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Da Nang, July 16, 2026

REPORT ON CORPORATE GOVERNANCE
(6 months of 2026)

To:- State Securities Commission of Viet Nam;
- Hanoi Stock Exchange.

- Company name : THUAN PHUOC SEAFOODS AND TRADING CORPORATION
- Head office address: No. 02 Bui Quoc Hung Street, Da Nang Fisheries Service Industrial Zone, Son Tra Ward, Da Nang City, Viet Nam.
- Telephone: 0236.3920920 Fax: 0236.3923308 Email: info@thuanphuoc.vn
- Charter capital: VND 216,111,850,000
- Stock code: THP
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director
- Internal audit function: Not implemented

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

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

No.	Resolution No.	Date	Contents
1	Resolution No. 03/NQ-DHĐCĐ	March 28, 2026	1/ Report on production and business results for 2025 and the production and business plan for 2026; 2/ Report on the activities of the Board of Directors in 2025 and the plan for 2026; 3/ Report on the activities of the Supervisory Board in 2025; 4/ Proposal on the selection of the auditing firm for the 2026 financial statements; 5/ Proposal on the audited financial statements for 2025; 6/ Proposal on the profit distribution plan and dividend payment for 2025, and the profit distribution and dividend plan for 2026; 7/ Proposal on remuneration and bonuses for the Board of Directors and the Supervisory Board for 2025 and the plan for 2026; 8/ Approval of the proposal on the plan for company demerger.

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II. BOARD OF DIRECTORS (Semi-annual report) :

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

No.	Member of the Board of Directors	Position (Independent / Non-executive Board Member)	Date of Appointment	Date of Dismissal
1	Mr. Tran Van Linh	Chairman of the Board of Directors (Non-executive Board Member)	03 June 2017	
2	Ms. Nguyen Thi Phi Anh	Member of the Board of Directors	03 June 2017	
3	Ms. Duong Thi Tuyet Hang	Non-executive Board Member	03 June 2017	
4	Ms. Le Thanh Thao	Member of the Board of Directors	03 June 2017	
5	Ms. Le Thi Minh Thao	Member of the Board of Directors	03 June 2017	

2. Meetings of the Board of Directors:

No.	Member of the Board of Directors	Number of Meetings Attended	Attendance Rate	Reason for Non-attendance
1	Mr. Tran Van Linh	05	100%	
2	Ms. Nguyen Thi Phi Anh	05	100%	
3	Ms. Duong Thi Tuyet Hang	05	100%	
4	Ms. Le Thanh Thao	05	100%	
5	Ms. Le Thi Minh Thao	05	100%	

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

In accordance with the Company's Charter and internal regulations on corporate governance, the Board of Directors and the Board of Management have conducted joint meetings to reach a consensus on matters concerning the Company's business and production activities. These include supervising, advising, and providing effective business strategies and solutions for the year, ensuring alignment with the goals set forth in the 2026 General Meeting of Shareholders' Resolution; resolving personnel-related issues; and supervising and directing information disclosure to ensure transparency and timeliness in compliance with current regulations.

Directing the successful organization of the Annual General Meeting of Shareholders, and preparing financial statements in accordance with the law and the Company's Charter.

Supervising the implementation of resolutions issued by the Board of Directors and the General Meeting of Shareholders. Based on this supervision, the Board of Directors has provided timely evaluations and conclusions for the General Director and the Board of Management to execute.

According to the Board of Directors' assessment, the General Director and the Board of Management have actively developed business plans, flexibly adapted and adjusted to market fluctuations, focused on corporate governance, and optimized costs. The General Director and the Board of Management have strictly complied with legal regulations, the Charter, and the operating regulations of the Company, while continuously refining and improving the corporate management system.

4. Activities of the Board of Directors' subcommittees (If any) : None .

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	01/NQ-HĐQT	January 08, 2026	Board of Directors' Resolution on preparations for organizing the 2026 Annual General Meeting of Shareholders	100%
2	04/NQ-HĐQT	April 06, 2026	Resolution on credit granting at Southeast Asia Commercial Joint Stock Bank - Da Nang Branch (SeABank)	100%
3	05/NQ-HĐQT	April 16, 2026	Resolution on the appointment of Deputy General Director, Chief Accountant, and Person in Charge of Corporate Governance cum Company Secretary	100%
4	07/NQ-HĐQT	May 26, 2026	Resolution on approving the loan financing plan at Asia Commercial Joint Stock Bank (ACB)	100%
5	08/NQ-HĐQT	June 27, 2026	Resolution on suspending the implementation of all contents related to the Company demerger plan in the 2026 Annual General Meeting of Shareholders' Resolution	100%

III. SUPERVISORY BOARD (Semi-annual report) :

1. Information on Members of the Supervisory Board :

No.	Member of the Supervisory Board	Position	Date of Appointment	Professional Qualification
1	Mr. Nguyen Van Trung	Head of the Supervisory Board	March 19, 2022	Bachelor of Accounting
2	Mr. Mai Dang Hai	Member of the Supervisory Board	June 03, 2017	Bachelor of Economics
3	Ms. Huynh Thi Nguyet	Member of the Supervisory Board	March 19, 2022	Bachelor of Accounting

2. Meetings of the Supervisory Board :

No.	Member of the Supervisory Board	Number of Meetings Attended	Attendance Rate	Voting Rate	Reasons for absence
1	Mr. Nguyen Van Trung	01	100%	100%	
2	Mr. Mai Dang Hai	01	100%	100%	
3	Ms. Huynh Thi Nguyet	01	100%	100%	

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

By participating in meetings of the Company's management, the Supervisory Board performed its supervisory function over the management and administration activities of the Board of Directors and the Executive Management, as well as the Company's production and business operations, to ensure compliance with the Company Charter, internal corporate governance regulations, and resolutions of the General Meeting of Shareholders.

To perform the above duties, the Supervisory Board held meetings to review quarterly, semi-annual and annual financial statements; proposed the selection of the auditing firm; and performed other duties in accordance with the operating regulations of the Supervisory Board. Accordingly, the Board of Directors and the Executive Management fully complied with the provisions of law in the performance of their management and executive functions and duties.

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

- The Supervisory Board proactively exchanged information and reached consensus with the Board of Directors on contents and plans, carried out supervision, and coordinated with the Executive Management during the supervision process.
- The Executive Management created favorable conditions for the Supervisory Board to collect information and documents relating to the Company's production and business activities.
- The Board of Directors provided the Supervisory Board with all resolutions and decisions of the Board of Directors.
- The Board of Directors, the Executive Management, the Supervisory Board and other managers of the Company maintained close coordination in the management and administration of the Company's production and business activities.

5. Other Activities of the Supervisory Board : None.

IV. EXECUTIVE MANAGEMENT :

No.	Member of Executive Management	Date of Birth	Professional Qualification	Date of Appointment
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1	Ms. Nguyen Thi Phi Anh	05 September 1959	Bachelor of Fisheries Processing Engineering	13 May 2007
2	Ms. Le Thanh Thao	11 December 1985	Master of Development Economics	01 May 2018
3	Ms. Le Thi Minh Thao	26 September 1987	Master of Financial Economics	04 May 2015
4	Mr. Pham Dinh Nguyen	06 December 1978	Bachelor of Chemical – Food Technology Equipment Engineering	01 November 2019
5	Mr. Doan Huu Ly	10 August 1977	Bachelor of Mechanical Engineering	01 September 2024

V. CHIEF ACCOUNTANT :

Full Name	Date of Birth	Professional Qualification	Date of Appointment	Remarks
Ms. Ha Thi Thu Thuy	09 November 1976	Bachelor of Economics – Foreign Trade	18 December 2019	

VI. CORPORATE GOVERNANCE TRAINING : None.

VII. LIST OF RELATED PERSONS OF THE COMPANY AND TRANSACTIONS WITH RELATED PERSONS :

1. The list of affiliated persons of the Company:

No.	Name of Organization / Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID No., Date of Issue, Place of Issue	Head Office Address / Contact Address	Time of Becoming a Related Person	Relationship with the Company
1	Mr. Tran Van Linh	-	Chairman of the Board of Directors (Non-executive Board Member)			03 June 2017	Internal persons and major shareholders
2	Ms. Nguyen Thi Phi Anh	-	Member of the Board of Directors / General Director			03 June 2017	Internal persons and shareholders owning more than 10%
3	Ms. Duong Thi Tuyet Hang	-	Non-executive Board Member			03 June 2017	Internal person

4	Ms. Le Thi Minh Thao	-	Member of the Board of Directors / Deputy General Director			03 June 2017	Internal persons and major shareholders
5	Ms. Le Thanh Thao	-	Member of the Board of Directors / Deputy General Director / Corporate Governance Officer cum Company Secretary			03 June 2017	Internal persons and major shareholders
6	Mr. Pham Dinh Nguyen	-	Deputy General Director			20 December 2019	Internal person
7	Mr. Doan Huu Ly	-	Deputy General Director			01 September 2024	Internal person
8	Ms. Ha Thi Thu Thuy	-	Chief Accountant			08 June 2017	Internal person
9	Mr. Nguyen Van Trung	-	Head of the Supervisory Board			19 March 2022	Internal person
10	Mr. Mai Dang Hai	-	Member of the Supervisory Board			03 June 2017	Internal person
11	Ms. Huynh Thi Nguyet	-	Member of the Supervisory Board			19 March 2022	Internal person

2. Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons, and related persons of internal persons: None
3. Transaction 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 companies in which members of the Board of Directors, members of the Supervisory Board, the General Director, or other managers were founding shareholders or members of the Board of Directors or executive management within the last three (03) years: None.

4.2. Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, the General Director, or other managers are members of the Board of Directors or executive management: None.

4.3. Other transactions that may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, the General Director, or other managers: None.

VIII. Transactions in shares of internal persons and related persons of internal persons (Semi-annual report)

1. List of internal persons and related persons of the Company's internal persons:

No.	Name of Organization / Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID No., Date of Issue, Place of Issue	Head Office Address / Contact Address	Number of Shares Held at the End of the Period	Ownership Ratio at the End of the Period	Remarks
1	Mr. Tran Van Linh	—	Chairman of the Board of Directors			1,551,886	7.18%	Internal person
1.1	Ms. Tran Thi Lang	—	—			0	0.00%	Mother (deceased)
1.2	Mr. Tran Thanh Kim	—	—			0	0%	Father (deceased)
1.3	Ms. Phan Thi My Hoa	—	—			0	0.00%	Wife
1.4	Ms. Tran Nguyen Viet Linh	—	—			0	0%	Daughter
1.5	Ms. Tran Viet Ha Linh	—	—			0	0%	Daughter
1.6	Mr. Tran Phuc Khanh	—	—			0	0%	Son

1.7	Ms. Tran Thuc Quyen	—	—			0	0%	Daughter
2	Ms. Nguyen Thi Phi Anh	—	Member of the Board of Directors / General Director			12,410,380	57.4407%	Internal person
2.1	Mr. Nguyen Con	—	—			0	0%	Father (deceased)
2.2	Ms. Le Thi Dan	—	—			0	0%	Mother (deceased)
2.3	Mr. Le Van Cuong	—	—			247,500	1.14%	Husband
2.4	Ms. Le Thanh Thao	—	Member of the Board of Directors / Deputy General Director / Corporate Governance Officer cum Company Secretary			1,367,620	6.32%	Daughter
2.5	Mr. Nguyen Viet Thuong	—	—			0	0.00%	Son-in-law
2.6	Ms. Le Thi Minh Thao	—	Member of the Board of Directors / Deputy General Director			1,220,940	5.65%	Daughter
2.7	Mr. Doan Doan Hong Son	—	—			0	0.00%	Son-in-law
2.8	Ms. Nguyen Thi Phi Yen	—	—			57,000	0.26%	Elder sister

2.9	Mr. Vo Hong Son	—	—			60,000	0.26%	Brother-in-law
3	Ms. Duong Thi Tuyet Hang	—	Member of the Board of Directors			319,992	1.48%	Internal person
3.1	Mr. Duong Chung	—	—			0	0.00%	Father (deceased)
3.2	Ms. Tran Thi Luan	—	—			0	0.00%	Mother (deceased)
3.3	Mr. Dang Thanh Tu	—	—			0	0.00%	Husband
3.4	Mr. Dang Thanh Trung Hoai	—	—			0	0.00%	Son
3.5	Ms. Dang Thanh Bao Vy	—	—			0	0.00%	Daughter
3.6	Ms. Duong Thi Nga	—	—			0	0.00%	Elder sister
3.7	Ms. Duong Tuyet Ha	—	—			0	0.00%	Younger sister
4	Ms. Le Thi Minh Thao	—	Member of the Board of Directors / Deputy General Director			1,220,940	5.65%	Internal person

4.1	Mr. Le Van Cuong	—	—			247,500	1.14%	Father
4.2	Ms. Nguyen Thi Phi Anh	—	Member of the Board of Directors / General Director			12,410,380	57.4407%	Mother
4.3	Mr. Doan Doan Hong Son	—	—			0	0.00%	Husband
4.4	Ms. Le Thanh Thao	—	Member of the Board of Directors / Deputy General Director / Corporate Governance Officer cum Company Secretary			1,367,620	6.32%	Elder sister
4.5	Mr. Nguyen Viet Thuong	—	—			0	0.00%	Brother-in-law
4.6	Ms. Doan Le Mai Hoang	—	—			0	0%	Daughter
4.7	Ms. Doan Le Mai Khanh	—	—			0	0%	Daughter
5	Ms. Le Thanh Thao	—	Member of the Board of Directors / Deputy General Director / Corporate Governance Officer cum Company Secretary			1,367,620	6.32%	Internal person
5.1	Mr. Le Van Cuong	—	—			247,500	1.14%	Father

5.2	Ms. Nguyen Thi Phi Anh	—	Member of the Board of Directors / General Director			12,410,380	57.4407%	Mother
5.3	Ms. Le Thi Minh Thao	—	—			1,220,940	5.65%	Younger sister
5.4	Mr. Doan Doan Hong Son	—	—			0	0.00%	Brother-in-law
5.5	Mr. Nguyen Viet Thuong	—	—			0	0.00%	Husband
5.6	Mr. Nguyen Viet An	—	—			0	0%	Son
5.7	Mr. Nguyen Viet Duy Khang	—	—			0	0%	Son
6	Mr. Pham Dinh Nguyen	—	Deputy General Director			8,400	0.04%	Internal person
6.1	Ms. Tran Thi Le Quyen	—	—			9,000	0.04%	Wife
6.2	Mr. Pham Tuan Khang	—	—			0	0.00%	Son
6.3	Mr. Pham Ngoc Nam	—	—			0	0.00%	Father

6.4	Ms. Chau Thi Thanh	—	—			0	0.00%	Mother
6.5	Ms. Pham Thi Thuy	—	—			0	0.00%	Younger sister
6.6	Ms. Pham Thi Thuan	—	—			0	0.00%	Younger sister
6.7	Ms. Pham Thi Ha	—	—			0	0.00%	Younger sister
6.8	Mr. Le Hong Gam	—	—			0	0.00%	Brother-in-law
6.9	Mr. Vo Quang Hoa	—	—			0	0.00%	Brother-in-law
7	Mr. Doan Huu Ly	—	Deputy General Director			0	0.00%	Internal person
7.1	Ms. Nguyen Thi Luu	—	—			0	0.00%	Mother
7.2	Ms. Trinh Thi Cuc	—	—			0	0.00%	Wife
7.3	Mr. Doan Vu Tu Anh	—	—			0	0%	Son

7.4	Mr. Doan Huu Nghia	-	-			0	0%	Son
7.5	Mr. Doan Huu Thong	-	-			0	0.00%	Younger brother
7.6	Ms. Doan Thi Hoa	-	-			0	0.00%	Elder sister
7.7	Ms. Doan Thi Thuan	-	-			0	0.00%	Elder sister
8	Ms. Ha Thi Thu Thuy	-	Chief Accountant			4,200	0.02%	Internal person
8.1	Mr. Ha Dinh Khoi	-	-			0	0%	Father (deceased)
8.2	Ms. Tran Thi Hue	-	-			0	0.00%	Mother
8.3	Mr. Ha Dinh Khanh	-	-			0	0.00%	Elder brother
8.4	Ms. Ha Thi Thu Huong	-	-			0	0.00%	Younger sister
8.5	Ms. Ha Thi Cam Tu	-	-			0	0.00%	Younger sister

8.6	Mr. Nguyen Tran Dan	—	—			0	0.00%	Husband
8.7	Ms. Nguyen Thi Hoa My	—	—			0	0.00%	Daughter
8.8	Ms. Nguyen Ha Quy Vy	—	—			0	0%	Daughter
8.9	Ms. Nguyen Thi My Lien	—	—			0	0.00%	Sister-in-law
8.10	Mr. Nguyen Van Dung	—	—			0	0.00%	Brother-in-law
9	Mr. Nguyen Van Trung	—	Head of the Supervisory Board			20,700	0.10%	Internal person
9.1	Mr. Nguyen Tam	—	—			0	0%	Father (deceased)
9.2	Ms. Nguyen Thi Hue	—	—			0	0.00%	Mother
9.3	Ms. Do Thi Nguyet	—	—			44,900	0.21%	Wife
9.4	Mr. Nguyen Trung Kien	—	—			0	0.00%	Son

9.5	Mr. Nguyen Trung Tuan	-	-			0	0.00%	Son
9.6	Ms. Nguyen Thi Dung	-	-			67,710	0.31%	Elder sister
9.7	Ms. Tran Thi Tu	-	-			33,000	0.15%	Elder sister
9.8	Mr. Huynh Van Sau	-	-			28,300	0.13%	Brother-in-law
10	Mr. Mai Dang Hai	-	Member of the Supervisory Board			0	0%	Internal person
10.1	Mr. Mai Dang Ba	-	-			0	0%	Father (deceased)
10.2	Ms. Pham Thi Ho	-	-			0	0%	Mother
10.3	Ms. Dong Thi Thuy Tien	-	-			0	0%	Wife
10.4	Ms. Mai Dong Huyen	-	-			0	0%	Daughter

10.5	Mr. Mai Dang Lam	—	—			0	0%	Elder brother
10.6	Ms. Tran Thi Thu Huong	—	—			0	0%	Sister-in-law
10.7	Ms. Mai Thi Ly	—	—			0	0%	Elder sister
10.8	Ms. Mai Thi Hanh	—	—			0	0%	Elder sister
10.9	Ms. Mai Thi Sau	—	—			0	0%	Elder sister
11	Ms. Huynh Thi Nguyet	—	Member of the Supervisory Board			3,000	0.001%	Internal person
11.1	Mr. Huynh Ba Sung	—	—			0	0.00%	Father-in-law
11.2	Ms. Nguyen Thi Mai	—	—			0	0.00%	Mother-in-law
11.3	Ms. Nguyen Thi Minh	—	—			0	0.00%	Mother

11.4	Mr. Huynh Ngoc Anh	—	—			0	0.00%	Elder brother
11.5	Ms. Huynh Thi Nga	—	—			0	0.00%	Younger sister
11.6	Ms. Nguyen Thi Bich Phuong	—	—			0	0.00%	Sister-in-law
11.7	Mr. Tran Bao Vuong	—	—			0	0.00%	Brother-in-law
11.8	Mr. Huynh Ba Khanh	—	—			3,000	0.001%	Husband
11.9	Ms. Huynh Ngoc Bao Tram	—	—			0	0%	Daughter
11.1	Ms. Huynh Ngoc Bao Chau	—	—			0	0%	Daughter

2. Transactions of internal persons and affiliated persons with shares of the company :

No.	Person conducting the transaction	Relation ship with internal person	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reason for increase/decrease (purchase, sale, conversion, bonus, etc.)
			Number of shares	Ratio	Number of shares	Ratio	
1	Ms. Nguyen Thi Phi Anh – Member of the Board of Directors / General Director	—	12,373,380	57.2556%	12,410,380	57.4407%	To buy more shares to increase ownership rate
2	Mr. Mai Dang Hai - Member of the Supervisory Board		13,600	0.063%	0	0%	To sell shares for personal financial purposes

IX. Other significant issues : none

Recipients:

- As above;
- Members of the Board of Directors;
- Board of Management; Supervisory Board;
- Archived.



CHAIRMAN OF THE BOARD OF DIRECTORS

TRAN VAN LINH

