

REPORT ON COMPANY GOVERNANCE  
Year 2025

To:

- State Securities Commission of Vietnam
- Hanoi Stock Exchange.

- Company name: Thien Quang Group Joint Stock Company
- Head office address: An Lac Village, Nhu Quynh Commune, Hung Yen Province
- Phone: 0321.3997185 Fax: 0321.3980908
- Charter capital: **318.433.050.000 VND** (*In words: Three hundred and eighteen billion four hundred and thirty-three million zero hundred and fifty thousand VND*).
- Stock code: ITQ
- Trading Platform: HNX
- Governance Model Company: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director
- Regarding the implementation of the internal audit function: Not yet implemented

**I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS:**

No	Number of Resolutions	Date	Contents
1	Resolution of the 2025 Annual General Meeting of Shareholders	Jun 21, 2025	<ol style="list-style-type: none"><li>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.</li><li>2. Approval of the Board of Directors' Report on the Board of Directors' management and performance in 2024 and the plan for 2025:</li><li>3. Approval of the Board of Supervisors Report in 2024 and the plan for 2025;</li><li>4. Approval of the Audited Financial Statements Submission in 2024</li><li>5. Approval of the Submission on the selection of an auditor for the Financial Statements in 2025</li><li>6. Approval of the Submission on the remuneration of the Board of Directors and the Board of Supervisors;</li><li>7. Approval of the Proposal on profit distribution for 2024 and dividend distribution plan for 2025:</li></ol>

			8. Approval of the report on the election of members of the Board of Directors and Board of Supervisors for the 2025-2030 term
			9. Approval of the election regulations and list of candidates for election to the Board of Directors and Board of Supervisors for the 2025-2030 term
			10. Approving the results of the election of members of the Board of Directors and Board of Supervisors for the 2025-2030 term.

## 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	-

### 2. Board Meetings

In 2025, the Board of Directors has held 05 meetings

No	Member of the Board of Directors	Number of Board of Directors meetings attended	Meeting Attendance Rate	Reasons for not attending the meeting
1	Mr. Nguyen Van Quang	05/05	100%	
2	Mr. Pham Bao Duong	05/05	100%	
3	Mr. Le Quyet Tien	05/05	100%	

### 3. Supervisory activities of the Board of Directors over the Executive Board:

In 2025, the Board of Directors will regularly supervise the activities of the Executive Board and managers in the implementation of the set tasks and objectives through periodic meetings held throughout the year. The members of the Board of Directors are qualified, capable and fully trained in their expertise, knowledgeable in their assigned field and have many years of experience in management.

In general, in 2025, the Executive Board of the Company has tried to successfully complete all the Company's administrative work as well as implement the policies of the Board of Directors according to the Resolution issued, in accordance with the provisions of the Company and the Law.

### 4. Activities of subcommittees under the Board of Directors:

None.

### 5. Resolutions/Decisions of the Board of Directors:



No	Resolution/ Decision No.	Date of Resolution/ Decision	Contents	Approval Rate
1.	2106/2025/NQ-HDQT	Jun 21, 2025	Resolution of the 2025 Annual General Meeting of Shareholders	100%
2.	1407/2025/NQ-HDQT	July 14, 2025	Selection of auditors for financial statements in 2025	100%
3.	2507/2025/ NQ-HDQT	July 25, 2025	Report on production and business results for the first 6 months of 2025, plan for the third quarter of 2025	100%
4.	1508/QD-HDQT	August 15, 2025	Through Transactions with Related Persons	100%
5.	1510/2025/ NQ-HDQT	October 15, 2025	Report on production and business results for the first 9 months of 2025, plan for the fourth quarter of 2025	100%

### III. BOARD OF SUPERVISORS

#### 1. Information about members of the 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	Ms. Nguyen Thi Cao Lien	Supervisors	Jun 21,2025	Bachelor of Economics
3	Ms. Cao Thi Huyen	Supervisors	Jun 21,2025	Bachelor of Economics

#### 2. Board of Supervisors Meetings

TT	Members Board of Supervisors	Number of meetings attended	Meeting Attendance Rate	Voting Rate	Reasons for not attending the meeting
1	Mr. Dang Ngoc Phan	02/02	100%	100%	
2	Ms. Nguyen Thi Cao Lien	02/02	100%	100%	
3	Ms. Cao Thi Huyen	02/02	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 2025 has 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 toward the Board of Management***

The Board of Management has complied with the provisions of law in management and operation 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. Coordination of activities between the Board of Supervisors and the Board of Directors, the 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**

TT	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	Ms. Nguyen Dieu Linh (Deputy General Director of Finance)	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	Appointment Date
Ms. 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:**

1. List of related persons of the company: *Appendix 01 is attached.*
2. Transactions between the company and related persons of the company; or between the company and major shareholders, internal persons, related persons of internal persons: None.
3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries or companies controlled by the company: None.
4. Transactions between the company and other entities: None.
- 4.1. Transactions between companies in which members of the Board of Directors, members of the Board of Supervisors, Directors and other managers have been founding members or members of the Board of Directors or Executive Directors for the past three (03) years (counting at the time of making the report): None.
- 4.2. Transactions between companies 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 and CEOs: None.
- 4.3. Other transactions of the company (if any) that may bring material or non-material 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 internal persons: *Appendix 03 is attached.*
2. Transactions of insiders and related persons on the Company's shares: *Appendix 04 is attached.*

## **IX. OTHER CONSIDERATION: 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						Insider
-	Relevant Individuals (Presented in Appendix 03)								Related person
2	Mr. Pham Bao Duong		Member of the Board of Directors						Insider, Company Manager
-	Relevant Individuals (Presented in Appendix 03)								Related person
3	Mr. Le Quyet Tien		Member of the Board of Directors						Insider, Company Manager

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	Relations hip with the Company
-	Relevant Individuals (Presented in Appendix 03)			Administrative Management of Social Order					Related person
II BOARD OF SUPERVISORS									
1	Mr. Dang Ngoc Phan		Head of the BOS						
-	Relevant Individuals (Presented in Appendix 03)								
2	Ms. Cao Thi Huyen		Supervisor						
-	Relevant Individuals (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	Relations hip with the Company
3	Ms. Nguyen Thi Cao Lien		Supervisor						Insider
-	<i>Relevant Individuals (Presented in Appendix 03)</i>								Related person
IV	EXECUTIVE BOARD								
1	Mr. Pham Quang Trung		General Director						Insider
-	<i>Relevant Individuals (Presented in Appendix 03)</i>								Related person
2	Ms. Nguyen Dieu Linh		Deputy General Director						Insider



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>Relevant Individuals (Presented in Appendix 03)</i>			Administrative Management of Social Order					Related person
3	Mr. Hoang Anh Son		Deputy General Director						Insider
-	<i>Relevant Individuals (Presented in Appendix 03)</i>								Related person
4	Ms. Phan Thi Hoai Thuong		Chief Accountant						Insider
-	<i>Relevant Individuals (Presented in Appendix 03)</i>								Related person
IV	PARENT COMPANY, SUBSIDIARY								



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

Anonymous	Name of organization/individual	Relationship with the company	NSH Certificate Number, Date of Issue, Place of Issue	Head Office Address/Contact Address	Time to transact with the Company	Resolution No./ Decision of the General Meeting of Shareholders/Board of Directors (if any), date of promulgation	Contents, total quantity, total value of transactions	Notes

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			Contacts address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Notes
I	BOARD									
1	Mr. Nguyen Van Quang		Chairman of the Board of Directors							
1.1	Related Organizations (None)									
1.2	Individuals person									
-	Nguyen Van Kha		None						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			Contacts address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
						Social Order				
-	Nguyen Dieu Linh		Deputy General Director					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	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			Contacts address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
-	Nguyen Thi Thu Ha		None					0	0	Sister
-	Nguyen Thi Nguyen		None					0	0	Sister
-	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	Individuals persons:									
-	Pham Thi Hoai Giang		None					0	0	Wife

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			Contacts address	Number of shares owned at the end of the period	End of period share owners hip ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
-	Pham Bao Minh		None					0	0	Son
-	Pham Bao Vy		None					0	0	Daughter
-	Pham Bao Minh Khoi		None					0	0	Son
-	Pham Van Loi		None					0	0	Dad
-	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					24.038	0,075%	



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			Contacts address	Number of shares owned at the end of the period	End of period share owners hip ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
			of Direct ors			Social Order				
3.1	Related Organizations (None)									
3.2	Individuals 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	Dad
-	Nguyen Thi My		None					0	0	Mother
-	Le Thi Lanh		None					0	0	Elder 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			Contacts address	Number of shares owned at the end of the period	End of period share owners hip ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
-	Le Thi Anh Dao		None							Elder sister
-	Le Thi Bich Lieu		None							0
<b>II BOARD OF SUPERVISORS</b>										
I	Mr. Dang Ngoc Phan		Head of the Board of Supervisors	034078000744	April 29, 2021	Police Department on Administrative Management of Social Order	P206-N9-Dong Tau, Thinh Liet, Hoang Mai, Hanoi	102	-	
1.1	Related Organizations (None)									
1.2	Individuals persons:									
-	Dang Ngoc Phuong		None							
-	Nguyen Thi Nhan		None							
-	Dang Thi Cuc		None							
-	Tran Thi Anh Tuyet		None	0				0	0	Wife

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			Contacts address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
-	Dang Tran Hoang Son		None					0	0	Son
2	Ms. Cao Thi Huyen		Member of the Board of Supervisors	033191005940	April 25, 2021	Police Department on Administrative Management of Social Order	Tuan Nguyen - Trung Trac - Van Lam - Hung Yen	0	0	
2.1	Related Organizations (None)									
2.2	Individuals persons:									
-	Nguyen Thi Dien		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



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			Contacts address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
-	Chu Chi Dung		None					0	0	Son
3	Ms. Nguyen Thi Cao Lien		Member of the Board of Supervisors	027180000040	April 11, 2014	Police Department on Administrative Management of Social Order	P1280, CC 130 Nguyen Duc Canh Street, Tuong Mai Ward, Hoang Mai District, Hanoi	0	0	
3.1	<i>Related Organizations (None)</i>									
3.2	<i>Individuals persons;</i>									
-	Pham Truong Son		None					0	0	Husband
-	Pham Quoc Tuan		None					0	0	Son
-	Pham Tuan Hung		None					0	0	Son
-	Cao Thi Tin		None					0	0	Dad

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			Contacts address	Number of shares owned at the end of the period	End of period share owners hip ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
-	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 DIRECTORS AND CHIEF ACCOUNTANT									
I	Mr. Pham Quang Trung		General Director					131.000	0,4%	
I.1	Related Organizations (None)									
I.2	Individuals persons:									
-	Nguyen Thi Bich Hanh		None					453,700	1,4%	Wife
-	Pham 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			Contacts address	Number of shares owned at the end of the period	End of period share owners hip ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
-	Pham Quang Anh		None					0	0	Son
-	Pham Quang Phuc		None					0	0	Son
-	Pham Quoc Dan		None					0	0	Dad
-	Tran Thi Tuyen		None					0	0	Mother
-	Pham Dang Tuan		None					0	0	Brother
-	Pham Chung Thuy		None					0	0	Sister
2	Ms. Nguyen Dieu Linh		Deputy					29,580	0,09%	

No	NAME OF ORGANIZATION/INDIVIDUAL	Securities trading account (if any)	Position at the Comp any (if any)	ID card/Passport No, Date of issue, Place of issue			Contacts address	Number of shares owned at the end of the period	End of period share owners hip ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
			General Director			Management of Social Order	Riverside, Viet Hung Ward, Long Bien District, Hanoi			
2.1	Related Organizations (None)									
2.2	Individuals persons:									
-	Nguyen Van Dung		None					0	0	Dad
-	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



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			Contacts address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
-	Nguyen Nhat Quang Minh		None					0	0	Son
-	Nguyen Nhat Binh Minh		None					0	0	Son
-	Nguyen Minh Duong		None					0	0	Brother
3	Mr. Hoang Anh Son		Deputy General Director					0	0	
3.1	Related Organizations (None)									
3.2	Individuals persons:									
-	Do Thi Thanh Hang		None					0	0	Wife

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			Contacts address	Number of shares owned at the end of the period	End of period share owners hip ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
-	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
4	Ms. Phan Thi Hoai Thuong		Chief Accountant					0	0	
4.1	Related Organizations (None)									
4.2	Individuals persons:									
-	Phan Van Hoan		None					0	0	Dad

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			Contacts address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Notes
				Number	Date of Issue	Place of Issue				
-	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	Brother

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

No	Representative carrying out	Relationship with Insiders	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase and decrease
			Number of shares	Rate	Number of shares	Rate	
1							
2							

