- Nationality : Vietnam
- Address : CT4 Van Khe Urban Area, La Khe Ward, Ha Dong District, Hanoi
- Qualification : Bachelor of Accounting
- Work experience :
  - 2008 – 2015 : Head of the Accounting and Finance Department - T&T Hung Yen Company
  - 2015 – 2016 : Chief Accountant - Aeolus Phong Thuan Co., Ltd.
  - 2017 – 2018 : Chief Accountant - Aeolus Henan Co., Ltd.
  - 2019 – 2020 : Chief Accountant - Thanh Dong Security Service Jsc.
  - 2021 – 2022 : Accountant - Tien Thanh Service and Trading Jsc.
  - Since April 19, 2022 : Chief Accountant - Tien Thanh Service and Trading Jsc.
  - Since June 1, 2022 : Member of the BOD - Tien Thanh Service and Trading Jsc
- Ownership percentage : 0%
- b) Changes in the Board of Management: None
- c) Number of staffs, brief information and changes on the employee's policies
  - As of December 31, 2025, the total number of managers and employees in Company is 12.

- Salary and bonus policy: The orientation of salaries and bonuses for employees is always aligned with their positions and work performance.

- Human resource development policy: The company always focuses on internal training to enhance professional skills, streamline the organizational structure to increase work efficiency, and to reduce labor costs.

- Insurance policy: The Company contributes to social insurance, health insurance, and unemployment insurance in accordance with current legal regulations.

- Other welfare policy: Employees enjoy benefits such as company trips and tours, and receive support or visits during illness, bereavement, or wedding, ...

### 3. *Investment activities, project implementation*

a) Investments:

No.	Investment	Value (VND)	Note
1	Equity investment in Toan Phat Investment, Production and Trading Co., Ltd.	10.450.000.000	According to the BOD's Resolution No. 07/2023/NQ-HĐQT dated September 27,



			2023
2	Equity investment in Hom Duoi Hydropower Jsc.	29.830.000.000	According to the BOD's Resolution No. 05/2025/NQ-HĐQT/TTH dated July 1, 2025

b) Implementation progress of projects:

- The project of a supermarket, office, and residential complex at plot CT-08C, Viet Hung Urban Area, Duc Giang Ward, Long Bien District: As of April 9, 2026, the project has been 100% handed over to customers. Certificates of ownership have been issued for 196 out of 204 units, with the remaining 8 units pending due to customers not completing payment obligations or not submitting the required documents.

c) Subsidiaries, associated companies: None

#### 4. Financial situation

a) Financial situation

Indicators	Year 2024 (VND)	Year 2025 (VND)	% change
Total assets	645.084.562.080	481.381.429.571	-25,4%
Net revenue	783.143.603.491	578.869.503.536	-26,1%
Profit from business activities	-12.881.375.085	-10.339.847.890	19,7%
Other profits	-1.530.282.592	455.095.765	129,7%
Profit before tax	-14.411.657.677	-9.884.752.125	31,4%
Profit after tax	-16.033.823.730	-9.884.752.125	38,4%
Dividend payout ratio	0	0	-

b) Major financial indicators

Indicators	Year 2024	Year 2025	Notes
<i>1. Solvency ratio</i>			
+ Current ratio: Short term asset/ Short term debt	2,60	5,25	times
+ Quick ratio: <u>Short term asset – Inventories</u> Short term debt	2,57	5,25	times
<i>2. Capital structure ratio</i>			
+ Debt/Total asset ratio	36,43	16,96	%
+ Debt/Owner's equity ratio	57,31	20,43	%
<i>3. Operation capability ratio</i>			
+ Inventory turnover: Cost of goods/ average inventory	25,04	135,4	times
+ Total asset turnover	1,29	1,03	times

Net revenue/ average total asset			
<b>4. Profitability</b>			
+ Profit after tax/ Net revenue ratio	-2,0	-1,7	%
+ Profit after tax/ Owner's equity ratio	-3,9	-2,5	%
+ Profit after tax/ Total asset ratio	-2,5	-2,1	%
+ Profit from business activities/ Net revenue ratio	-1,6	-1,8	%

**5. Shareholders structure, change in the owner's equity**

**a) Shares**

- Total number of floating shares : 37.374.846 shares
- Types : Common stock
- Number of freely transferable shares: 37.374.846 shares
- Number of preferred shares: 0 shares

**b) Shareholder structure (according to the shareholder list as of May 5, 2025)**

No.	Shareholders	Number of shares	Ownership ratio	Number of shareholders	Structure	
					Organization	Individual
	<b>Total</b>	<b>37.374.846</b>	<b>100%</b>	<b>3.570</b>	<b>4</b>	<b>3.566</b>
	In which:					
<b>I</b>	<b>Domestic shareholders</b>	<b>37.259.109</b>	<b>99,7%</b>	<b>3.562</b>	<b>2</b>	<b>3.560</b>
1	State shareholders	0	0	0	0	0
2	Major shareholders owning 5% or more of shares	0	0	0	0	0
3	Other shareholders	37.259.109	99,7%	3.562	10	3.560
<b>II</b>	<b>Foreign shareholders</b>	<b>115.737</b>	<b>0,3%</b>	<b>8</b>	<b>2</b>	<b>6</b>

- The maximum foreign ownership ratio of the Company is 49% (in accordance with Official Letter No. 4564/UBCK-PTTT dated July 29, 2019 issued by the State Securities Commission)

**c) Change in the owner's equity:**

Time	Charter capital before change (VND)	Capital increase amount (VND)	Charter capital after change (VND)	Form of capital increase	Legal basis
Equitization			8.000.000.000		
2008	8.000.000.000	7.000.000.000	15.000.000.000	Issuance to existing shareholders	- Resolution No. 36/2008/NQ-ĐHĐCĐ dated August 12, 2008; - Business registration certificate No. 0103003132, 8 <sup>th</sup> amendment.



2011	15.000.000.000	30.000.000.000	45.000.000.000	Issuance to existing shareholders	- Resolution No. 80/2011/NQ-ĐHĐCĐ dated November 15, 2011; - Business registration certificate No.0100596523, 14 <sup>th</sup> amendment.
2014	45.000.000.000	55.000.000.000	100.000.000.000	Increase from undistributed profit and issuance to existing shareholders	- Resolution No. 43/2014/NQ-ĐHĐCĐ dated September 12, 2014; - Business registration certificate No.0100596523, 19 <sup>th</sup> amendment.
2016	100.000.000.000	29.999.980.000	129.999.980.000	Issuance of shares as dividend to existing shareholders	- Resolution No. 01/2016/NQ-ĐHĐCĐ dated March 29, 2016; - Resolution No. 06/2016/NQ-HĐQT dated November 21, 2016; - Business registration certificate No.0100596523, 22 <sup>nd</sup> amendment.
2017	129.999.980.000	168.999.830.000	298.999.810.000	Issuance through public offering and dividend to existing shareholders	- Resolution No. 01/2017/NQ-ĐHĐCĐ dated April 22, 2017; - Resolution No. 08/2017/NQ-HĐQT dated June 19, 2017; - Public offering registration certificate no. 48/GCN-UBCK dated August 31, 2017 - Official Letter No. 7646/UBCK-QLCB dated November 10, 2017 issued by the SSC regarding the confirmation of issuance result; - Business registration certificate No.0100596523, 24 <sup>th</sup> amendment.
2019	298.999.810.000	74.748.650.000	373.748.460.000	Issuance of shares as dividend to existing shareholders	- Resolution No. 01/2019/NQ-ĐHĐCĐ dated April 23, 2019; - Resolution No. 04/2019/NQ-HĐQT dated July 16, 2019; - Official Letter No. 547/UBCK-QLCB dated September 11, 2019 issued by the SSC regarding the confirmation of the issuance result; - Business registration certificate No.0100596523, 25 <sup>th</sup> amendment.

d) Transaction of treasury stocks: None

e) Other securities: None

## 6. Environment Social-Governance (ESG) Report of the Company

### 6.1. Impact on the environment

Total direct and indirect greenhouse gases (GHG) emission: None

#### 6.2. Management of raw materials

a) The total amount of raw materials used for the manufacture and packaging of the products as well as services of the organization during the year: The company operates in the trading business sector, not as a manufacturing unit, so it mainly imports finished products for trade.

b) The percentage of materials recycled to produce products and services of the organization: None

#### 6.3. Energy consumption:

a) Energy consumption – directly and indirectly: the energy used for the Company's business operations is mainly electricity.

b) Energy savings through initiatives of efficiently using energy: None

c) The report on energy saving initiatives: None.

#### 6.4. Water consumption

a) Water supply and amount of water used: The Company uses clean water supplied by Hanoi city

b) Percentage and total volume of water recycled and reused: Currently, the Company doesn't have system for recycling and reusing waste water.

#### 6.5. Compliance with the law on environmental protection

a) Number of times the Company is fined for failing to comply with laws and regulations on environment: None

b) The total amount to be fined for failing to comply with laws and regulations on environment: None.

#### 6.6. Policies related to employees

a) Number of employees, average wages of workers:

- As of December 31, 2025, the total number of managers and employees in Company is 12.

- Average income: approximately VND 11.000.000 per person per month

b) Labor policies to ensure health, safety and welfare of workers:

The Company always adheres to labor policies in accordance with the Labor Law and Labor Regulations

- Working hours: The Company operates on an 8-hour workday and 5,5 days per week (with afternoons off on Saturdays and full day off on Sundays). When additional tasks arise and there is a need to meet deadlines, employees can register for overtime and will receive appropriate compensation. Employees are entitled to public holidays, sick leave, maternity leave, etc., in accordance with the state's regulations and are granted at least 12 days of annual leave for each year worked at the Company.

- Working conditions: The company provides fully equipped facilities to ensure a conducive working environment for employees.



- Salary and bonus policy: The salary and bonus are paid to employees based on their job positions, seniority, and work performance. Periodic evaluations are conducted to review and adjust salaries as necessary.

- Insurance policy: The company contributes to social insurance, health insurance, and unemployment insurance in accordance with current legal regulations.

- Social welfare policy: All benefits related to sick leave, maternity leave, annual leave, and public holidays are provided fully and in a timely manner in accordance with regulations.

c) Employee training

The staff in charge of departments/sections conduct internal training for the personnel under their management to ensure they are capable of performing their tasks.

6.7. Report on responsibility for local community

The Company creates jobs for employees with a good income. In addition, charitable activities have always been a focus of the Company.

6.8. Report on green capital market activities under the guidance of the SSC: None

### III. Report and assessment of the Board of Management

#### 1. *Assessment of operating results*

In 2025, the Company's business result showed significant fluctuations compared to 2024 and the planned targets. Specifically, the Company exceeded its revenue target but failed to meet its profit target.

- Net revenue reached VND 578,8 billion, a decrease of 26,1% compared to 2024. The decline in revenue the current year was anticipated by the Management Board when preparing the 2025 business plan due to challenges in trading activities, such as supply competition, increased transportation and warehousing costs, and extended receivable collection periods. In addition, the Company's project had largely been handed over in 2024, leading to a sharp decrease in real estate revenue. Nevertheless, the Management Board managed to exceed the planned target by 7,2%.
- For profit, the Company recorded a loss of VND 9,8 billion; although the loss was reduced compared to 2024, it still didn't meet the planned target. The main reason was a sharp decline in gross profit margin, which significantly reduced the capacity to cover expenses. Although selling expenses and general and administrative expenses both decreased compared to 2024, the reduction was insufficient to offset the decline in gross profit. In addition, the provision for overdue receivables also had a notable negative impact on the Company's business efficiency.

Currently, the General Director has been working with partners to accelerate the collection of receivables. As of March 31, 2026, the Company has recovered over VND 14 billion in overdue receivables.

#### 2. *Financial situations*

a) Assets

No.	Indicators	Year 2024 (VND)	Year 2025 (VND)	% change
	<b>Total assets</b>	<b>645.084.562.080</b>	<b>481.381.429.571</b>	<b>-25,4</b>
1	Current assets	611.357.127.191	428.560.495.559	-29,9
1.1	Cash and cash equivalents	14.663.472.499	8.553.930.008	-41,7
1.2	Short-term receivables	587.223.266.377	419.399.027.773	-28,6
-	<i>Short-term trade receivables</i>	<i>611.044.558.083</i>	<i>449.792.077.685</i>	<i>-26,4</i>
-	<i>Short-term prepayments to suppliers</i>	<i>162.000.000</i>	<i>683.903.783</i>	<i>322,2</i>
-	<i>Provision for doubtful debts</i>	<i>-23.983.291.706</i>	<i>-31.076.953.695</i>	<i>-29,6</i>
1.3	Inventories	8.427.768.762	0	n/a
1.4	Other short-term assets	1.042.619.553	607.537.778	-41,7
2	Long-term assets	33.727.434.889	52.820.934.012	56,6
2.1	Other long-term receivables	6.000.000	6.000.000	0
2.2	Fixed assets	23.271.434.889	22.984.934.012	-1,2
2.3	Long-term financial investment	10.450.000.000	29.830.000.000	185,5

- As of December 31, 2025, the total assets of the Company were VND 481,3 billion, a decrease of 25,4% compared to the beginning of the year. The main reason was a reduction in short-term trade receivables.

- In the assets structure, short-term trade receivables accounted for the largest proportion (93,4% of total assets). Of which, overdue receivables from trading customers amounted to nearly VND 72 billion, resulting in the Company having to make provisions of more than VND 31 billion, significantly affecting the Company's business performance in 2025. The Board of Management has worked with partners and is actively pursuing debt collection efforts. As of March 31, 2026, the Company has recovered more than VND 14 billion in overdue receivables.

- Assets efficiency:

+ Total asset turnover = Net revenue/ Average total assets = 1,03

+ Fixed asset turnover = Net revenue/ Average fixed asset = 25,03

+ Inventory turnover = Cost of goods sold/ Average inventory = 135,40

b) Debt payable

No.	Indicators	Year 2024 (VND)	Year 2025 (VND)	% change
	<b>Liabilities</b>	<b>235.013.452.596</b>	<b>81.651.072.212</b>	<b>-65,3</b>
<b>I</b>	<b>Short-term debt</b>	<b>235.013.452.596</b>	<b>81.651.072.212</b>	<b>-65,3</b>
1	Short-term trade payables	209.915.165.543	62.702.231.213	-70,1
2	Short-term advances from customers	0	15.972.311	-98,5
3	Tax and other payables to the State	1.032.627.219	113.747.454	n/a
4	Other short-term payables	21.014.213.202	16.541.866.395	-21,3
5	Bonus and welfare fund	2.281.254.839	2.277.254.839	-0,2
<b>II</b>	<b>Long-term debt</b>	<b>0</b>	<b>0</b>	<b>-</b>



As of December 31, 2025, the Company's liabilities significantly decreased compared to the beginning of the year, from VND 235 billion to VND 81,6 billion, representing a decrease of 65,3%. This fluctuation mainly stems from the Company's efforts to accelerate debt payments to its suppliers.

### 3. *Improvements in organizational structure, policies, and management*

- In 2025, the Company maintained its operational model with the General Meeting of Shareholders, the Board of Directors, and the Board of Management (headed by the General Director). Accordingly, there is an Audit Committee under the Board of Directors.

- The management structure has been streamlined; decentralization and delegation are implemented effectively; departments coordinate and support one another.

### 4. *Development plans in future*

- The business plan for 2026:

No.	Indicators	Actual 2025 (VND)	Plan 2026 (VND)	% change
1	Revenue from sales of goods and rendering of services	578.869.503.536	481.440.000.000	-17%
-	Revenue from sale of goods	565.796.343.273	480.000.000.000	-15%
-	Revenue from rendering of services	1.218.867.935	1.440.000.000	18%
-	Revenue from investment property business	11.854.292.328	0	-
2	Profit before tax	(9.884.752.125)	2.200.000.000	122%
3	Profit after tax	(9.884.752.125)	1.760.000.000	118%

- Management and administration: Strictly implement the resolutions of the GMS and the BOD in 2026; manage and operate the Company's activities in full compliance with applicable laws and regulations.

- Finance and accounting: Accelerate the recovery of overdue receivables; comply with regulations to avoid tax penalties; prepare financial statements for 2026 in accordance with legal requirements.

- Projects and investment: Building on existing experience and management capabilities, the Company is currently exploring several real estate and hydropower projects to identify new investment opportunities.

- Information disclosure: Disclose information in both English and Vietnamese in compliance with regulations.

- Human resources: Enhance training and development programs to improve professional capabilities and create promotion opportunities for employees. Pay attention to employee-related policies to motivate and encourage them to contribute and remain committed to the Company in the long term.

### 5. *Explanation of the Board of Management for auditor's opinions: None*

**6. *Assessment report related to environmental and social responsibilities of the Company:***

a) Assessment concerning the environmental indicators: The Company has efficiently used energy, water, office supplies, etc. It strictly adheres to environmental hygiene practices and properly manages waste disposal in accordance with regulations.

b) Assessment concerning the labor issues: The Management always creates favorable conditions for employees during their time at the company; employee benefits and policies are consistently ensured; opportunities for staff to learn and enhance professional knowledge are provided; and a professional and friendly working environment is guaranteed.

c) Assessment concerning the corporate responsibility for the local community:

- Create jobs and ensure social security for employees working at the Company.
- Raise awareness of environmental protection

**IV. *Assessment of the Board of Directors on the Company's operation***

**1. *Assessment of the Board of Directors on the Company's operation***

- Regarding the implementation of business plan targets: The Company did not achieve the 2025 business plan approved by the General Meeting of Shareholders, and its operations incurred a loss.

- The Company's operations are in accordance with the Business Registration Certificate, complying with legal regulations and the Company's Charter.

- Management: The Board of Directors, the Board of Management, and other managers have worked well together in managing and operating the company. Departments and positions have fulfilled their roles and functions as required. Rewards, penalties, and disciplinary actions for employees are carried out in accordance with regulations, ensuring fairness among workers

- Shareholder relations: The Company has effectively disclosed complete, accurate, and timely information to shareholders, ensuring transparency in all of its operations. During the year, the Company was not subject to any penalties and violations by government authorities.

- Environmental and social responsibilities: The Company has created employment opportunities, ensured a fair and safe working environment, and protected rights and interests of employees; and promoted awareness of saving and environmental protection.

**2. *Assessment of Board of Directors on Board of Management's performance***

**a) *Achievements***

- In 2025, the Board of Management has fully performed its functions and duties in accordance with the law and the Company's Charter; adhered to the resolutions of the GMS and the BOD; maintained regular meetings to ensure timely direction;

- Through meetings of the BOD, the Board of Management reported on the production and business situation and proposed suitable solutions to the BOD to promptly address the company's challenges;



- The financial statements of the Company were completed in accordance with regulations and on time; the 2025 financial statements were fully accepted by the independent auditing company;

- Information disclosure was conducted according to the correct procedures and regulations; the company was not reprimanded or fined by any regulatory authorities.

**b) Outstanding issues:**

- The business plan for 2025 were not fully achieved;
- There has been insufficient direction in debt collection efforts, leading to the emergence of hard-to-collect receivables, which caused the company to make provisions and negatively impacted the company's business results.

**3. Plans and orientations of the Board of Directors**

- Continue to perform its duties and functions in accordance with the provisions of the law and the Company's Charter;

- Hold BOD's meetings in compliance with regulations to discuss and promptly grasp the Company's business activities, thereby making appropriate decisions and directives for the General Director to ensure the fulfillment of contents approved in the GMS' resolutions

- Strengthen the supervision of the activities of the General Director and management personnel to promptly detect, prevent, and handle violations, avoiding any impact on the overall operations of the Company.

**V. Corporate governance**

**1. Board of Directors**

a) Members and structure of the Board of Directors:

No.	Full name	Positions	Ownership percentages of voting shares	Number of positions at other companies
1	Nguyen Thanh Le	Chairman of the BOD	0	0
2	Nguyen Anh Tuan	Independent member of the BOD cum Chairman of the Audit Committee	0,026%	0
3	Nguyen Huu Truong	Non-executive member of the BOD cum member of the Audit Committee	0	1
4	Nguyen Thi Hue	Member of the BOD cum Chief Accountant	0	0
5	Phan Thanh Nam	Member of the BOD cum General Director	0	0

b) Subcommittees of the Board of Directors: Audit Committee (details in Section 2 of Part V)

c) Activities of the Board of Directors:

As the highest governing body, representing the interests of the shareholders, the members of the BOD perform their duties and functions in accordance with the law and the Company's Charter.

In 2025, the BOD held 7 meetings, during which the policies and decisions were in line with the resolutions approved at the Annual General Meeting of Shareholders and other matters within the BOD's authority. All members participated fully, discussed, provided input, and unanimously approved the following items:

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%

d) Activities of the Board of Directors' independent members:

The BOD has 5 members, including one independent member. The independent member of the BOD, who also serves as Chairman of the Audit Committee, strives to fulfill their roles and functions in accordance with the law and the Company's Charter.

In 2025, the independent member of the BOD assessed that all members of the BOD had fulfilled their roles properly, demonstrated high responsibility, and offered timely solutions to assist the General Director in managing the Company. All meetings of the BOD were conducted in accordance with proper procedures; all members of BOD attended the meetings and the meeting contents were carefully discussed to make decisions in line with the resolutions of the GMS and the authority of the BOD.

e) The list of members of BOD possessing certificates on corporate governance. The list of members of BOD participating in corporate governance training programs in the year: None

## 2. Audit Committee

a) Members and structure of the Audit Committee:



No.	Full name	Positions	Ownership percentages of voting shares
1	Nguyen Anh Tuan	Independent member of the BOD cum Chairman of the Audit Committee	0,026%
2	Nguyen Huu Truong	Non-executive member of the BOD cum member of the Audit Committee	0%

b) Activities of the Audit Committee:

The Audit Committee has properly exercised its rights and duties in accordance with the law and the Company's Charter, specifically:

- Monitoring the Board of Management's implementation of the resolutions of the GMS and the BOD in 2025;

- Proposing the selection of the independent auditing company for 2025 and validating the financial statements of the Company in 2025;

- Review transactions with related parties;

- Implementing internal audit, overseeing the internal control system, and managing risks;

- Monitoring the disclosure of information.

In 2025, the Audit Committee held two meetings, with full attendance of members and unanimous approval of all matters discussed during the meetings.

The recommendations of the Audit Committee at the meetings:

- The Board of Management should give decisive guidance in monitoring and urging the recovery of customer receivables.

**3. Transactions, remuneration and benefits of the Board of Directors, Board of Management and Audit Committee**

a) Salary, rewards, remuneration and benefits

- Remuneration of the BOD and Audit Committee for 2025: According to the Resolution of the 2025 Annual General Meeting of Shareholders, the total amount of remuneration paid to the BOD and the Audit Committee for 2025 is 456.000.000 VND.

- Salary of the General Directors: According to salary regulation of the Company.

- Income of the BOD, the Audit Committee, and General Director in 2025 is disclosed in the Notes to the 2025 audited financial statements, as follows:

No.	Full name	Positions	Income
1	Dao Vu Thinh Van	Chairwoman of the BOD (dismissed on June 13, 2025)	49.500.000
2	Nguyen Thanh Le	Chairman of the BOD (appointed on June 13, 2025)	58.500.000
2	Phan Thanh Nam	Member of the BOD cum General Director	349.709.101
3	Nguyen Thi Hue	Member of the BOD cum Chief Accountant	84.000.000

4	Nguyen Huu Truong	Member of the BOD cum Member of the Audit Committee	75.600.000
5	Nguyen Anh Tuan	Member of the BOD cum Chairman of the Audit Committee	75.600.000

b) Share transactions of internal persons and their affiliated persons: None

c) Contracts or transactions with internal persons and their affiliated persons: None

d) Assessing the implementation of regulations on corporate governance:

The Company has applied and complied with the regulations on corporate governance for public companies in accordance with the Law on Enterprises, the Securities Law, the guiding documents of the Securities Law, the Company Charter and the internal regulations on corporate governance.

## VI. Financial statements

### 1. Auditor's opinions

"In our opinion, the financial statement referred to have fairly and reasonably reflected, in all material respects, the financial position of Tien Thanh Service and Trading Joint Stock Company as of December 31, 2025, as well as the results of its operations and cash flows for the financial year ended on the same date, in accordance with accounting standards, the Vietnamese accounting system, and relevant legal regulations regarding the preparation and presentation of financial statements".

### 2. Audited financial statements

The audited financial statements for the year include:

- Report of the Board of Directors;
- Auditor's report;
- Balance sheet as of December 31, 2025;
- Income statement for the year 2025;
- Cash flow statement for the year 2025;
- Notes to the financial statements for the year 2025.

The audited financial statements for the year 2025 have been fully published on the Company's website as in the link: [www.tienthanhjsc.vn](http://www.tienthanhjsc.vn) (Shareholder Relation Section – Financial statements for the year 2025).

#### Recipients:

- SSC, HNX
- For filing.

### CONFIRMATION BY THE COMPANY'S LEGAL REPRESENTATIVE



TỔNG GIÁM ĐỐC  
*Phan Thanh Nam*