

No. : 38/CBTT-THP

Da nang, March. 10, 2025

INFORMATION DISCLOSURE

To: - State Securities Commission of Viet Nam
- Ha noi Stock Exchange.

- Name of organization : THUAN PHUOC SEAFOODS AND TRADING CORPORATION
- Address of head office : No. 02 Bui Quoc Hung Street, Da Nang Seafood Service Industrial Park, Tho Quang Ward, Son Tra District, Da Nang City, Vietnam.
- Tel: 0236.3920920 Fax: 0236.3923308
- Email: info@thuanphuoc.vn
- Trading floor: UPCOM.
- Stock code : THP.
- The person who made the information disclosure : Ms Nguyen Thi Phi Anh
- Position : General Director
- Type of information announced:

Abnormal; 24 hours Require Periodic

- Information disclosure content : Annual Report 2024 of Thuan Phuoc Seafoods and Trading Corporation.

This information has been disclosed on the company's website at the link: <http://www.thuanphuoc.vn>. (shareholder relations section)

We commit that the above information is true and are fully responsible before the law for the content of the disclosed information.

THUAN PHUOC SEAFOODS AND TRADING CORPORATION
GENERAL DIRECTOR



Place of receipt :

- As above;
- Board of Directors, Supervisory Board, General Director;
- Save documents.

Attached documents: Annual Report 2024.

THUAN PHUOC SEAFOODS AND
TRADING CORPORATION

No. : 37 /BCTN-THP

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Da nang, March 10, 2025

ANNUAL REPORT 2024

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

I. General information

1. General information

- Trading name : THUAN PHUOC SEAFOODS AND TRADING CORPORATION
- Business Registration Certificate No.: Business Registration Certificate No. 0400100432 issued by the Department of Planning and Investment of Da Nang City for the first time on June 29, 2007, 9th change, October 25, 2024;
- Charter capital : VND 216.111.850.000
- Owner's capital : VND 216.111.850.000
- Address of head office : No. 02 Bui Quoc Hung Street, Da Nang Seafood Service Industrial Park, Tho Quang Ward, Son Tra District, Da Nang City, Vietnam.
- Telephone: 0236.3920920 - Fax: 0236.3923308 - Email: info@thuanphuoc.vn
- Stock symbol : THP

Establishment and development process :

Thuan Phuoc Seafoods and Trading Corporation is one of the leading enterprises in Vietnam specializing in the production and export of frozen seafood products. Over the years, with continuous efforts, the enterprise has grown strongly, contributing significantly to the socio-economic development of Da Nang city. The enterprise's shrimp export market is increasingly expanding to many countries and territories, mainly focusing on the United States, Japan, Korea, countries in the European Union, Canada, Australia,.....

Thuan Phuoc Seafoods and Trading Corporation was established in June 1987 with the predecessor being Frozen Enterprise 32, equitized from a State-owned enterprise in 2007 according to Decision No. 9384/QĐ-UBND dated December 31, 2006 of the People's Committee of Da Nang City "On approving the equitization plan and converting Thuan Phuoc Seafood and Trading Company into a Joint Stock Company". Currently, the Company operates at Da Nang Seafood Service Industrial Park, Tho

Quang Ward, Son Tra District, Da Nang City, Vietnam. The formation and development of the Company is divided into 03 main stages:

↳ Phase 1: From 1987 to 1997

Freezing Enterprise 32, established in 1987 with an initial charter capital of VND 17,000,000 along with some old and outdated machines and equipment. Faced with the difficult situation at that time, the Company found its own way by applying appropriate mechanisms such as supplying materials and goods, mobilizing fishermen to sell raw materials, general trading, buying and selling gold, foreign currency... thereby gradually overcoming difficulties, gradually having capital to maintain production.

During the period from 1988 to 1992, in response to the need to expand and develop production to produce many high-quality products to meet the requirements of market expansion, the Company invested in purchasing additional machines and equipment such as: 02 refrigerated trucks, freezers with a capacity of 1.5 tons/batch, and expanded the factory by 2,000 m² with a total investment of VND 4.7 billion.

After nearly a year of construction, in 1993, the workshop began operating and also at this time, thanks to the investment and open-door policies of the Party and the State, for the first time the Company was allowed to directly export abroad, creating conditions to gradually maintain and develop the market, from reaching 1.5 million USD in 1992 to nearly 3 million USD in 1993.

In 1994, Thuan Phuoc Seafoods and Trading Corporation was established with a business capital of VND 14.3 billion. Since its establishment, the growth rate has continuously increased, from 3 million USD in 1993 to 7.2 million USD in 1997.

↳ Phase 2: From 1998 to 2006:

Due to the requirements of production development and the increasing demands of the market. In 1999, the Company established an investment project to improve the quality of exported aquatic products with a total investment of VND 12 billion to build a factory with an area of 1,000m² and a 200-ton cold storage and install a number of equipment to produce high-end products such as: air freezers, generators, IQF freezing systems... After the project was completed and put into production, the results achieved were extremely positive, from 7.17 million USD in 1999 to 13.44 million USD in 2000.

Although investing in infrastructure, equipment and improving product quality, it was still not enough to meet the consumption demand of the market at that time. Therefore, in 2001, the Company continued to establish an investment project to

expand and improve export capacity with a capacity of 1,200 tons of products/year with a total investment of VND 27 billion and put it into use, increasing the total export value in 2002 to VND 15.67 million.

In 2003, the production and business situation had a big change in scale. On November 22, 2002, the People's Committee of Da Nang City issued Decision No. 120/2002/QD-UBND "On the merger of Da Nang Beer Company into Thuan Phuoc Seafood and Trading Company" to form a large-scale company in the field of export processing and also prepare for the relocation of the factory to the industrial park. To ensure continuous production, the Company initiated an investment project to build a frozen seafood processing factory for export with a design capacity of 6,500 tons of products/year with a total project investment of up to 188 billion VND and put into use in 2006. After the factory went into operation, it was clearly effective, with export turnover increasing from 15.67 million USD in 2002 to 31.6 million USD in 2006.

↳ Phase 3: From 2007 to present:

2007 marked a major turning point for Thuan Phuoc Seafood and Trading Company in equitization and officially named Thuan Phuoc Seafoods and Trading Corporation. In February 2021, the Company inaugurated the An An frozen seafood processing factory for export with a capacity of 4,950 tons of products/year. With the continuous efforts of the enterprise, after more than 35 years of establishment and development, by 2024, the export output reached 12,646 tons of products, the export turnover reached 121.92 million USD, bringing in revenue of VND 3,092 billion, profit before tax reached VND 13.81 billion.

- Other *events* : None.

2. Business lines and locations of the business:

- Business lines :

+ Production and export of frozen seafood products;

+ Aquaculture.

- *Location of business*:

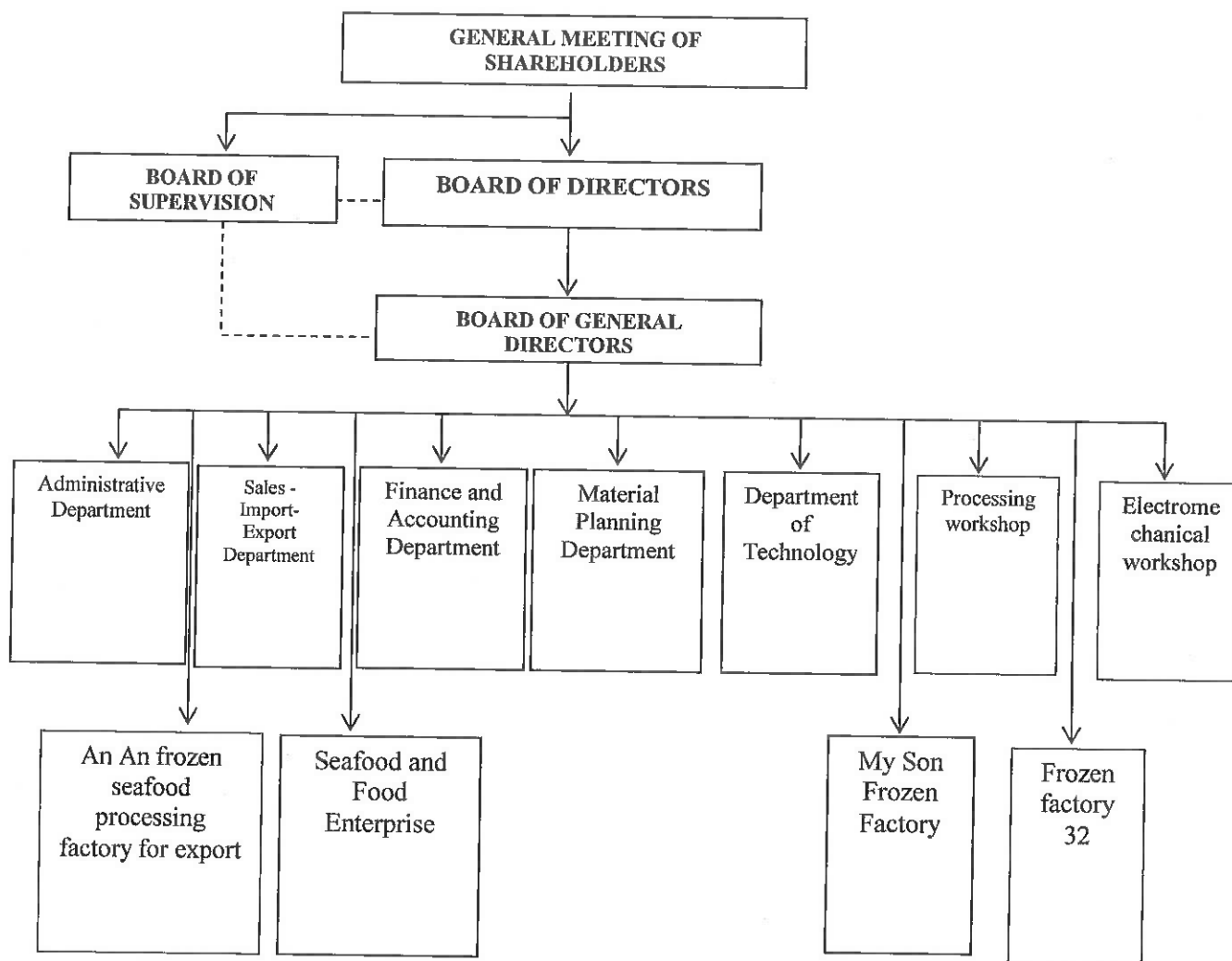
Currently, the company's products are mainly exported to markets such as the US, EU, Japan, Korea and other markets.

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

- *Governance model* : General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.

- *Management structure*.

MANAGEMENT CHART OF THUAN PHUOC SEAFOODS AND TRADING CORPORATION



- Subsidiaries, associated companies:

+ Subsidiaries : none.

4. Development orientations:

- Main objectives of the Company :

Innovate the organizational structure and management mechanism, ensure stability on the basis of innovation with the inheritance of achievements to increase all available production capacity in the Company.

Step by step improve competitiveness and become one of the companies with strengths and full capacity in the field of seafood production and business;

Strive for the Company to become a highly reputable brand in the field of seafood; develop stably, sustainably, have high competitiveness, operate for profit, preserve and develop the invested capital in the Company, solve jobs for employees and accumulate investment for sustainable development.

- *Development strategies in medium and long term.:*

The Board of Directors operates according to practical, specific, effective goals and promotes discipline in management and operation. In regular activities, together with the Executive Board, pay attention to developing new markets, new customers, new products with the goal of having orders, ensuring enough jobs for employees. In the following years, the Board of Directors will directly direct and closely monitor investment activities, strengthen discipline and order in the enterprise, through inspection and supervision, pay attention and promptly resolve difficulties and proposals of the Executive Board in the process of implementing production and business tasks. The Executive Board will adjust the basic construction investment plan in accordance with the provisions of the charter and actual production conditions at the enterprise.

Develop the Company to become a reliable supplier, producer, and exporter of seafood and be among the Top enterprises exporting frozen shrimp seafood.

Strive for sustainable growth in production and business to maximize profits for the Company, for shareholders, improve working conditions and increase income for workers, fully fulfill obligations to the state budget, and develop the company to become stronger and stronger.

Promote specialized training and improve management capacity. Promote the movement to promote initiatives and improve science and technology applied to production practices, focusing on training and developing qualified, high-quality human resources with high industrial style and discipline. Continue to invest in modern specialized equipment with technological innovation. Through investment to access modern means and equipment in the direction of advanced science and technology development, at the same time, train a team of technical staff and skilled workers to meet the development requirements of the Company.

Focus on directing and operating production and business activities economically, effectively and safely

Strictly manage costs, ensure effective use of capital; improve financial capacity, ensure continuous, stable and solid development.

Successfully build corporate culture, actively carry out social security work.

- Sustainable development goals for environment, society and community :

This is also the main goal, as well as the medium and long-term development strategy as mentioned above, contributing to protecting the legitimate and legal rights and interests of employees and shareholders. The company always pays attention to

international standards on quality and environmental management through the application of quality management systems, standards ASC, BSCI, BRC, IFS, BAP, Global GAP, ISO22000 etc. ...; Improving and investing in advanced machinery and equipment, saving fuel and electricity, contributing to reducing greenhouse gas emissions ... As a company specializing in seafood processing and production, the company not only focuses on food safety and hygiene but also puts environmental friendliness first; fully implementing regulations and requirements on environmental impact assessments, investing in a wastewater treatment system with a capacity of 2,000m³/day and night, meeting Vietnam's output standards, contributing to sustainable development.

5. Risks :

5.1. Legal risks:

Legal risks are changes in the system of legal documents that directly or indirectly regulate the company's operations.

To enhance management efficiency as well as create a legal corridor for businesses to grow and develop, the State has issued a series of legal documents to regulate the production and business activities of businesses, in accordance with the development needs of society.

In addition, as a large-scale public company, in addition to the Enterprise Law and related laws, the Company's business activities are also affected by the Securities Law and other legal documents. The law and sub-law documents in the securities field are in the process of being completed, changes in policy can always occur, affecting the management and business activities of the enterprise.

5.2. Specific Risks - Raw Material Risks:

Input materials are a very important factor for businesses operating in the seafood processing industry. In recent years, input materials for the seafood processing industry have always been in a state of shortage, causing input material prices to fluctuate strongly and continuously increase. In addition, poor control of antibiotics, preservation, etc. leads to input materials not ensuring product quality.

5.3. Food safety standards risks

Seafood processing companies must strictly implement food safety standards. Moreover, the export market is a very demanding market, with a trend of trade protection, technical barriers, strict quarantine and frequent issuance of new, more stringent standards on antibiotic residues and food hygiene and safety. This is a big challenge for Vietnamese enterprises. Failure to strictly comply with the food safety standards of importing countries means eliminating oneself from the market.

Aware of the importance of the issue, the Company has developed a quality policy with a commitment to strive to become one of the enterprises processing and exporting safe seafood with good quality and prestige in the international market.

5.4. Risks in human resources :

The shortage of labor, as well as the quality of labor, is a concern for businesses in the seafood industry. Many Vietnamese seafood businesses always have to deal with the shortage of labor almost all year round. The labor force after each holiday, especially the Lunar New Year, decreases sharply. Therefore, businesses have to spend a large amount of money on recruiting and training new workers.

To ensure that the production process is continuous and not interrupted due to the lack of labor, the Company's management has applied a reasonable salary mechanism along with benefits and care for the lives of employees, creating a professional working environment with a good income for employees. Therefore, the Company always has a team of highly qualified workers who are willing to commit to the Company's interests for a long time.

5.5. Export market risks:

These are volatile and unpredictable markets. Regulations on food safety and hygiene, trade barriers, non-tariff barriers such as anti-dumping, anti-subsidy... are factors that can affect the Company's business results.

5.6. Exchange rate risk: For businesses, the erratic and complex fluctuations of exchange rates have a significant impact on business results. For seafood exporting businesses, when the exchange rate increases, revenue and profit also increase and vice versa.

5.7. Risks in consumption markets: The Company's main consumption markets are mainly the EU, US, Japan, and Korea. These are demanding markets with technical standards, quality standards, and food hygiene and safety requirements, thus requiring the Company to constantly update and change processes, technology, and production lines to meet the above requirements and criteria. Otherwise, the Company will face certain risks from the importer, leading to increased costs.

5.8. Competition risks: For the domestic seafood industry, processing and farming enterprises have unsynchronized and scattered investments, unstable products, leading to price competition, pushing up raw material prices and causing a shortage of production materials.

5.9. Input factor risks: The company's main source of raw materials is shrimp, so fluctuations related to this factor have a significant impact on the company's production and business activities due to the quality of breeds, feed, climate change, diseases, etc.

5.10. Risk of stock price fluctuations: The company's shares are registered for trading on the Upcom floor - Hanoi Stock Exchange, which has brought prestige, liquidity,

transparency, contributing to promoting the brand to investors. However, the stock price is determined by many factors regarding the domestic and foreign socio-political economic situation, investor psychology, etc. If there is a change, it will affect the stock price, which will directly affect the brand, value and trust of investors in the company.

5.11. Risks of using borrowed capital

Using borrowed capital in business activities is considered an effective financial leverage for businesses, to increase operating capacity and increase profits. However, businesses with a capital structure that depends heavily on borrowed capital will face certain risks. In conditions of continuously increasing interest rates, it will put pressure on the business's ability to pay. And when the profits earned are not enough to pay off the loans, it can lead the business to the brink of bankruptcy faster.

5.12. Other risks:

Force majeure risks such as war, natural disasters, epidemics, enemy attacks, fires, etc., if they occur, will cause damage to property, people and the general operation of the Company. These are risks that cannot be eliminated but can be minimized. Therefore, the Company regularly grasps information in a timely manner and ensures good implementation of prevention and preparedness when unfavorable situations occur, and at the same time plans to operate work in an optimal way.

II. Operations in the Year

1. Production and business performance situation 2024 :

No.	Item	Unit	Implementation 2023	Implementation 2024	Plan 2024	Implementation 2024/ Implementation 2023 (%)	Implementation 2024/ Plan2024 (%)
1	Total revenue	Billion VND	2,908	3,092	2,460-2,960	106.32	125.69
2	Export turnover	Million USD	122.24	121,920	100-120	99.73	121.92
3	Export output	Tons	12,566	12,646	11,000-12,000	100.63	114.96
4	Profit before tax	Billion VND	19.94	18.31	15-20	91.82	122.06
5	Dividends	%	03	04	1.5 - 03%	133.33	266.66

In the context of the unpredictable political and economic situation in the world, the prolonged conflict between Russia and Ukraine, along with the energy crisis in Europe,

the disruption of global supply chains due to the Red Sea crisis, etc., has significantly impacted the domestic economic situation.

From the above risks, businesses have to face challenges such as currency fluctuations, high input costs, fierce competition from suppliers, inventory pressure, declining consumer demand in the world, etc., which have greatly affected the company's production and business activities. However, with determination, the company's Board of Directors has proposed solutions to promptly resolve difficulties and flexibly respond to each market moment, so in 2024, the company's production and business activities achieved encouraging results.

2. Organization and Human resource:

- List of the Board of Management :

No.	Board of Management	Position	Number of shares owned (as of December 31, 2024)	Ownership ratio (%)
1	Ms. Nguyen Thi Phi Anh	General Director	11.066.070	51,21
2	Ms. Duong Thi Tuyet Hang	Deputy General Director	319.992	1,48
3	Ms. Le Thi Minh Thao	Deputy General Director	1.220.940	5,65
4	Ms. Le Thi Thanh Thao	Deputy General Director	1.367.620	6,33
5	Mr. Doan Huu Ly(*)	Deputy General Director	0	0
6	Mr. Pham Dinh Nguyen	Deputy General Director	8.400	0,04
7	Ms. Ha Thi Thu Thuy	Chief Accountant	4.200	0,02

Note: () Mr. Doan Huu Ly was appointed to the position of Deputy General Director of the company from September 1, 2024.*

Ms. Nguyen Thi Phi Anh - General Director

1. Full name : **Nguyễn Thị Phi Anh**

2. Date of birth: 05/09/1959

3. Nationality: Vietnam

4. Ethnicity: Kinh

5. Professional qualifications/ Degree: Seafood processing engineer/ University

6. Work experience:

Time	Work unit	Position

From 1985 - 1986	Processing Workshop, Technical Manager of Danang Seafood Exploitation and Processing Export Company	Deputy Foreman
From 1986 - 1987	Processing Workshop – Frozen Factory 14	Deputy Foreman
From 1987 - 1993	Frozen factory 32	Foreman
From 1993 - 1995	Frozen factory 32	Deputy Director
From 1995 - 1998	Thuan Phuoc Seafoods and Trading Corporation	Deputy Director
From 1998 - 2002	Thuan Phuoc Seafoods and Trading Corporation	Director
From 2003–06/2007	Frozen Factory 32 belongs to Thuan Phuoc Seafoods and Trading Corporation	Director
From 7/2007 – 02/2013	Thuan Phuoc Seafoods and Trading Corporation.	Vice Chairman of the Board of Directors / Deputy General Director.
	My Son Frozen Factory - under Thuan Phuoc Seafoods and Trading Corporation	Director
From 03/2013- 12/2024	Thuan Phuoc Seafoods and Trading Corporation;	Vice Chairman of the Board of Directors/ General Director.
	My Son Frozen Factory - under Thuan Phuoc Seafoods and Trading Corporation	Director

7. Number and ratio of securities ownership of individuals as of December 31, 2024: 11,066,070 shares, accounting for 51.21% of Charter Capital.

Ms. Duong Thi Tuyet Hang - Deputy General Director

1. Full name: Duong Thi Tuyet Hang
2. Date of birth: 05/09/1959
3. Nationality: Vietnam
4. Ethnicity: Kinh
5. Professional qualifications/ Degree: Food Technology Engineer/ University
6. Work experience:

Time	Work unit	Position
From 1990 – 1992	Frozen factory 32	Seafood product quality control
From 1992 – 1994	Frozen factory 32	Seafood product quality control
From 1994 – 1997	Thuan Phuoc Seafoods and Trading Corporation	Head of seafood processing workshop
From 1997 – 1998	Thuan Phuoc Seafoods and Trading Corporation	Phó quản đốc phân xưởng chế biến
From 1998 – 2007	Thuan Phuoc Seafoods and Trading Corporation	Processing workshop manager
From 2007 – 05/2014	Thuan Phuoc Seafoods and Trading Corporation	Member of Board of

		Directors, Manager of Seafood Processing Workshop
From 06/2014 – 12/2021	Thuan Phuoc Seafoods and Trading Corporation	Member of Board of Directors, Deputy General Director
	An Seafood Company Limited.	Director
From 01/2022– 12/2024	Thuan Phuoc Seafoods and Trading Corporation	Member of Board of Directors, Deputy General Director

7. Number and ratio of securities ownership of individuals as of December 31, 2024: 319,992 shares, accounting for 1.48% of Charter Capital.

Ms. Le Thi Minh Thao – Deputy General Director:

1. Full name: Le Thi Minh Thao
2. Date of birth: September 26, 1987
3. Nationality: Vietnam
4. Ethnicity: Kinh
5. Professional qualifications/ Degree: Master of Finance/ Master's degree
6. Work experience:

Time	Work unit	Position
From 09/1993 – 05/ 2005	- Students in Da Nang	
From 07/2005 -07 /2006	- Studied at Ho Chi Minh City University of Social Sciences and Humanities (valedictorian of university entrance exam)	
From 07/2006 – 07/2010	- Undergraduate studies at National University of Singapore – Honours in Economics (Singapore Government Scholarship)	
From 09/2010- 12/2011	- Master's degree at Cardiff University - UK - majoring in Financial Economics	
From 06/ 2013- 06/ 2015	- Hanoi Open University – Bachelor of Economic Law	
From 01/2012- 07/ 2012	- Working at DKSH Viet nam	
From 07/ 2012-09/2012	Thuan Phuoc Seafoods and Trading Corporation	Assistant Director
From 10/ 2012- 04/2015	Import Export Business Thuan Phuoc Seafoods and Trading Corporation	Head of Department
From 05/ 2015 – 12/2022	Thuan Phuoc Seafoods and Trading Corporation	Member of Board of Directors / Deputy General

		Director
From 05/2015 – 09/2024	Thuan Phuoc Seafoods and Trading Corporation	Member of Board of Directors / Deputy General Director
From 10/2024-12/2024	Thuan Phuoc Seafoods and Trading Corporation Frozen Factory 32 - under Thuan Phuoc Seafoods and Trading Corporation	Member of Board of Directors / Deputy General Director Director

7. Number and ratio of securities ownership of individuals as of December 31, 2024: 1.220.940 shares, accounting for 5.65% of Charter Capital.

Ms. Le Thanh Thao – Deputy General Director :

1. Full name: Le Thanh Thao
2. Date of birth: 11/12/1985
3. Nationality: Vietnam
4. Ethnicity: Kinh
5. Professional qualifications/ Degree : Master of Development Economics/ Master's degree
6. Work experience:

Time	Work unit	Position
From 04/2009-8/2010	Bank of Tokyo-Mitsubishi UFJ, Ho Chi Minh City Branch.	Corporate Clients Department Staff
From 08/2010-11/2012	Asia Commercial Joint Stock Bank, Da Nang Branch	Deputy Head of Corporate Clients
From 11/2001-06/2015	State Capital Investment Corporation, Central Branch	Portfolio Manager.
From 06/2015-04/2018	State Capital Investment Corporation, Central Branch	Project Development Specialist
From 6/2017 - 04/2018	Thuan Phuoc Seafoods and Trading Corporation	Member of the Board of Directors
From 05/2018 –4/2021	Thuan Phuoc Seafoods and Trading Corporation	Member of Board of Directors/ Deputy General Director and Head of Import-Export Business Department

From 05/2021–12/2024	Thuan Phuoc Seafoods and Trading Corporation	Member of Board of Directors / Deputy General Director / Head of Administration and Company Secretary
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7. Number and ratio of securities ownership of individuals as of December 31, 2024: 1,367,620 shares, accounting for 6.33% of Charter Capital.

Mr. Doan Huu Ly – Deputy General Director :

1. Full name: Doan Huu Ly
2. Date of birth: 10/08/1977
3. Nationality: Vietnam
4. Ethnicity: Kinh
5. Professional qualification/ Degree: Mechanical engineer/ University
6. Work history:

Time	Work unit	Position
From 09/2002 - 10/2003	Nam Son Company Limited	Personnel
From 11/2003 – 09/2008	Son Tra Textile Company	Personnel
From 10/2008 – 07/2011	Phong Phu Son Tra Investment Joint Stock Company	Deputy Head
From 08/2011 – 03/2012	Phong Phu Son Tra Investment Joint Stock Company	Acting Department Head
From 04/2012 – 04/2014	Phong Phu Son Tra Investment Joint Stock Company	Workshop Foreman
From 05/2014 – 02/2019	Thuan Phuoc Seafoods and Trading Corporation	Deputy Manager of Electromechanical Workshop
From 03/2019 – 09/2024	Thuan Phuoc Seafoods and Trading Corporation	Manager of Electromechanical Workshop
From 09/2024– 31/12/2024	Thuan Phuoc Seafoods and Trading Corporation	Deputy General Director/Manager of Electromechanical Workshop
	Seafood and Food Enterprise - under Thuan Phuoc Seafoods and Trading Corporation	Director

7. Number and ratio of securities ownership of individuals as of December 31, 2024: 0 shares, accounting for 0% of charter capital.

Mr. Pham Dinh Nguyen – Deputy General Director:

1. Full name: Pham Dinh Nguyen
2. Date of birth: 06/12/1978
3. Nationality: Vietnam
4. Ethnicity: Kinh
5. Professional qualifications/ Degree: Chemical - Food Technology Equipment Engineer/ University
6. Work history:

Time	Work unit	Position
From 2004-07/2007	Thuan Phuoc Seafoods and Trading Corporation	Technical Department staff
From 08/2007 - 10/2018	Thuan Phuoc Seafoods and Trading Corporation	Deputy Technical Manager
From 11/2018 -11/2019	Thuan Phuoc Seafoods and Trading Corporation	Director of An An frozen seafood processing factory for export / Deputy Head of the company's technical department.
From 12/2019-12/2024	Thuan Phuoc Seafoods and Trading Corporation An An export frozen seafoods processing factory under the company.	Deputy General Director Director

7. Number and ratio of securities ownership of individuals as of December 31, 2024: 8,400 shares, accounting for 0.038% of Charter Capital.

Ms. Ha Thi Thu Thuy – Chief Accountant:

1. Full name: Ha Thi Thu Thuy
2. Date of birth: November 9, 1976
3. Nationality: Vietnam
4. Ethnicity: Kinh
5. Professional qualifications/Degree: Bachelor of Economics - Foreign Trade. Danang University of Economics and Business Administration/University
6. Work experience:

Time	Work unit	Position
From 01/2001-03/2006	Thuan Phuoc Seafoods and Trading Corporation	aterial Planning Department Staff

From 4/2006–09/2007	Công ty TNHH Đức Việt	Staff
From 10/2007–10/2013	Thuan Phuoc Seafoods and Trading Corporation	Material Planning Department Staff
From 11/2013–11/2014	Thuan Phuoc Seafoods and Trading Corporation	Import-Export Sales Department Staff
From 12/2014–12/2014	Thuan Phuoc Seafoods and Trading Corporation	Deputy Head of Accounting and Finance Department
From 01/2015 – 08/2017	Thuan Phuoc Seafoods and Trading Corporation	Acting Chief Accountant of Financial Accounting Department
From 9/2017 – 11/2019	Thuan Phuoc Seafoods and Trading Corporation	Deputy Head of Finance and Accounting Department.
From 12/2019 – 04/2020	Thuan Phuoc Seafoods and Trading Corporation	Acting Chief Accountant of Financial Accounting Department
From 05/2020 – 12/2024	Thuan Phuoc Seafoods and Trading Corporation	Chief Accountant

7. Number and ratio of securities ownership of individuals as of December 31, 2024: 4,200 shares, accounting for 0.019% of Charter Capital.

- Changes in the Board of Management : Mr. Doan Huu Ly was appointed to the position of Deputy General Director of the company from September 1, 2024.

- Human resources situation and policies for employees :

Personnel situation as of December 31, 2024:

Items	Number (people)	Density (%)
I. According to labor level	2,419	100.00
1. College or university degree or higher	345	14.26
2. Intermediate Level	81	3.35
3. General labor level	1,993	82.39
II. By type of Labor Contract	2,419	100.00
1. Indefinite term contract	1,085	44.85
2. Contract for a definite term	1,228	50.76

The Company's policies towards employees are applied according to the standards of the Labor Code. The contents expressed in the Company's labor agreement have shown preferential policies for employees, in which policies such as salary, bonus, social insurance, health insurance, labor protection, etc. are well implemented.

+ Recruitment and training policy:

The recruitment process is based on the needs of the departments, the Director approves the recruitment targets and transfers them to the General Administration and Recruitment Department.

Regarding training: in order to improve the professional qualifications and skills of employees, every year, the Company organizes internal training and retraining, and external training when requested by the departments and proposed by the Board of Directors. The Company attaches great importance to the internal promotion policy, training fees are provided according to annual training requirements.

- Working regime:

Employees working at the Company all have labor contracts according to the labor law, and enjoy all benefits and policies according to current regulations of the state.

The Company implements working hours in accordance with the Labor Law. In cases where raw materials are abundant, especially during the season, the Company arranges for employees to work and take compensatory days off on other days.

- Salary, bonus and welfare policy:

The company pays wages based on the salary unit price established by the company, based on the reference salary level of units in the same industry. The company pays wages according to the product contract mechanism and according to the output of products produced. Ensuring fairness and transparency, encouraging employees to stay with the company for a long time. Every year, based on the production and business efficiency, the company organizes to reward employees.

Welfare regime: In order to ensure that employees feel secure in their work and stay with the company for a long time, every year the company organizes tours for employees, organizes entertainment on major holidays, community activities, takes care of the collective kitchen

3. investment activities, project implementation

a) Major investments : none

b) Subsidiaries, associated companies: none

4. Financial situation

a) Financial situation

Unit : VND

<i>Indicators</i>	2024	2023	Compare the year 2024/2023	
			Increase (+), Decrease (-)	
			%	Value
1. Total assets	1,324,915,929,895	1,528,369,369,662	86.8	-200,590,174,218
2. Net sales and service revenue	3,083,431,447,375	2,881,071,755,985	107	202.359.691.390
3. Net profit from business activities	18,883,259,324	19,705,362,473	95.8	-822.103.149
4. Other profits	-571,038,568	242,553,649		
5. Profit before tax	18,312,220,756	19,947,916,122	91.8	-1,635,695,366
6. Profit after tax Corporate income	16,453,994,974	14,204,956,899	112.8	2,249,038,075
7. Basic earnings per share	560	468		

b) *Major financial indicators :*

<i>Indicators</i>	2024	2023
1. Liquidity ratio:		
+ Current ratio (Current assets / Current liabilities)	1.024	1.023
+ Quick ratio (Current assets minus inventories) / Current liabilities)	0.505	0.390
2. Capital structure ratio:		
+ Debt / Total assets ratio (Total liabilities / Total assets)	0.731	0.768
+ Debt / Equity ratio (Total liabilities / Equity)	2.724	3.315
3. Operating capacity ratio		
+ Inventory turnover (Cost of goods sold / Average inventory)	5.167	5.017
+ Net revenue / Total assets	2.327	1.885
4. Profitability ratio		
+ Profit after tax ratio / Net revenue	0.0053	0.0049

+ Profit after tax ratio / Equity	0.0462	0.0401
+ Profit after tax ratio / Total assets	0.0124	0.0093
+ Profit from operating activities ratio / Net revenue	0.0061	0.0068

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

a) Information about Shares:

Charter capital:	VND 216,111,850,000
Volume of issued shares:	21,611,185 shares
Number of outstanding shares:	21,610,785 shares
Treasury shares:	400 shares
Type of shares:	Common shares
Face value of 1 share:	VND 10,000

b) Shareholder Structure Information :

Shareholder structure according to the list finalized on December 23, 2024.

No.	Shareholders	Number of shareholders (person)	Number of shares	Value (VND)	Ownership ratio (%)
I	Ownership ratio structure	425	21,611,185	216,111,850,000	100.00
1	Major shareholder (owning 5% or more)	4	15,206,516	152,065,160,000	70.36
2	Small shareholders (owning less than 5%)	421	6,404,669	64,046,690,000	29.64
II	State shareholders	-	-	-	-
III	Domestic shareholders	423	21,610,685	216,106,850,000	99.9977
1	Individual	422	21,610,285	216,102,850,000	99.9958
2	Organization	01	400	4,000,000	0.0019
IV	Foreign shareholders	02	500	5,000,000	0.0023
1	Individual	01	400	4,000,000	0.0019
2	Organization	01	100	1,000,000	0.0004

	Total II +III+IV	425	21,611,185	216,111,850,000	100.00
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Maximum foreign ownership ratio: 50%

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

Number of Times	Time to complete the issuance	Actual contributed charter capital increased (VND)	Actual contributed charter capital after issuance (VND)	Form of release
Initial			36,000,000,000	Establishment of a joint stock company
First time	05/2008	18,663,000,000	54,663,000,000	Issuing shares to existing shareholders
2nd time	11/2011	17,376,950,000	72,039,950,000	Issuing shares to existing shareholders
3rd time	07/2020	144,071,900,000	216,111,850,000	Issuing to increase share capital from equity sources and offering shares to existing shareholders

d) Transaction of treasury stocks: none

e) Other securities: none

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

6.1. Policies related to environment and society:

In the context of globalization, environmental awareness is increasingly concerned. Therefore, the company always raises awareness of the environmental impact of production and business activities. On the other hand, importers such as the EU, the US, Japan, and Korea all require products to meet environmental criteria. Therefore, in order to survive and develop, the company must pay attention to environmental aspects to significantly reduce the impact on the surrounding environment.

Aware of this issue, the company has proposed measures to protect the environment, specifically:

- Apply a management system to better manage the environment from the stage of receiving raw materials to packaging, preservation and reaching consumers.
- Invest in building a wastewater treatment system with a capacity of 2,000m³/day and night that meets environmental standards.
- Proactively seek clean raw materials that do not use antibiotics in farming. The company has a closed process from farming to processing and exporting. There is a large shrimp farming area in Ben Tre and Hue that is the main source of raw materials to ensure the factory's processing operations.
- The company has a modern production line system, capable of creating clean products that meet specifications.
- Investing in modern machinery not only ensures increased productivity, meeting customers' consumption needs but is also a measure to reduce environmental pollution by saving electricity, water, etc.

6.2. Energy consumption:

- a) Direct and indirect energy consumption: The company buys electricity from EVN electricity company.
- b) Energy saved through energy efficiency initiatives: none.
- c) Reports on energy saving initiatives (providing energy saving products and services or using renewable energy); reports on the results of these initiatives: The company limits the use of equipment operating during peak hours, replacing lighting equipment with energy-saving LED bulbs.

6.3. Water consumption:

- a) The water supply for the Company is provided by the Water Company and uses a part of the underground water exploited by the State.
- b) Percentage and total amount of recycled and reused water: all used water sources are discharged into the centralized wastewater treatment system of the industrial park.

6.4. Compliance with environmental protection laws: The Company always complies with and strictly complies with environmental protection laws, so it does not violate environmental laws.

6.5. Policies related to employees

- a) Number of employees, average salary for employees.
Total number of employees is about 2,419 people, average income of employees is 8,500,000 VND/month; fully implement social insurance regime for employees.
- b) Labor policy to ensure health, safety and welfare of employees.
Caring for the lives, ensuring jobs, health and safety for employees is always identified as the top important factor, directly affecting the sustainable development of the Company. The Board of Directors has proposed and applied many practical and beneficial policies

for employees such as: free meals, support for raising young children, support for rent, gasoline, diligence..., in-kind compensation for workers, investment in purchasing, providing protection for employees to ensure safety in production activities.

c) Employee training activities: The company annually organizes training and retraining for all employees in the company on production processes, occupational safety and hygiene, current policies and laws of the state and the company.

6.6. Reports related to responsibility to the local community.

The company always actively participates in activities, supports, and charities in the localities where the company and branches are located, such as supporting Vietnamese heroic mothers, supporting the fund for the poor, supporting the Agent Orange Fund, etc.

III. Reports and assessments of the Board of Management

1. Evaluate the results of production and business activities:

In 2024, the economic and political situation in many places in the world is still unstable and unpredictable; the increasingly fierce conflict between Russia and Ukraine, along with the armed conflict in the Middle East, has disrupted the supply of goods and the global supply chain... negatively affecting the world economy.

From the above impacts, businesses have to face challenges such as currency fluctuations, high input costs, fierce competition from suppliers, inventory pressure, declining consumer demand in the world... which have greatly affected the company's production and business activities. However, with the determination of the company's Board of Directors, timely solutions have been proposed to overcome difficulties, so in 2024, the company's production and business activities have achieved encouraging results, specifically:

2. Production and business results in 2024:

No.	Item	Unit	Implementation 2023	Implementation 2024	Plan 2024	Implementation 2024/ Implementation 2023 (%)	Implementation 2024/ Plan2024 (%)
1	Total revenue	Billion VND	2,908	3,092	2,460-2,960	106.32	125.69
2	Export turnover	Million USD	122.24	121,920	100-120	99.73	121.92
3	Export output	Tons	12,566	12,646	11,000-12,000	100.63	114.96
4	Profit before tax	Billion VND	19.94	18.31	15-20	91.82	122.06
5	Dividends	%	03	04	1.5 - 03%	133.33	266.66

2. Financial Situation

a) Assets:

The asset situation during the year fluctuated as follows:

Unit : VND

ASSETS	As of December 31, 2024	As of January 1, 2024
A. SHORT-TERM ASSETS	880.684.632.953	1,045,129,291,071
I. Cash and cash equivalents	61.956.297.904	48.966.196.602
1. Cash	61.956.297.904	45.066.196.602
2. Cash equivalents	0	3,900,000,000
II. Short-term financial investments	7,364,167,388	7,160,429,778
1. Trading securities	2,738,174,988	2,580,020,628
2. Provision for devaluation of trading securities	-374,007,600	-419,590,850
3. Investments held to maturity	5,000,000,000	5,000,000,000
III. Short-term receivables	354.311.934.406	328.678.092.681
1. Short-term receivables from customers	328,623.114.839	281.854.536.861
2. Short-term prepayments to suppliers	5,414,969,065	13,799,013,228
3. Other short-term receivables	20,337,795,102	33,088,587,192
4. Short-term provision for doubtful receivables	-64,044,600	-64,044,600
IV. Inventories	446.024.843.982	646.901.965.233
1. Inventories	446.026.629.922	646.981.717.858
2. Provision for devaluation of inventories	-1,785,940	-79,752,625
V. Other short-term assets	11.207.489.273	13,422,606,777
1. Short-term prepaid expenses	640,990,934	1,079,278,249
2. Deductible VAT	10.386.498.339	12,343,328,528
3. Taxes and other receivables from the State	-	-
B. LONG-TERM ASSETS	444.231.296.942	483.240.078.591
I. Long-term receivables	6,413,754,000	6,116,320,000
1. Long-term receivables from customers	-	-
2. Other long-term receivables	6,413,754,000	6,116,320,000
II. Fixed assets	393.708.114.057	432.395.109.979
1. Tangible fixed assets	357.844.978.184	395.541.450.158
Original cost	741.703.733.260	733.853.080.204
Accumulated depreciation	-383,858,755,076	-338.311.630.046
2. Intangible fixed assets	35.863.135.873	36,853,659,821
Original cost	41,680,871,696	41,680,871,696
Accumulated depreciation	-5,817,735,823	-4,827,211,875

IV. Long-term unfinished assets	7,061,756,481	4,693,650,000
1. Long-term unfinished production and business costs	0	0
2. Unfinished capital construction costs	7,061,756,481	4,693,650,000
V. Long-term financial investments	-	-
1. Investments in subsidiaries	-	-
VI. Other long-term assets	37,047,672,404	40,034,998,612
1. Long-term prepaid expenses	37,047,672,404	40,034,998,612
2. Goodwill	0	0
TOTAL ASSETS	1,324,915,929,895	1,528,369,369,662

b) Debt Payable:

Unit : VND

CAPITAL SOURCES	As of December 31, 2024	As of January 1, 2024
C. LIABILITIES	969.166.946.862	1.174.174.989.103
I. Short-term liabilities	859.644.020.310	1,021,388,062,551
1. Short-term trade payables	51,877,575,099	46.745.450.608
2. Short-term advance payments from customers	17,660,583,982	9,797,957,486
3. Taxes and other payables to the State	1,973,068,583	5,730,327,195
4. Payables to employees	40,953,445,258	38,552,098,382
5. Short-term payable expenses	5,447,866,284	6,811,729,255
6. Other short-term payables	5,722,869,985	1,810,617,823
7. Short-term loans and financial leasing debts	723.448.978.286	897.520.651.969
8. Bonus and welfare funds	12,559,632,833	14,419,229,833
II. Long-term liabilities	109.522.926.552	152.786.926.552
2. Long-term loans and financial leasing debts	109.522.926.552	152.796.926.552
D. OWNER'S EQUITY	355.748.983.033	354.194.380.559
I. Owner's equity	355.748.983.033	354.194.380.559
1. Owner's capital	216,111,850,000	216,111,850,000
Common shares with voting rights	216,111,850,000	216,111,550,000

4. Treasury shares	-4,234,000	-4,234,000
5. Development investment fund	127,509,529,059	123,881,807,660
6. Undistributed profit after tax	12,131,837,974	14,204,956,899
Undistributed profit after tax accumulated to previous period	-	-
Undistributed profit after tax of this period	12,131,837,974	14,204,956,899
II. Other sources of funds, funds	-	-
TOTAL CAPITAL SOURCES	1,324,915,929,895	1,528,369,369,662

- Current debt situation, large fluctuations in debts:
- + The company does not have any large debts
- + Overdue debts: none
- Analysis of bad debts, the impact of exchange rate differences on the company's business performance, and the impact of interest rate differences:
- + No bad debts
- + Exchange rates do not fluctuate much on the company's business performance
- + Stable interest rates

3. Improvements in organizational structure, policies, and management:

The organizational structure will not have any major changes in 2024. The Company will always have a core staff team that has been with the Company for a long time.

Always improve the operational efficiency of the Management Board, operate, evaluate and rearrange the organizational structure to suit and improve efficiency in production and business.

Implement many measures and policies to improve and apply new technologies in shrimp farming and processing with the goal of improving productivity, saving costs, ensuring food safety and hygiene, preventing and minimizing diseases, finding and proactively sourcing raw materials.

Focus on training for key staff and improving the skills of the workforce to meet the increasingly high demands of the world market.

Continue to maintain the implementation of quality management certification policies such as BRC, IFS, ASC, BAP, BSCI...

Always make timely adjustments to business strategies and corresponding solutions in the context of a volatile business environment.

4. Future development plan:

In 2025, the world economy continues to face many challenges, unpredictable instability, armed conflicts between Eastern Europe and the Middle East continue, the risk of a trade war between the US and major economies such as China, the EU and geopolitical and economic instability in major European economies... will greatly impact the global economy.

In the country, raw materials are increasingly scarce, labor is in short supply; input costs, prices of supplied goods are increasing, including transportation costs, container rental while selling prices do not increase... have directly affected the production and business activities of the enterprise.

From the above comments, the Board of General Directors carefully considers and sets out the production and business plan for 2025 according to the following main indicators:

- Total revenue	: VND 2,600 – 3,100 Billion
- Export turnover	: 100 – 120 Million USD
- Export output	: 11,500 – 12,700 Tons of Product
- Profit before tax	: VND 15 – 20 Billion
- Dividends	: 0 - 03%
- Average income (26 working days)	: 8,500,000 VND/person/month

5. Explanation of the Board of General Directors for the audit opinion (if any):
none

6. Assessment report related to the company's environmental and social responsibility:

6.1. Assessment related to environmental indicators:

Environmental protection is one of the business development goals, the survival of the business. Therefore, it is necessary to regularly improve and enhance production and business activities, use many measures to effectively limit negative impacts on the environment, classify and treat waste from production activities, invest in modern equipment to reduce fuel consumption, apply environmental regulations and standards to ensure the environment inside and outside the factory in accordance with environmental laws.

6.2. Assessment related to labor issues:

Labor is the person who directly makes the product, uses the machine to create value, helps the machine operate effectively. Therefore, labor productivity depends largely on the labor, so the labor is always cared for and supported by the company in many aspects of spirit as well as material, creating an open working environment. Therefore, over the years, the company has continued to pass the social responsibility assessments of customers who are large distribution systems in the world.

6.3. Assessment related to the enterprise's responsibility to the local community:

The company regularly donates and supports charity programs when launched by local authorities. Although the contribution is limited, it has demonstrated its responsibility to the community, contributing a small part to the construction of the locality where the factory is operating in particular and the country in general to be rich and develop sustainably.

IV. Assessments of the Board of Directors on the Company's operation

1/ Assessment of the Board of Directors on the Company's operations. In 2024, the company faced many difficulties and challenges due to the unstable economic and political situation in the world, which affected the world and domestic economies. However, with the determination of the Board of Directors, they proposed solutions to overcome difficulties, maintaining production activities while ensuring income for employees... so the set targets have achieved encouraging results, specifically :

No.	Item	Unit	Implementation 2023	Implementation 2024	Plan 2024	Implementation 2024/ Implementation 2023 (%)	Implementation 2024/ Plan2024 (%)
1	Total revenue	Billion VND	2,908	3,092	2,460-2,960	106.32	125.69
2	Export turnover	Million USD	122.24	121,920	100-120	99.73	121.92
3	Export output	Tons	12,566	12,646	11,000-12,000	100.63	114.96
4	Profit before tax	Billion VND	19.94	18.31	15-20	91.82	122.06
5	Dividends	%	03	04	1.5 - 03%	133.33	266.66

Aiming to improve product quality and provide quality products to consumers, the company has been gradually improving its production process, renovating and investing in factories, innovating technology, upgrading machinery and equipment to enhance its competitive position with domestic and foreign enterprises in shrimp export. At the same time, taking advantage of the company's existing strengths and advantages to expand the

export market at competitive prices. Thanks to timely orientations and strategies, the company has overcome difficulties and challenges and achieved encouraging results as above.

Social and environmental activities

With the specific industry of seafood processing and aquaculture, the Company is well aware of the need to protect the environment, contributing to the sustainable development of the Company. In the past year, the Company has also fully implemented its commitments and complied with environmental regulations such as: the Company periodically conducts full environmental monitoring of water exploitation, wastewater, discharge, environmental factors on working conditions, etc., training employees on the safe use of chemicals and biological products in shrimp farming, avoiding excess and limiting discharge into the environment. Comply with the payment of environmental protection tax, groundwater exploitation, and wastewater discharge according to legal regulations, etc.

2/ Board of Directors' assessment of the Board of General Directors' performance

In 2024, there were many uncertainties in the world's political and economic situation, negatively affecting the domestic socio-economic situation, but with the determination and efforts of the Board of General Directors, there were timely and flexible solutions to overcome difficulties and challenges. The Board of Directors highly appreciated the Board of General Directors, managers and executives at all levels in the process of implementing the proposed production and business plan, specifically:

The Board of Directors closely coordinated with the Board of General Directors to promptly direct and resolve the proposals and requests of the Company's Board of Directors in production and business activities. Regular and ad hoc meetings are held with the participation of the Board of General Directors to listen to reports and promptly resolve issues arising in production and business activities.

Organize and direct the strict implementation of the Quarterly Financial Report, Semi-annual Financial Report, Annual Financial Report and Annual Report regime. Supervise and direct the implementation of information disclosure with the aim of ensuring transparency and timeliness in accordance with regulations.

Supervise the implementation of the Resolutions of the General Meeting of Shareholders and the resolutions issued by the Board of Directors, inspect the management activities of the Board of General Directors in production and business activities.

3/ Plans and orientations of the Board of Directors

3.1. Plans 2025 :

- Total revenue	: VND 2,600 – 3,100 Billion
- Export turnover	: 100 – 120 Million USD
- Export output	: 11,500 – 12,700 Tons of Product
- Profit before tax	: VND 15 – 20 Billion
- Dividends	: 0 - 03%
- Average income (26 working days)	: 8,500,000 VND/person/month

3.2. Orientation in the coming time:

- Maintain traditional markets, search for and exploit new markets to diversify shrimp consumption markets to increase export turnover.
- Accelerate the improvement of farming processes at farms to achieve productivity and efficiency.
- Research and expand more in-depth products with high added value.
- Improve the working environment, enhance welfare for workers.
- Continue to invest in upgrading machinery, equipment, and factories to improve production capacity, especially the production of value-added products.
- Direct and strengthen inspection and control work to ensure that the Resolutions of the Board of Directors; legal regulations and internal corporate governance regulations are effectively implemented throughout the company.
- Continue to improve the living standards and income of workers, improve the working environment so that the company can increasingly attract more workers.

V. Corporate governance :

1. Board of Directors

1.1 Members and structure of the Board of Directors

Based on the List as of December 31, 2024

No.	Member of the board of directors	Position	Number of shares owned	Ownership ratio
1	Mr Tran Van Linh	Chairman of the Board of Directors	1,551,886	7.18%
2	Ms nguyen Thi Phi Anh	Member of the Board of Directors	11,066,070	51.21%
3	Ms Duong Thi Tuyet Hang	Member of the Board of Directors	319,992	1.48%
4	Ms Le Thanh Thao	Member of the Board of Directors	1,367,620	6.33%

5	Ms Le Thi Minh Thao	Member of the Board of Directors	1,220,940	5,650%
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1.2. The committees of the Board of Directors : none

1.3. Activities of the Board of Directors :

- Board of Directors Meetings :

No.	<i>Board of Directors' members</i>	Number of Board meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Tran Van Linh	19	100%	
2	Ms. Nguyen Thi Phi Anh	19	100%	
3	Ms. Duong Thi Tuyet Hang	19	100%	
4	Ms. Le Thanh Thao	19	100%	
5	Ms. Le Thi Minh Thao	19	100%	

- Activities of the Board of Directors:

Implement in accordance with the provisions of the company's charter, according to the internal regulations on corporate governance. The Board of Directors and the Board of Management have held joint meetings to agree on a number of contents related to the company's production and business situation such as: Supervising, consulting and providing solutions and business strategies for the year to be effective, not deviating from the goals set out in the Resolution of the 2024 General Meeting of Shareholders, resolving issues related to personnel and supervising and directing information disclosure to ensure transparency and timeliness in accordance with current regulations.

Directing the successful organization of the 2024 Annual General Meeting of Shareholders, preparing Quarterly, Semi-annual and Annual Financial Reports in accordance with the provisions of law and the company's charter.

Supervise the implementation of the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors issued on the basis of supervision work, the Board of Directors has timely assessments and conclusions for the General Director and the Board of Directors to implement.

The content of the meetings and resolutions issued are specifically as follows:

No.	Resolution/Decision No.	Date	Content
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01	01 /NQ-HĐQT	03/01/2024	Last registration date to exercise rights and pay advance cash dividends for the first round of 2023
02	02 /NQ-HĐQT	12/01/2024	Preparing to hold the 2024 Annual General Meeting of Shareholders
03	04 /NQ-HĐQT	20/02/2024	Approval of 2024 production and business plan
04	05 /NQ-HĐQT	30/03/2024	Resolution of the 2024 Annual General Meeting of Shareholders
05	06 /NQ-HĐQT	16/04/2024	Mortgage property at VietinBank Da Nang
06	07 /NQ-HĐQT	17/04/2024	Appointment of Deputy General Director, Chief Accountant, Person in charge of administration and Company Secretary
07	08 /NQ-HĐQT	17/04/2024	Appointment of the person in charge of administration and Company Secretary - Le Thanh Thao
08	09 /NQ-HĐQT	21/06/2024	Through the loan plan of Vietcombank Da Nang
09	10 /NQ-HĐQT	05/07/2024	Borrowing from Vietnam International Commercial Joint Stock Bank (VIB) - Da Nang Branch
10	11 /NQ-HĐQT	12/08/2024	Through the loan plan of Vietinbank Da Nang
11	12 /NQ-HĐQT	28/08/2024	Receive transfer of personal cars
12	13 /NQ-HĐQT	30/08/2024	Appointed to the position of Deputy General Director of the Company and Manager of the Electromechanical Workshop
13	14 /NQ-HĐQT	25/09/2024	Receive transfer of personal cars
14	15 /NQ-HĐQT	30/09/2024	Receive transfer of land use rights - Land plot number 1620
15	16 /NQ-HĐQT	30/09/2024	Receive transfer of land use rights - Land plot number 2845
16	17 /NQ-HĐQT	30/09/2024	Receive transfer of land use rights - Land plot number 2864
17	17A /NQ-HĐQT	08/10/2024	Approval of investment policy for investment project in machinery and equipment for production and business activities
18	18 /NQ-HĐQT	23/10/2024	Borrowing capital from Southeast Asia Commercial Joint Stock Bank - Da Nang Branch
19	19 /NQ-HĐQT	23/10/2024	Borrowing from Vietnam Maritime Commercial Joint Stock Bank (MSB) - Da Nang Branch
20	20 /NQ-HĐQT	02/11/2024	Borrowing capital to implement investment projects for machinery and equipment serving production and business activities
21	21 /NQ-HĐQT	07/12/2024	Payment of interim dividend for the first period of 2024 in cash
22	22 /NQ-HĐQT	23/12/2024	Mortgage assets at Danang City Investment and Development Fund
23	23 /NQ-HĐQT	30/12/2024	Personal loan from Ms. Nguyen Thi Phi Anh

1.4. List of Board of Directors members with training certificates and participation in corporate governance programs: none.

2/ Board of Supervisors:

2.1 Members and structure of the Board of Supervisors:

Based on the List as of December 31, 2024 :

No.	<i>Board of Supervisors</i>	Position	Number of shares owned	Ownership Ratio
1	Mr. Nguyen Van Trung	Head of Supervisory Board	20,700	0,095%
2	Mr. Mai Dang Hai	Member	13,600	0,062%
3	Ms. Huynh Thi Nguyet	Member	3,000	0,0001%

2.2 Activities of the Board of Supervisors:

2.2.1. oard of Supervisors Meetings :

No.	<i>Board of Supervisors</i>	Number of meetings attended	Meeting Attendance Rate	Voting Ratio	Reasons for not attending the meeting
1	Mr. Nguyen Van Trung	02	100%	100%	
2	Mr. Mai Dang Hai	02	100%	100%	
3	Ms. Huynh Thi Nguyet	02	100%	100%	

2.2.2. Supervisory activities of the Board of Supervisors over the Board of Directors, Executive Board and shareholders:

Attending meetings of the Company's Board of Directors, the Board of Supervisors performs the function of supervising the management and operation of the Board of Directors, the Board of Directors and the Company's production and business activities in compliance with the charter, internal regulations on corporate governance as well as resolutions of the General Meeting of Shareholders.

To carry out the above tasks, the Board of Supervisors organizes meetings such as: checking quarterly and semi-annual financial reports; proposing the selection of an auditing company and performing other tasks according to the regulations of the Board of Supervisors. Accordingly, the Board of Directors and the Executive Board have fully complied with the provisions of law in operation, functions and tasks as prescribed.

2.2.3. Coordination of activities between the Board of Supervisors and the Board of Directors, the Executive Board and other managers:

- The Board of Supervisors has proactively discussed and agreed with the Board of Directors on the contents, plans, supervision, and coordination with the Executive Board during the supervision process.
- The Executive Board has created favorable conditions for the Board of Supervisors to collect information and documents related to production and business activities.
- The Board of Directors has provided the Board of Supervisors with full resolutions and decisions of the Board of Directors.
- The Board of Directors, the Executive Board, the Board of Supervisors and the company's managers have had a close coordination relationship in the operation and management of production and business activities.

3/ Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors

3.1. Remuneration of the Board of Directors and Board of Supervisors in 2024:

No.	Details	Position	Remuneration (VND)
I	Board of Directors		
1	Mr Tran Van Linh	Chairman of the Board of Directors	-
2	Ms nguyen Thi Phi Anh	Member of the Board of Directors	96,000,000
3	Ms Duong Thi Tuyet Hang	Member of the Board of Directors	96,000,000
4	Ms Le Thanh Thao	Member of the Board of Directors	96,000,000
5	Ms Le Thi Minh Thao	Member of the Board of Directors	96,000,000
	total		384,000,000
II	Board of Supervisors		
1	Mr. Nguyen Van Trung	Head of Supervisory Board	96,000,000
2	Mr. Mai Dang Hai	Member	60,000,000

3	Ms. Huynh Thi Nguyet	Member	60,000,000
	total		216,000,000
	Total (I+II)		600,000,000

3.1. Salary, bonus, and other income of members of the Board of Directors, Board of Management and Board of Supervisors in 2024:

No.	Details	Position	Salary, bonus (VND)
I	Board of Directors and Board of General Directors		
1	Mr Tran Van Linh	Chairman of the Board of Directors	465,736,000
2	Ms nguyen Thi Phi Anh	Member of the Board of Directors/General Director	671,070,000
3	Ms Duong Thi Tuyet Hang	Member of Board of Directors/ Deputy General Director	283,608,000
4	Ms Le Thanh Thao	Member of Board of Directors/ Deputy General Director	330,876,000
5	Ms Le Thi Minh Thao	Member of Board of Directors/ Deputy General Director	361,718,000
6	Mr Pham Dinh Nguyen	Deputy General Director	441,854,000
7	Mr Doan Huu Ly	Deputy General Director	234,841,000
	Total		2,789,703,000
II	Board of Supervisors		
1	Mr. Nguyen Van Trung	Head of Supervisory Board	139,625,000
2	Mr. Mai Dang Hai	Member	213,651,000
3	Ms. Huynh Thi Nguyet	Member	188,636,000
	Total		541,912,000
	Total (I+II)		3,331,615,000

3.2 Share transactions by internal shareholders :

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Le Thanh Thao – Member of Board of Directors / Deputy General Director / Head of Administration and Company Secretary		1,342,220	6.21%	1,367,620	6.32%	Buy more shares
2	Nguyen Thi Phi Anh - Board Member / General Director		10,229,736	47.34%	11,066,070	51.21%	Buy more shares

3.3 Contracts or transactions with internal shareholders:

No.	Name of organization/ individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders	Content, quantity, total value of transaction	Note
1	Nguyen Thi Phi Anh	Board Member / General Director	ID number : 001159044532, Date of issue: September 16, 2022 Place of issue: Department of Administrative Police for Social Order	05 Le Binh, An Hai Bac ward, Son Tra district, Da Nang city.	18/01/2023	02/NQ-HĐQT dated 18/01/2023	THP personal loan. 12,000,000,000 VND	
2	Nguyen Thi Phi Anh	Board Member / General Director	ID number : 001159044532, Date of issue: September 16, 2022 Place of issue: Department of Administrative Police for Social Order	05 Le Binh, An Hai Bac ward, Son Tra district, Da Nang city.	30/12/2024	23/NQ-HĐQT dated 30/12/2024	THP personal loan. 25,000,000,000 VND	
3	Tran Van Linh	Chairman	ID number: 048054005399, Date of issue: March 3, 2022, Place of issue: Department of Administrative Police for Social Order	37 Luong Huu Khanh, Tho Quang ward, Son Tra district, Da Nang city	03/07/2023	12/NQ-HĐQT dated 03/07/2023	THP personal loan. VND 7,000,000,000	
4	Le Thi Minh Thao	Board Member / Deputy General Director	ID number: 048187001473, Date of issue: October 4, 2022, Place of issue: Department of Administrative Police for Social Order	05 Le Binh, An Hai Bac ward, Son Tra district, Da Nang city.	28/12/2023	16/NQ-HĐQT dated 28/12/2023	THP personal loan. VND 10,000,000,000	

5	Le Thanh Thao	Member of Board of Directors / Deputy General Director / Head of Administration and Company Secretary	ID number: 048185006501, Date of issue: July 25, 2022, Place of issue: Department of Administrative Police for Social Order	Group 141, Chinh Gian Ward, Thanh Khe District, Da Nang City	28/12/2023	15/NQ-HĐQT dated 28/12/2023	THP personal loan. VND 15,000,000,000
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3.4 Assessing the Implementation of regulations on corporate governance comply with corporate governance regulations

VI. Financial statements:

1. *Auditor's opinions* : The 2024 financial statements have honestly and reasonably reflected in all material aspects the financial situation of the company as of December 31, 2024 as well as the results of production and business activities and cash flow situation of the fiscal year ending on the same date, in accordance with Vietnamese accounting standards, Vietnamese corporate accounting regime and legal regulations related to the preparation and presentation of financial statements.

2. *Audited financial statements* : The audited financial report for 2024 is posted on the website: www.thuanphuoc.vn under the section "Shareholder Relations/Annual Report", and is disclosed in accordance with the Ministry of Finance's regulations on information disclosure on the stock market.

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CONFIRMATION BY THE COMPANY'S LEGAL REPRESENTATIVE

GENERAL DIRECTOR



NGUYEN THI PHI ANH

Recipients:

- As above;
- Board of Directors, Supervisory Board, General Director;
- Company website;
- File documents.