



**THANH THANH CONG – BIEN HOA
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Tây Ninh, November 13th, 2025

**FY 2024-2025 AUDIT COMMITTEE'S PERFORMANCE REPORT
AND ACTION PLAN OF AUDIT COMMITTEE FOR FY 2025-2026**

To: GENERAL MEETING OF SHAREHOLDERS.

Dear Shareholders,

Dear Annual General Meeting of Shareholders,

Base:

- *Enterprise Law of Socialist Republic of Vietnam No.59/2020/QH14 dated June 17th, 2020;*
- *Law No. 76/2025/QH15 dated June 17th, 2025 amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020*
- *Functions, Roles of Audit Committee prescribed in Company Charter; Regulation of organization and operation of Audit committee;*
- *OECD Principles of Corporate Governance (Organization for Economic Co-operation and Development);*
- *COSO Internal Control Framework 2013;*
- *ERM Framework 2017 & ISO 31000-2018;*

The Audit Committee (AC) submits to the Annual General Meeting of Shareholders (GMS) the report on the AC's activities for the fiscal year 2024–2025 and the orientation for activities in the fiscal year 2025–2026 as follows:

I. OVERVIEW OF THE AUDIT COMMITTEE

1. Functions, responsibilities and powers of the AC

- Monitor the honesty of the Company's financial statements and make official disclosures related to the Company's financial results.
- Direct and supervise the activities of the Company's the Internal Audit Department ; advising the Board of Directors (BOD) on building and developing the Internal Audit Department, including appointment, dismissal, removal of the Chief Internal Auditor, approval of the annual activity plan of the Internal Audit Department, monitoring and reporting to the BOD on the activities and maturity level of the Internal Audit Department.
- Supervise to ensure that the Company and its subsidiaries comply with legal regulations, the requirements of regulatory agencies, and other internal regulations of the Company.
- Monitor and evaluate the Company's internal control and risk management systems.
- Review (through the Internal Audit) transactions with related parties under the approval authority of the BOD or the GMS and make recommendations on transactions requiring BOD or GMS approval.

- Recommend independent audit firms, audit fees, and related contract terms for BOD approval.
- Monitor and evaluate (through the Internal Audit) the independence and objectivity of the audit firm and the effectiveness of the audit process; especially in cases of changing audit firms or audit fees.
- Supervise the Company's Managers and Executives and its subsidiaries in implementing corrective actions for issues reported by Internal Audit.
- Independently supervise and evaluate risk management policies, propose solutions to the BOD for handling risks arising in the Company's operations.
- Have the right to access data related to the financial situation of the Company and its subsidiaries; communicate with the Company's Manager and Executive and its subsidiaries to collect information for AC activities.
- Have the right to use external legal, accounting, and other consulting services when necessary to perform the AC's functions and responsibilities.
- Develop and update the AC's organizational and operational regulations and submit them to the BOD for approval.
- Prepare written reports to the BOD when detecting that managers or executives of the Company or its subsidiaries do not fully perform their responsibilities as prescribed by the Law on Enterprises and the Company Charter
- Other obligations as prescribed by the Company Charter and by law from time to time.

2. Information on the Composition and Personnel Structure of the AC

After the 2023–2024 Annual GMS, the number of AC members decreased from 3 to 2, with personnel changes:

- Dismissal of Ms. Vo Thuy Anh as AC Chairwoman from October 24, 2024.
- Dismissal of Mr. Dao Duy Thi as AC Vice Chairman from October 24, 2024.
- Appointment of Mr. Le Quang Phuc as AC Chairman from November 21, 2024.

The independent BOD members in the AC continue to be maintained at 2 members to ensure compliance with the Company Charter and international corporate governance practices.

2.1. Mr. Le Quang Phuc: Independent BOD Member – AC Chairman

- Appointment to AC and as Chairman: November 2024
- Qualifications: Master of Business Administration
- Professional Experience:
 - Over 25 years of working at large enterprises in the fields of investment, construction, real estate, retail.
 - Over 17 years of management consulting for Vietnamese enterprises.
 - Nearly 20 years as a non-executive/independent BOD member at many listed joint stock companies.

- In-depth understanding of strategy, corporate governance, corporate restructuring, executive management, management systems/policies, human resource management, and finance/investment.

- Shareholding ratio with voting rights: 0.00%

2.2. Ms. VO THUY ANH - Independent BOD Member – AC Chairwoman

- Appointed as AC member: November 2022, and as Chairwoman from October 2023.
- No longer an independent BOD member – AC Chairwoman from October 2024.
- Qualifications: Bachelor of Finance – Accounting.
- Professional Experience: Many years in FMCG, real estate, especially in governance and strategy, and experience in business management.
- Shareholding ratio with voting rights: 0.02%

2.3. Mr. DAO DUY THI: BOD Member – AC Vice Chairman

- Appointed to AC: October 2023
- No longer a BOD member – AC Vice Chairman from October 2024
- Qualifications: Bachelor of Finance and Banking
- Professional Experience: Many years in finance, accounting, auditing; long-time member of CPA Australia and CFA Vietnam
- Shareholding ratio with voting rights: 0.00%

2.4. Mr. TRAN TRONG GIA VINH: Independent BOD Member – AC Member

- Appointed to AC: October 2023
- Qualifications: Bachelor of Business Administration and Master of Economics
- Professional Experience: Many years in human resource management, corporate restructuring, business management and transformation, and business operations.
- Shareholding ratio with voting rights: 0.00%

The AC consists of 2 members:

- AC Chairman – Independent BOD Member – Mr. Le Quang Phuc
- AC Member – Independent BOD Member – Mr. Tran Trong Gia Vinh

II. PERFORMANCE OF DUTIES IN FISCAL YEAR 2024–2025

1. Remuneration , operating expenses and other benefits of the AC

In fiscal year 2024–2025, the AC had no separate remuneration or operating expenses. Remuneration for AC members is only the BOD member remuneration, and operating expenses are included in the BOD's operating expenses as approved by the GMS.

The AC supervises the implementation of Internal Audit operating expenses according to the budget plan approved by the BOD.

2. Summary of AC Activities in Fiscal Year 2024–2025

a. AC Meetings

- In fiscal year 2024–2025, the AC held 8 meetings. Details are as follows:

STT	Meeting Dates	Participants	Discussion	Voting Rate
1	July 12 th , 2024	<ul style="list-style-type: none"> - Ms. Vo Thuy Anh (Chairwoman) - Mr. Tran Trong Gia Vinh (Member) - Mr. Dao Duy Thi (Member) 	Impact/influence and risks of the change of AgriS BOD Chairman due to term expiration.	100%
2	July 24 th , 2024	<ul style="list-style-type: none"> - Ms. Vo Thuy Anh (Chairwoman) - Mr. Tran Trong Gia Vinh (Member) - Mr. Dao Duy Thi (Member) 	<ul style="list-style-type: none"> - Approach and response to audit requests from major shareholders. - Preparation for the 2023–2024 Annual GMS 	100%
3	November 28 th , 2024	<ul style="list-style-type: none"> - Mr. Le Quang Phuc (Chairman) - Mr. Tran Trong Gia Vinh (Member) 	<ul style="list-style-type: none"> - Handover of Internal Audit management between new and former AC Chairmen. - Unification of Internal Audit activities centralized at Holdings. - Implementation of tasks to restructure the AC and Internal Audit model. 	100%
4	December 19 th , 2024	<ul style="list-style-type: none"> - Mr. Le Quang Phuc (Chairman) - Mr. Tran Trong Gia Vinh (Member) 	<ul style="list-style-type: none"> - Unification of Internal Audit plan for the last 6 months of 2024–2025. - Selection of independent audit firm to audit the financial statements for 2024–2025. - Action plan for the last 6 months of 2024–2025. 	100%
5	January 17 th , 2025	<ul style="list-style-type: none"> - Mr. Le Quang Phuc (Chairman) - Mr. Tran Trong Gia Vinh (Member) 	Discussion with Risk Management Committee on supplementing training programs to enhance risk management and internal audit effectiveness at AgriS.	100%
6	February 27 th , 2025	<ul style="list-style-type: none"> - Mr. Le Quang Phuc (Chairman) - Mr. Tran Trong Gia Vinh (Member) 	<ul style="list-style-type: none"> - Supervision of the truthfulness of the semi-annual reviewed financial statements for 2024–2025. - Review of Internal Audit work progress. - Internal Audit plan for March 2025. 	100%
7	April 03 th , 2025	<ul style="list-style-type: none"> - Mr. Le Quang Phuc (Chairman) - Mr. Tran Trong Gia Vinh (Member) 	<ul style="list-style-type: none"> - Communication program on the three lines of defense model with the Risk Management Committee. - Adjustment of AC's organizational and operational regulations. 	100%

STT	Meeting Dates	Participants	Discussion	Voting Rate
			<ul style="list-style-type: none"> - Supervision of the truthfulness of Q3 reviewed financial statements for 2024–2025. - Review of Internal Audit work progress. - Work implementation plan in the fourth quarter. 	
8	May 22 th , 2025	<ul style="list-style-type: none"> - Mr. Le Quang Phuc (Chairman) - Mr. Tran Trong Gia Vinh (Member) 	<ul style="list-style-type: none"> - Review of Internal Audit work progress. - Orientation for the 2025–2026 audit plan. 	100%

b. Key AC Activities in Fiscal Year 2024–2025

- Completed the role of supervising the BOD and Board of Management (“BOM”) in implementing the objectives, resolutions/decisions of the GMS and BOD.
- Completed supervision of the truthfulness of the Company’s financial statements, including quarterly, semi-annual, and annual reviews, and made recommendations (if any) before submission to the BOD for approval and disclosure.
- Completed consultation on the selection of independent audit firms, audit fees, and related contract terms for BOD approval before implementation. Also monitored and evaluated the independence and objectivity of the audit firm and the effectiveness of the audit process at the Company.
- Completed supervision and evaluation of the internal control and risk management systems.
- Gradually improved the activities of Internal Audit.
- Preparing for the implementation of the Internal Audit model for member units.

c. Detailed Results and AC Evaluations

- ***Supervision of Company, BOD, and BOM Activities:***
 - o The AC assesses that the BOD’s corporate governance activities have: (i) complied with current legal regulations, the Company Charter, internal governance regulations, BOD’s organizational and operational regulations, GMS resolutions, and other related governance regulations, and (ii) aligned with the directions and objectives approved by the GMS.
 - o BOD members have professional competence and perform their duties honestly and prudently for the highest benefit of shareholders and the Company.
 - o BOM has managed operations in accordance with the functions, duties, rights, and obligations of each member, in compliance with current legal regulations and internal governance regulations.
 - o BOD resolutions and decisions have been promptly and properly implemented by the BOM. The BOM has also fulfilled all obligations to the state and employee policies.
 - o The AC agrees with the BOD’s corporate governance assessment report and the BOM’s summary report on the Company’s business operations.

- ***Evaluation of Coordination between AC, BOD, BOM, and Shareholders***

- o The AC has established close coordination with the BOD and BOM in performing supervision and internal audit functions.
- o The BOD and BOM have facilitated the AC's performance of its functions and duties; all information and documents related to the Company's operations have been fully provided.
- o The AC has proactively participated directly in BOD meetings and discussions with BOD members and the BOM on areas/work of interest.
- o The AC supervises compliance with laws, the Charter, and internal regulations; promptly provides information to the BOD on potential risks and makes appropriate recommendations.

- ***Evaluation of Transactions with Related Parties***

- o Apart from transactions related to remuneration, salaries, and other benefits as approved by the GMS, under the BOD's authority and other company regulations, the AC notes that in fiscal year 2024–2025, the Company, its subsidiaries, and other companies controlled by the Company (over 50% charter capital) did not incur any other significant transactions with BOD members, the BOM, or related persons.
- o Related companies are all on the list of entities approved by the BOD for contracts or transactions valued at less than 35% of the Company's total assets as per the latest audited financial statements, in accordance with legal regulations. All transactions serve business and financial activities, with no unusual or violations of the Company's regulations and illegal transactions.
- o Details of related party transactions are disclosed in the audited financial statements for 2024–2025.

- ***Appraisal of Financial Statements and Supervision of Information Disclosure***

- o The AC has reviewed and appraised quarterly, semi-annual, and annual financial statements to ensure reliability before disclosure.
- o The Company did not violate information disclosure regulations during the period. Accounting policies and principles remained stable compared to the previous year; no signs of fraud were detected.

- ***Consultation on Selection of Independent Audit Firm and Supervision of Independent Audit Activities***

- o The AC advised the BOD to select Ernst & Young Vietnam Limited (E&Y) as the independent audit firm for the Company's financial statements.
- o E&Y fulfilled its duties as per the contract, ensuring reliability, honesty, and quality of financial reports, compliance with deadlines, professional standards, and good cooperation with AgriS.
- o Based on the independent auditor's report, the AC agrees with the independent auditor's conclusion that the 2024–2025 financial statements are prepared honestly, reasonably, in compliance with accounting standards; there are no material errors or fraud, and no unusual fluctuations in revenue, profit, or assets.

- List of audit firms in the past 5 years:
 - 2020–2021: Ernst & Young Vietnam Limited
 - 2021–2022: Ernst & Young Vietnam Limited
 - 2022–2023: Ernst & Young Vietnam Limited
 - 2023–2024: Ernst & Young Vietnam Limited
 - 2024–2025: Ernst & Young Vietnam Limited

- ***Supervision and Evaluation of Internal Control and Risk Management Systems***

- The AC notes that AgriS's risk management system has been built and operated based on international standards such as ISO 31000:2018 and COSO ERM 2017, and complies with good governance practices from IFC and OECD. This is a solid foundation ensuring comprehensiveness and effectiveness in risk management.
- The AC highly appreciates the BOD's orientation in enhancing risk management capacity for the first line of defense. This not only optimizes resources but also strengthens proactive and flexible risk management, contributing to sustainable growth and preparing for breakthrough development.
- The AC notes four key objectives in AgriS's risk management strategy:
 - *Balance in risk handling strategy* – ensuring harmony between control and risk acceptance.
 - *Creating a risk management mindset and maintaining a risk management culture* – building consistent awareness and behavior throughout the organization.
 - *Integrating risk management into operations* – making risk management an inseparable part of business and operational processes.
 - *Digital orientation in risk management* – applying technology to enhance monitoring and response effectiveness.
- The AC finds that AgriS's risk management system is organized into four layers: Establishment – Assurance – Management – Execution, and operates according to the three lines of defense model, ensuring clear role, responsibility, and control separation between levels and lines.
- The AC highly appreciates AgriS's approach to risk classification into four main groups:
 - Strategic/Financial Risks
 - Operational Risks
 - Compliance Risks
 - Crisis Risks

Each risk group has its own approach, action plan, and appropriate response solutions, optimizing resources and enhancing control.
- The AC notes that the list of key risks has been clearly identified for each fiscal year. This list is continuously updated and monitored, ensuring quick and proactive response to changes; thereby supporting AgriS in achieving sustainable business objectives.
- Evaluation of the Internal Control System:

- The Company has built a strong control environment with leadership principles oriented towards ethical values. This environment is supported by independent supervision and strong commitment from the BOD to a culture of compliance. Maintained with commitment from the BOD and Board of General Director, this control environment encourages creative and pioneering ideas and values contributions from talented staff. Timely reward and motivation policies help retain talent. The control environment ensures independence in the BOD with important contributions from independent members, ensuring objective opinions and decisions, especially in related party transactions.
- The Company implements effective risk prevention measures, especially in activities with high potential losses. Financial and production risk controls are relatively complete and strict.
- Financial, accounting, and cost control processes are strictly implemented, with clear task assignments among departments. Asset inspection, inventory, and data reconciliation are performed on time and according to procedures.
- The Company has built an effective information system, facilitating smooth communication between departments. Reports are prepared fully and transparently as required. The Company's internal information system is also being implemented and improved in stages.
- The Company is strengthening the supervision/control functions of the defense lines, enhancing the supervision capacity of the first and second lines. Functional departments supervise and evaluate internal control activities and report evaluation results to the BOM for timely adjustments.

- ***Direction and Supervision of Internal Audit Activities:***

- The AC assesses that Internal Audit activities in 2024–2025 were carried out according to the BOD's orientations and plans. Internal Audit activities have been adjusted in roles and functions, transformed the operating model, and streamlined the apparatus. Accordingly, Internal Audit is identified as the third line of defense in AgriS's risk management system and is completely independent from the second line.
- The AC directed Internal Audit to rebuild documents, recruit personnel, and develop audit plans suitable for the new operating model. At the same time, a communication program was organized to inform all units about the three lines of defense model, clarify the role of the third line, and enhance the effectiveness of coordination among the three lines.
- The AC directed Internal Audit to conduct three audits at member units, focusing on issues related to strategic, operational, and compliance risks.
- The AC finds that the approach and audit procedures of the Internal Audit are consistent with international best practices and comply with current legal regulations. The audit plan is developed based on the assessment of key risks in business operations, with consultation from the BOM and the Risk Management Committee before submission to the BOD for approval. The Internal Audit has completed the audit plan on schedule. Based on the audit results, the Internal Audit's recommendations have been received and corrective actions implemented by relevant units; critical issues have been directed and monitored by the BOM.

- o Internal Audit activities not only provide independent assessments but also propose measures to improve the internal control and risk management systems, helping the Company effectively prevent and detect risks through audit reports.

III. OPERATIONAL PLAN FOR FISCAL YEAR 2025–2026

In the fiscal year 2025–2026, in addition to the activities as prescribed by the functions and duties of the AC, the AC will continue to focus on the following key tasks:

- ***Building a solid foundation for internal audit***

- o Develop the Internal Audit Development Strategy for the period 2026–2030 in alignment with the Company’s overall development strategy, including directions for operations and human resources.
- o Complete the policy framework and procedures for Internal Audit. Coordinate with the Risk Management Committee and the BOM to establish mechanisms for interaction among the three lines of defense.
- o Develop the operating model for the Center and the Internal Audit model for member units planning for IPO, integrating digital transformation.
- o Participate in the development of the BOD’ supervision regulations, led by the Sustainable Development Committee.
- o Research and apply technological solutions for evaluating, executing, and storing audit information, avoiding manual calculations.

- ***Implementing the audit plan and enhancing professional capacity***

- o Monitor and direct Internal Audit to carry out audits according to the Internal Audit Plan approved by the BOD.
- o Communicate about the three lines of defense model, coordinate and support the First and Second Lines.
- o Develop advanced training materials, including training and guidance for guest auditors.
- o Build a network for consulting and professional support.
- o Research and develop audit tools and methodologies.

On behalf of the AC, I sincerely thank our valued shareholders for your trust. We are committed to continuing to work with the highest sense of responsibility, contributing to the sustainable development of the Company.

Wishing the Annual General Meeting of Shareholders great success.

Respectfully,

ON BEHALF OF THE AC

CHAIRMAN

LE QUANG PHUC