

REPORT ON COMPANY GOVERNANCE
(First 6 months of 2025)

Respectfully addressed to:

- State Securities Commission of Vietnam
- Hanoi Stock Exchange

- Company name: Thien Quang Group Joint Stock Company
- Head office address: Trung Trac Commune, Van Lam District, Hung Yen Province
- Tel.: 0321.3997185 Fax: 0321.3980908
- Charter capital: VND 318,433,050,000 (In words: Three hundred eighteen billion four hundred thirty-three million zero hundred fifty thousand Vietnamese dong).
- Stock code: ITQ
- Exchange: HNX
- Company governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director

Regarding the implementation of internal audit function: Not yet implemented.

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS:

NO.	RESOLUTION NO.	DATE OF RESOLUTION	CONTENT
1	Resolution of the 2025 Annual General Meeting of Shareholders	Jun 21, 2025	<ol style="list-style-type: none">1. Approval of the Board of Management's Report on the results of production and business activities in 2024 and the production and business plan for 2025.2. Approval of the Board of Directors' Report on the Board of Directors' management and performance in 2024 and the plan for 2025;3. Approval of the Board of Supervisors' Report in 2024 and the plan for 2025;4. Approval of the Audited Financial Statements Submission in 20245. Approval of the Submission on the selection of an auditor for the Financial Statements in 20256. Approval of the Submission on the remuneration of the Board of Directors and the Board of Supervisors;7. Approval of the Proposal on profit distribution for 2024 and dividend distribution plan for 2025;8. Approval of the report on the election of members of the Board of Directors and Supervisory Board for the 2025 - 2030 term9. Approval of the election regulations and list of

			candidates for election to the Board of Directors and Supervisory Board for the 2025-2030 term 10. Approving the results of the election of members of the Board of Directors and Supervisory Board for the 2025 - 2030 term
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II. ACTIVITIES OF THE BOARD OF DIRECTORS:

1. Information about Board of Directors (BOD) members:

NO	MEMBERS OF THE BOARD OF DIRECTORS	POSITION	Date of commencement / Cessation of membership of the Board of Directors / Independent Board of Directors	
			Date of appointment	Date of dismission
1	MR. NGUYEN VAN QUANG	CHAIRMAN OF THE BOARD OF DIRECTORS	Jun 21,2025	-
2	MR. PHAM BAO DUONG	MEMBER OF THE BOARD OF DIRECTORS	Jun 21,2025	-
3	MR. LE QUYET TIEN	MEMBER OF THE BOARD OF DIRECTORS	Jun 21,2025	-

Board of Directors Meetings

First 6 months of 2025 the Board of Directors held 3 meetings.

No	MEMBERS OF THE BOARD OF DIRECTORS	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	MR. NGUYEN VAN QUANG	03/03	100%	
2	MR. PHAM BAO DUONG	03/03	100%	
3	MR. LE QUYET TIEN	03/03	100%	

Supervisory activities of the Board of Directors towards the Board of Management

In the past 6 months, the Board of Directors has regularly supervised the activities of the Board of Management and managers in implementing the assigned tasks and objectives through regular meetings held during the year. The members of the Board of Management are all qualified, capable and qualified, fully trained in their expertise, knowledgeable in their assigned fields and have many years of experience in management.

Overall in the first 6 months of 2025, the Board of Management of the Company has strived to complete all operational tasks of the Company as well as implement the policies of the Board of Directors according to the issued Resolution, in accordance with the regulations of the Company and the Law.

2. Activities of the subcommittees under the Board of Directors:

None.

3. Resolutions /Decisions of the Board of Directors:

No	Resolution/ Decision No.	Date of Resolution/ Decision	Content	Approval rate
1.	2106/2025/NQ-HĐQT	Jun 21,2025	Resolution of the 2025 Annual General Meeting of Shareholders	100%
2.	1407/2025/NQ-HĐQT	July 14,2025	Selection of an auditor for the Financial Statements in 2025	100%
3.	2507/2025/ NQ-HĐQT	July 25,2025	Report on production and business results for the first 6 months of 2025, plan for the third quarter of 2025	100%

III. BOARD OF SUPERVISORS

1. Information about Board of Supervisors (BOS) members:

No	Members Board of Supervisors	Position	Date of commencement as a member of the Board of Supervisors	Professional qualifications
1	Mr. Dang Ngoc Phan	Head of the Board of Supervisors	Jun 21,2025	Bachelor of Economics
2	Mrs. Nguyen Thi Cao Lien	Supervisors	Jun 21,2025	Bachelor of Economics
3	Mrs. Cao Thi Huyen	Supervisors	Jun 21,2025	Bachelor of Economics

2. Board of Supervisors Meetings

No	Members Board of Supervisors	Number the meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Mr. Dang Ngoc Phan	01/01	100%	100%	
2	Mrs. Nguyen Thi Cao Lien	01/01	100%	100%	
3	Mrs. Cao Thi Huyen	01/01	100%	100%	

3. Supervisory activities of the Board of Supervisors towards the Board of Directors, Board of Management and shareholders

❖ *Supervisory activities towards the Board of Directors*

The Board of Directors has implemented the Resolution of the General Meeting of Shareholders passed at the Annual General Meeting of Shareholders, the Board of Directors held quarterly meetings to resolve issues under the authority of the Board of Directors in accordance with the provisions of law and the Resolution of the General Meeting of Shareholders.

The Resolution of the Board of Directors in the first 6 months of 2025 focused on directing the implementation of the Company's production and business plan.

The meeting format, content, meeting minutes, Resolutions, Decisions and documents of the Board of Directors are in accordance with the Law on Enterprises and the Company's Charter..

❖ ***Supervisory activities towards the Board of Management***

❖ The Board of Directors has complied with the provisions of law in management and operation as well as in transactions according to the provisions of the Company Charter and the Resolutions of the General Meeting of Shareholders to achieve the set goals and strategies, ensuring the interests of shareholders.

❖ ***Supervisory activities towards shareholders***

The company has done a good job of disclosing information in accordance with current regulations, promptly and accurately

4. The coordination of activities between the Board of Supervisors and the Board of Directors, Board of Management and other managers

With a sense of responsibility, constructiveness and cooperation during the operations, the Board of Supervisors always coordinates, exchanges and frankly contributes opinions to the Board of Directors and the Board of Management in meetings, Resolutions and Decisions of the Board of Directors and the Board of Management in accordance with the Board of Directors' goals and policies and regulations.

The Board of Supervisors has been provided with full information on the decisions of the Board of Directors and the Board of Management, and has received favorable conditions from the Company's departments in providing documents and records to serve the inspection and control work.

5. Other activities of the Board of Supervisors

None.

IV. EXECUTIVE BOARD

No.	Members of the Executive Board	Date of birth	Professional qualifications	Date of appointment of Executive Board members
1	Mr. Pham Quang Trung (General Director)	December 17, 1983	Bachelor of Economics	April 28, 2020
2	Mrs. Nguyen Dieu Linh (Deputy General Director)	September 13, 1979	Bachelor of Economics	April 28, 2020
3	Mr. Hoang Anh Son (Deputy General Director)	August 26, 1977	Bachelor of Economics	April 28, 2020

V. CHIEF ACCOUNTANT

Full name	Date of birth	Professional qualifications	Date of appointment
Mrs. Phan Thi Hoai Thuong (Chief Accountant)	January 01, 1982	Bachelor of Economics	April 28, 2020

VI. COMPANY MANAGEMENT TRAINING

The company continues to create all conditions for staff to participate in training to improve their knowledge of corporate governance organized by competent authorities.

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

- List of related persons of the company: *attached Appendix 01.*
- Transactions between the company and related persons of the company; or between the company

- and major shareholders, insiders, related persons of insiders: None
3. Transactions between company insiders, related parties of insiders and subsidiary company, companies under the management of the company: None.
 4. Transactions between the company and other parties: None.
 - 4.1. Transactions between the company and companies in which members of the Board of Directors, members of the Board of Supervisors, Directors and other managers have been and are founding members or members of the Board of Directors, Chief Executive Officer within the past three (03) years (as of the time of reporting): None.
 - 4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, Directors and other managers are members of the Board of Directors or Chief Executive Officer: None.
 - 4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, Directors and other managers: None.

VIII. TRADING IN SHARES OF INSIDERS AND RELATED PERSONS OF INSIDERS:

1. List of insiders and related persons of insiders: *attached Appendix 03.*
2. Transactions of insiders and related persons on shares of the Company: *attached Appendix 04.*

IX. OTHER CONSIDERATIONS: None.

CHAIRMAN OF THE BOARD OF DIRECTORS



Nguyen Van Quang

APPENDIX 01: LIST OF RELATED PERSONS OF THE COMPANY

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Certificate Number *, Date of issue, Place of issue	Head office address/Contact address	Date of commencement as a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
I									
BOARD OF DIRECTORS									
1	Mr. Nguyen Van Quang		Chairman of the Board of Directors			June 21, 2025	-		Insider
-	Related persons (Presented in Appendix 03)								Related person
2	Mr. Pham Bao Duong		Member of the Board of Directors			June 21, 2025	-		Insider, Company Manager
-	Related persons (Presented in Appendix 03)								Related person
3	Mr. Le Quyet Tien		Member of the Board of Directors			June 21, 2025	-		Insider, Company Manager
-	Related persons (Presented in Appendix 03)								Related person
II									
BOARD OF SUPERVISORS									

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Certificate Number *, Date of issue, Place of issue	Head office address/ Contact address	Date of commencement as a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
1	Mr. Dang Ngoc Phan		Head of the Board of Supervisors			June 21, 2025	-		Insider
-	Related persons (Presented in Appendix 03)								Related person
2	Mrs. Cao Thi Huyen		Supervisor			June 21, 2025	-		Insider
-	Related persons (Presented in Appendix 03)								Related person
3	Mrs. Nguyen Thi Cao Lien		Supervisor			June 21, 2025	-		Insider
-	Related persons (Presented in Appendix 03)								Related person
III	EXECUTIVE BOARD								

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Certificate Number *, Date of issue, Place of issue	Head office address/ Contact address	Date of commencement as a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
1	Mr. Pham Quang Trung		General Director			April 28, 2020			Insider
-	Related persons (Presented in Appendix 03)								Related person
2	Mrs. Nguyen Dieu Linh		Deputy General Director			April 28, 2020			Insider
-	Related persons (Presented in Appendix 03)								Related person
3	Mr. Hoang Anh Son		Deputy General Director			April 28, 2020			Insider
-	Related persons (Presented in Appendix 03)								Related person

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Certificate Number #, Date of issue, Place of issue	Head office address/ Contact address	Date of commencement as a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
4	Mrs. Phan Thi Hoai Thuong		Chief Accountant			April 28, 2020	-		Insider
-	Related persons (Presented in Appendix 03)								Related person
IV		PARENT COMPANY, SUBSIDIARY COMPANY							
V									
		INDIVIDUALS/ORGANIZATIONS HOLDING MORE THAN 10% OF THE COMPANY'S CHARTER CAPITAL							

APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND RELATED PERSONS OF THE COMPANY OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND RELATED PERSONS OF INSIDERS

No.	Name of organization/ individual	Relationship with the Company	Owner's Certificate Number *, Date of issue, Place of issue	Head office address/Contact address	Time of transaction with the Company	Resolution/Decision number approved by the General Meeting of Shareholders/Board of Directors (if any), date of issue	Content, quantity, total transaction value	Note
	0							

APPENDIX 03: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
I	BOARD OF DIRECTORS									
I	Mr. Nguyen Van Quang		Chairman of the Board of Directors					2,787,865	8.75%	
1.1	Related organizations: (None)									
1.2	Related persons:									
-	Nguyen Van Kha		None					0	0	Father

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Nguyen Dieu Linh		Deputy General Manager					29,580	0.09%	Wife
-	Nguyen Linh Nhi		None					0	0	Daughter
-	Nguyen Nhat Quang Minh		None					0	0	Son
-	Nguyen Nhat Binh Minh		None					0	0	Son
-	Nguyen Van Kha		None					0	0	Elder brother
-	Nguyen Thi Hang		None					80	0	Elder sister
-	Nguyen Thi Thu Ha		None					0	0	Younger sister
-	Nguyen Thi Nguyen		None					0	0	Younger sister

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Nguyen Van Dung		None					0	0	Father-in-law
-	Nguyen Thi Thoa		None					0	0	Mother-in-law
2	Mr. Pham Bao Duong		Member of the Board of Directors					0	0	
2.1	Related organizations: (None)									
2.2	Related persons:									
-	Pham Thi Hoai Giang		None					0	0	Wife
-	Pham Bao Minh		None					0	0	Son
-	Pham Bao Vy		None					0	0	Daughter
-	Pham Bao Minh Khoi		None					0	0	Son

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Pham Van Loi		None					0	0	Father
-	Bui Thi Bao Quyen		None					0	0	Mother
-	Pham Bao Son		None					0	0	Elder brother
3	Mr. Le Quyet Tien		Member of the Board of Directors					24,038	0.075%	
3.1	Related organizations: (None)									
3.2	Related persons:									
-	Le Thi Lan Phuong		None					0	0	Wife
-	Le Phuong Chi		None					0	0	Daughter
-	Le Phuong Anh		None					0	0	Daughter
-	Le Hong Minh		None					0	0	Daughter
-	Le Van Tuat		None					0	0	Father
-	Nguyen Thi My		None					0	0	Mother

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note	
-	Le Thi Lanh		None	Number	Date of issue	Place of issue		0	0	Elder sister	
-	Le Thi Anh Dao		None					0	0	Elder sister	
-	Le Thi Bich Lieu		None					0	0	Elder sister	
II BOARD OF SUPERVISORS											
1	Mr. Dang Ngoc Phan		Head of the Board of Supervisors								
1.1	Related organizations: (None)										
1.2	Related persons:										
-	Dang Ngoc Phuong		None								
-	Nguyen Thi Nhan		None								
-	Dang Thi Cuc		None								
-	Tran Thi Anh Tuyet		None								
-	Dang Tran Hoang Son		None								
2	Mrs. Cao Thi Huyen		Member of the Board of Supervisors	102	-	0		0			

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
2.1	<i>Related organizations: (None)</i>									
2.2	<i>Related persons:</i>									
-	Nguyen Thi Chuyen		None					0	0	Mother
-	Cao Manh Thuong		None					0	0	Elder brother
-	Cao Thi Huong		None					0	0	Elder sister
-	Chu Van Phuong		None					0	0	Husband
-	Chu Chi Dung		None					0	0	Son
3	Mrs. Nguyen Thi Cao Lien		Member of the Board of Supervisors					0	0	
3.1	<i>Related organizations: (None)</i>									
3.2	<i>Related persons:</i>									
-	Pham Truong Son		None					0	0	Husband

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Pham Quoc Tuan		None					0	0	Son
-	Pham Tuan Hung		None					0	0	Son
-	Cao Thi Tin		None					0	0	Father
-	Nguyen Khac Niem		None					0	0	Mother
-	Nguyen Cao Luong		None					0	0	Younger brother
-	Nguyen Cao Long		None					0	0	Elder brother
III	BOARD OF MANAGEMENT AND CHIEF ACCOUNTANT									
1	Mr. Pham Quang Trung		General Director					131,000	0.4%	
1.1	Related organizations: (None)									
1.2	Related persons:									

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Nguyen Thi Bich Hanh		None					453,700	1.4%	Wife
-	Pham Quang Minh		None					0	0	Son
-	Pham Quang Anh		None					0	0	Son
-	Pham Quang Phuc		None					0	0	Son
-	Pham Quoc Dan		None					0	0	Father
-	Tran Thi Tuyen		None					0	0	Mother
-	Pham Dang Tuan		None					0	0	Younger brother
-	Pham Chung Thuy		None					0	0	Elder sister
2	Mrs. Nguyen Dieu Linh		Deputy					29,580	0.09%	

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
			General Director			Department	Hung Ward, Long Bien District, Hanoi			
2.1	<i>Related Organization: (None)</i>									
2.2	<i>Related persons:</i>									
-	Nguyen Van Dung		None					0	0	Father
	Nguyen Thi Thoa		None					0	0	Mother
	Nguyen Van Quang		Chairman of the Board of Directors					2,787,865	8.75%	Husband
	Nguyen Linh Nhi		None					0	0	Daughter
	Nguyen Nhat Quang Minh		None					0	0	Son

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
	Nguyen Nhat Binh Minh		None					0	0	Son
	Nguyen Minh Duong		None					0	0	Younger brother
3	Mr. Hoang Anh Son		Deputy General Director					0	0	
3.1	Related Organization: (None)									
3.2	Related persons:									
-	Do Thi Thanh Hang		None					0	0	Wife
-	Hoang Do Quynh Anh		None					0	0	Daughter
-	Hoang Do Quyen		None					0	0	Daughter
-	Hoang Thi Thanh Ha		None					0	0	Elder sister
-	Hoang Anh Tuan		None					0	0	Elder brother

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
4	Mrs. Phan Thi Hoai Thuong		Chief Accountant	04182000835	November 22, 2021	Director General of the Police Department	P1116 CT3BX2, Bac Linh Dam, Hoang Liet, Hoang Mai, Hanoi	0	0	
4.1	<i>Related Organization: (None)</i>									
4.2	<i>Related persons:</i>									
-	Phan Van Hoan		None					0	0	Father
-	Hoang Thi Thanh		None					0	0	Mother
-	Nguyen Dinh Hai		None					0	0	Husband
-	Nguyen Dinh Huy		None					0	0	Son
-	Nguyen Phan Ha Linh		None					0	0	Daughter
-	Nguyen Dinh Gia Hung		None					0	0	Son
-	Phan Trung Nam		None					0	0	Younger brother

APPENDIX 04: TRANSACTIONS OF INSIDERS AND RELATED PERSONS ON COMPANY SHARES

No.	Representative carrying out transaction	Relation with the insider	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase or decrease
			Number of shares	Ratio	Number of shares	Ratio	
1							
2							

