

**THIEN QUANG GROUP
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hung Yen, March 20, 2026

**MEETING AGENDA
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026**

Time: 08:30 on April 11, 2026

Venue: An Lac Village, Nhu Quynh Commune, Hung Yen Province

Time	Content	Implementation
08h30-09h00	- Welcoming shareholders and guests	Organizer
	- Check shareholder eligibility - register to attend the meeting	Shareholders' Audit Committee, Reception
	- Distribution of meeting documents, voting cards	
09h00-09h15	RITUAL PART:	
	- Declaration of reasons, introduction of delegates to attend,	Organizing Committee
	- Report on verification of the eligibility of shareholders to attend the General Meeting.	Shareholders' Audit Committee
	- Introducing and approving the composition of the Presidium of the Delegation, the Vote Counting Committee and the Secretariat of the Congress	Organizing Committee
	- The Chairman of the Delegation approved the congress program and the congress regulations	Chairman
	CONTENTS OF THE CONGRESS	
09h15-09h20	Presenting the Report of the Board of Directors on governance and performance of the Board of Directors in 2025 and the plan for 2026.	
09h20-09h25	Presentation of the Report of the Supervisory Board in 2025 and the plan for 2026	
09h25-09h30	Presentation of the Report on Production and Business Results in 2025 and Production and Business Plan in 2026	
09h30-09h45	Presentation of the 2025 Audited Financial Statements	
09h45-09h50	Presentation of the Report for Selection of the Auditor of the Financial Statements in 2026	
09h50-09h55	Presentation of the report on remuneration of the Board of Directors and the Supervisory Board	
09h55-10h00	Presentation of the Report on the Distribution of Profits in 2025 and the Plan for 2026	
10h-10h10	Break Congress	
10:10-10:20	The congress voted to approve the Reports and Proposals	



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Hung Yen, March 20, 2026

MEETING INVITATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

Dear SHAREHOLDERS,

The Board of Directors of Thien Quang Group Joint Stock Company would like to announce and invite shareholders to attend the 2026 Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company, specifically as follows:

1. **Time:** 08:30 on April 11, 2026
2. **Venue:** An Lac Village, Nhu Quynh Commune, Hung Yen Province
3. **Contents of the meeting:** According to the enclosed program
4. **Confirmation of attendance at the Meeting:**

For the success of the General Meeting of Shareholders, shareholders are requested to send: Certificate of attendance or proxy to attend (according to the attached form), send to the Company by fax, email or mail no later than 16:00 on April 8, 2026.

Mailing address: *Thien Quang Group Joint Stock Company*
Address: House C30, Lane 409 Tam Trinh, Hoang Mai, Hanoi
Phone number: 0243.6658159

5. **Documents used at the Congress**

The Company's General Meeting Documents are published on <http://thienquanggroup.com.vn/>
Shareholders note

– Shareholders or authorized persons attending the General Meeting bring the following documents:

- Invitation letters to meetings;
- Citizen ID, or passport;
- Proxy of attendance to attend the meeting (if the person is authorized to attend the meeting).
- The authorization is only made once, the authorized person may not authorize a third person.
- The expenses are paid for by shareholders.
- For more information related to the General Meeting, please contact:
- Thien Quang Group Joint Stock Company
- Phone: 0243.6658159

Sincerely invited./

ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN


NGUYEN VAN QUANG

10h20-10h30	<p>Read the vote counting minutes of the Reports and Proposals</p> <ul style="list-style-type: none"> - The Secretary reads the Minutes and Resolutions of the General Meeting - The chairman of the congress approves the Resolution, Minutes of the meeting and the closing of the congress 	
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ON BEHALF OF BOARD
CHAIRMAN



NGUYEN VAN QUANG



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CONFIRMATION LETTER

ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

THIEN QUANG GROUP JOINT STOCK COMPANY

Dear Organizing Committee of the Annual General Meeting of
Shareholders

Thien Quang Group Joint Stock Company

Name of Individual/Organization:

Identification Number/ID Card/Business Registration No.:

Issued date:/...../..... Place of Issue

Address/Head Office:

Phone Number: Fax:

Representative (in case the shareholder is an organization):

ID card number of the representative:

Issue Date:/...../..... at:

Phone Number: Fax:

*Confirmed to attend the 2026 Annual General Meeting of Shareholders of Thien Quang Group
Joint Stock Company with:*

The number of voting shares is: shares.

(In words: shares)

In which:

- The number of shares owned: shares.

- Number of authorized shares: shares.

(Proxy is attached)

I commit to strictly comply with the regulations of the Meeting./.

....., date... months... 2026

SHAREHOLDER

(Sign and specify full name)



**THIEN QUANG GROUP
JOINT STOCK COMPANY**

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..... date... months... 2026

PROXY

**ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
THIEN QUANG GROUP JOINT STOCK COMPANY**

To: Organizing Committee of the 2026 Annual General Meeting of Shareholders

Thien Quang Group Joint Stock Company

1. Authorizer

- Shareholder Name:
- ID card/Passport number: Issued Date: At:
- Address:
- Phone:
- Number of shares owned: shares
- Number of voting shares: shares
- (In words: shares)

2. Authorized Party

- Name of Authorized Person:
- ID card/Passport number: Issued Date: At:
- Address:
- Phone:

3. Number of Authorized Shares:..... Shares

(In words: shares)

4. Authorization content

The authorized party has the right to attend and vote at the 2026 Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company within the number of authorized shares.

The authorized party is obliged to strictly comply with the contents of the working regulations at the Congress, is not allowed to authorize others and is responsible for notifying the results of the Congress to the authorizer.

5. Authorization period

This Proxy is effective from the date of signing to the end of the 2026 Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company.

Authorized Party

Authorizer



**THIEN QUANG GROUP
JOINT STOCK COMPANY**
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Hung Yen, the day ... month... 2026

**WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
THIEN QUANG GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of organization and operation of Thien Quang Group Joint Stock Company;
- Pursuant to the Internal Regulation on governance of Thien Quang Group Joint Stock Company.

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of application

This Regulation on Organization and Operation of the 2026 Annual General Meeting of Shareholders stipulates the order and procedures for organizing and voting on relevant issues at the 2026 Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company held on April 11, 2026.

Article 2. Subjects of application

The following subjects are governed by this Regulation:

- 2.1. Shareholders and their representatives (duly authorized persons) attend and vote at the General Meeting.
- 2.2. The Presidium, the Vote Counting Committee, the Secretariat, the Delegate Eligibility Verification Committee and individuals involved in the organization and voting of the Meeting.

CHAPTER II. CONDITIONS FOR ATTENDING AND VOTING

Article 3. Conditions for attendance

Shareholders named in the list of shareholders of the Company at the time of closing the list on 16/03/2026 have the right to attend or authorize their representatives to attend.

Article 4. Order of the Meeting

- 4.1. Shareholders/representatives attending the General Meeting must be properly and formally dressed, and present full identification documents, invitation letters, and other documents as prescribed in the Meeting Notice at the reception desk.
- 4.2. Upon entering the hall, attendees must comply with the seating arrangements of the Organizing Committee.
- 4.3. Private conversations, smoking, and the use of mobile phones are prohibited during the Meeting. All



mobile phones must be turned off or set to silent mode

- 4.4. Audio and video recording at the Meeting must be publicly announced and approved by the Chairperson.
- 4.5. Shareholders/shareholder representatives are responsible for attending the General Meeting of Shareholders from the beginning to the ending of the General Meeting. In case a shareholder/representative for any reason has to leave the meeting before the ending of the General Meeting, such shareholder/representative is responsible for contacting the Organizing Committee. If a shareholder/representative leaves before the end of the Meeting without notifying the Organizing Committee, they are deemed to have agreed to all matters to be voted upon at the Meeting.

Article 5. Voting and Approval of Issues at the Meeting

5.1. Principle:

- Issues requiring a vote in the meeting agenda must be approved by direct voting at the Meeting. Each shareholder is issued one Voting Card and one Voting Ballot by Thien Quang Group Joint Stock Company.

- The voting cards and Ballots are printed, stamped with a long-edge seal by the Company, and delivered directly to the shareholder/representative during registration. The Voting Card and Ballot clearly state the Full Name of the shareholder/representative and their number of voting shares.

5.2. Voting method:

- Shareholders/representatives attending the meeting vote by choosing the option: approve or disapprove or have no opinion on the voting contents recorded in the Ballot.

- Invalid ballots include:

- + Ballots not following the form issued by the Organizing Committee;
- + Torn, scratched, erased, or corrected ballots;
- + Ballots with additional information or symbols;
- + Ballots with no opinion selected or two different opinions selected for the same content;

- The voting for each content on the Ballot is independent; the invalidity of one section does not affect the validity of others.

- Shareholders/representatives vote (approve/disapprove/have no opinions) on other issues by directly holding up voting cards at the General Meeting under the management of the Chairman of the General Meeting;

- Immediately after voting concludes, the Vote Counting Committee will count the votes and announce the results to the Meeting.

5.3. Voting Rules

- Each ordinary share corresponds to one voting right.
- The following issues are approved when favored by over 50% of the total voting shares of shareholders present in person or via authorized representatives:

- ✓ Report of the Board of Directors on the governance and performance of the Board of Directors in 2025 and the plan for 2026;
- ✓ Report of the Supervisory Board in 2025 and plan for 2026;
- ✓ Report on production and business results in 2025 and production and business plan in 2026;

- ✓ Report on the audited financial statements for 2025;
 - ✓ Report to select an auditor for the 2026 financial statements;
 - ✓ Reports on remuneration of the Board of Directors and the Control Board;
 - ✓ Report on profit distribution in 2025 and dividend distribution plan in 2026;
 - ✓ Other contents under the jurisdiction of the General Meeting of Shareholders;
- Other matters under the jurisdiction of the General Meeting of Shareholders shall be proposed directly at the General Meeting in accordance with the provisions of law adopted in accordance with the provisions of current law and the company's Charter of organization and operation;

Article 5. Speaking at the General Meeting

- Shareholders attending the General Meeting shall express their opinions by writing their opinions on paper and forwarding them to the Organizing Committee. The Organizing Committee is responsible for transferring it to the Presidium.
- Speeches must be concise and focus on the core contents of the approved agenda. The Presidium will answer questions directly at the Meeting within the scope of the AGM Program.

CHAPTER III. RIGHTS AND RESPONSIBILITIES OF THE PARTIES PARTICIPATE IN THE MEETING

Article 6. Rights and responsibilities of the Presidium

- Direct the Meeting according to the agenda and regulations approved by the Meeting. Work on the principle of democratic centralism and decide by majority.
- Guide the Meeting to discuss and collect opinions to vote on issues on the agenda and related issues during the Meeting.
- The Presidium has the right to take necessary measures to conduct the meeting in a reasonable and orderly manner, in accordance with the approved program and reflecting the wishes of the majority of the participants.
- The Presidium has the right to:
 - ✓ Require all attendees to submit to inspections or other security measures;
 - ✓ Request the competent authority to maintain the order of the meeting; request persons who do not comply with the executive authority of the Presidium, deliberately disrupt order, prevent the normal progress of the meeting or fail to comply with the requirements of security checks to leave the General Meeting of Shareholders.
- The Presidium has the right to postpone the meeting of the General Meeting of Shareholders that has a sufficient number of people registered to attend the meeting as prescribed to another time or change the meeting venue in the following cases:
 - ✓ The meeting venue does not have enough seating to be convenient for all attendees
 - ✓ Some people attending the meeting have acts of obstructing or disrupting order; there is a risk of making the meeting not conducted fairly and legally. The maximum postponement period shall not exceed 3 days from the date the meeting is intended to open.
 - ✓ Solve other issues that arise during the Congress.

Article 7. Rights and responsibilities of the Secretary

- Fully and honestly record all the developments of the General Meeting and issues that have been approved by shareholders or noted at the General Meeting.
- Determining the results of shareholders' voting on issues adopted at the General Meeting.
- Drafting the Minutes of the Congress and Resolutions on issues passed at the Congress.
- Promptly notify the Presidium of issues arising beyond its competence to settle.

CHAPTER III. MINUTES AND RESOLUTIONS OF THE GENERAL MEETING

Article 8. Minutes and Resolutions of the General Meeting of Shareholders

All contents at the General Meeting of Shareholders must be recorded by the Secretary of the General Meeting of Shareholders in the Minutes of the General Meeting of Shareholders, the Minutes and Resolutions of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

The Minutes and Resolutions of the General Meeting of Shareholders will be posted on the company's website or sent to the Company's shareholders.

Above are the entire Working Regulations of the Company's 2026 Annual General Meeting of Shareholders. This Regulation takes effect immediately after being voted and approved by the General Meeting of Shareholders of the Company.

Respectfully submit to the General Assembly for approval.

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN**

NGUYEN VAN QUANG



**THIEN QUANG GROUP
JOINT STOCK COMPANY**

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SOCIALIST REPUBLIC OF VIETNAM

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Hung Yen, April 11, 2026

**REPORT OF THE BOARD OF DIRECTORS ON GOVERNANCE AND PERFORMANCE OF
THE BOARD OF DIRECTORS IN 2025 AND PLAN FOR 2026**

Pursuant to the charter of organization and operation of Thien Quang Group Joint Stock Company and relevant legal provisions,

Pursuant to the powers and duties of the Board of Directors as prescribed in the Company's charter of organization and operation.

The Board of Directors hereby submits to the General Meeting of Shareholders (GMS) the report on corporate governance and performance in 2025 and the plan for 2026 as follows:

I. Activities of the Board of Directors in 2025.

1.1 Structure of the Board of Directors

The Board of Directors of Thien Quang Group Joint Stock Company consists of 03 members:

1. Mr. Nguyen Van Quang - Chairman of the Board of Directors
2. Mr. Pham Bao Duong - Member of the Board of Directors
3. Mr. Le Quyet Tien - Member of the Board of Directors

The Board of Directors has actively performed its roles and duties, and established leadership directions to provide proactive measures and solutions in planning the Company's development strategy.

1.2 Summary of the Board of Directors Activities

• Regarding the activities of the Board of Directors:

In 2025, the Board of Directors has held 05 meetings. The meetings were attended and witnessed by the company's Supervisory Board.

The meetings were conducted through democratic and frank exchange, discussion, and deliberation, with minutes and resolutions recorded in accordance with the meeting content.

Members of the Board of Directors and the Supervisory Board are fully and promptly informed by the Board of Directors about the activities of Thien Quang Group Joint Stock Company.

The Resolutions/Decisions were based on high consensus and agreement among all BOD members, prioritizing shareholder interests and the Company's sustainable development.

- Board of Directors Meetings:



TT	Resolution No.	Date	Contents
1.	2106/2025/NQ-HDQT	21/06/2025	Resolution of the Annual General Meeting of Shareholders in 2025
2.	1407/2025/NQ-HDQT	14/07/2025	Selection of auditors for financial statements in 2025
3.	2507/2025/NQ-HDQT	25/07/2025	Report on production and business results for the first 6 months of 2025, plan for the third quarter of 2025
4.	1508/QĐ-HDQT	15/08/2025	Through Transactions with Related Persons
5.	1501/2025/NQ-HDQT	15/10/2025	Report on production and business results for the first 9 months of 2025, plan for the fourth quarter of 2025

- Regarding the trading of shares of internal shareholders in 2025:

None

Overall Rating:

The Board of Directors operates in accordance with its functions, tasks and powers in accordance with the Charter and law.

The Board of Directors and the Board of Directors coordinate well in the management and administration of the Company, completing targets in production and business.

II. Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors: Based on the 2025 financial results of Thien Quang Group Joint Stock Company, the General Meeting of Shareholders decided not to pay remuneration to members of the Board of Directors and members of the Supervisory Board for the fiscal year 2025.

III. Supervision results for the Board of Directors and the Executive Board

- Overall Rating:

The members of the Board of Directors are professionally qualified, capable, qualified and experienced in the management and operation of the company.

The Director has successfully completed all the management of the Company and has always performed well all assignments of the Board of Directors.

Implement production and business activities in accordance with the resolutions of the General Meeting of Shareholders, Resolutions/Decisions of the Board of Directors and strictly comply with the company's Charter as well as the provisions of law.

The Board of Directors is well aware of the difficulties and challenges of the Company in 2025 and



the following years, so it has been proactive and flexible in operating, taking advantage of and combining all resources to bring the highest possible efficiency to the Company's production and business activities.

The results of the implementation of the tasks directed by the General Meeting of Shareholders and the Board of Directors are as follows:

IV. Orientation and Operational Plan in 2026

Focus on directing and supervising the implementation of the 2026 business plan. Operate flexibly, promptly and appropriately in order to successfully implement the contents set out by the Annual Congress.

Focus on product quality management, comply with technological processes, and meet customer requirements.

Improve the efficiency of financial management, human resource management, and maintain a stable financial situation.

Manage cash flow reasonably and effectively.

Establish and implement good relationships with shareholders, ensuring timely, honest and proper information disclosure.

The above is the content of the report on the activities of the Board of Directors of the Company in 2025 and the operation plan of the Board of Directors in 2026.

Finally, on behalf of the Board of Directors, I would like to send to all shareholders my best wishes for health, happiness and prosperity, and a good success at the General Meeting.

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN

NGUYEN VAN QUANG



**THIEN QUANG GROUP
JOINT STOCK COMPANY**
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SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hung Yen, April 11, 2026

**REPORT ON PRODUCTION AND BUSINESS RESULTS IN 2025
AND BUSINESS PLAN IN 2026**

- Pursuant to the Charter of organization and operation of Thiên Quang Group Joint Stock Company;
- Pursuant to the Company's audited financial statements in 2025.

I. BUSINESS STATUS IN 2025

1. Key Performance Indicators as of 31/12/2025

Criteria	Implementation Year 2024 (Billion VND)	Implementation Year 2025 (Billion VND)	Change (Billion VND)
Total Revenue	555.4	641.39	85.9
Total Expense	554.35	636.11	77.9
Profit before tax	1.05	5.28	4.23
Profit after tax	1.05	5.08	4.04

2. General Assessment

❖ Results

In 2025, the Board of Directors and the Board of Management exerted great efforts to reduce costs, improve production processes, increase the number of new customers, and forecast market demand to enhance business efficiency. The Company focused on boosting sales volume and increasing revenue; total revenue for 2025 reached VND 641.39 billion, completing 107% of the annual plan.

❖ Difficulties

Although the situation of production, business and product consumption in 2025 has been more prosperous than in 2024, the market for stainless steel products is still slow due to the influence of the real estate market, the demand for iron and steel products in construction and consumption has not been very positive.

The high volatility of bank interest rates makes the company's financial costs also increase significantly.

The sharp increase in the USD/VND exchange rate also drove up financial expenses.

❖ Advantages

The Company's foam products in 2025 will achieve sales of more than 121 billion VND and grow by 15% compared to 2024. In 2026, the Company will continue to maintain and expand in terms of output as well as customers in the foam segment to promote the increase in revenue and profit of this item. This is the company's high-margin product.

In 2025, the economy has had many positive changes, the demand for stainless steel products in construction as well as in household appliances increased compared to the previous year although it was still not as expected, the output of stainless steel sold increased by 1,900 tons, the output of foam products increased by 15% over the same period last year, making sales revenue in 2025 increase by 15.4% compared to with 2024.

The steel market in general and stainless steel in particular has also shown positive signs of consumption. Hopefully, along with the warming of the real estate market, the steel industry in 2026 will also make new strides.



PRODUCTION AND BUSINESS PLAN IN 2026

1. Key Plan Details

Main indicators	Unit	Plan for 2026
Total Revenue	Billion	600
Profit before tax	Billion	7
Dividend Rate	%	0

2. Orientation by manufacturing sector

Focus on prioritizing production, rebuild production norms to produce products with better prices that are competitive with the market, expand sales business to promote consumption.

Investment plan in 2026

- Investment in a new foam product production line is estimated at 3 billion VND
- Renovation of the clean water system for the mold cooling system, clean water tank for the boiler system for foam production machinery is estimated at 1.5 billion VND.
- Upgrading the power system, installing more solar power systems helps reduce the cost of producing and using green energy.

3. The Board of Directors submits to the General Meeting of Shareholders to assign the Board of Directors to adjust the production and business plan in accordance with the operation situation at each time and report to the nearest General Meeting of Shareholders on the content of adjustment of the production and business plan.

Above is the report on production and business results to 12/2025 and the production and business plan for 2026. Respectfully submit to the General Meeting of Shareholders for consideration, additional comments and approval.

Sincerely thank you!

ON BEHALF OF
BOARD OF DIRECTORS
GENERAL DIRECTOR

Pham Quang Trung



**THIEN QUANG GROUP
JOINT STOCK COMPANY**

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SOCIALIST REPUBLIC OF VIETNAM
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Hung Yen, April 11, 2026

**REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2025
AND OPERATIONAL ORIENTATION FOR 2026**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Pursuant to the Charter of organization and operation of Thien Quang Group Joint Stock Company;
- Based on the audited financial statements in 2025 and the production and business activities in 2025 of Thien Quang Group Joint Stock Company.

Perform the functions and tasks of the Supervisory Board in accordance with the provisions of the Law on Enterprises and the company's Charter. The Supervisory Board shall report to the General Meeting of Shareholders the results of inspection and supervision of activities in 2025 and the plan for 2026 with the following specific contents:

I. REPORT ON THE PERFORMANCE OF THE SUPERVISORY BOARD IN 2025

1. Members of the Supervisory Board

The Supervisory Board consists of the following members:

No	Full name	Position
1	Mr. Dang Ngoc Phan	Head of Department
2	Ms. Nguyen Thi Cao Lien	Members
3	Ms. Cao Thi Huyen	Members

2. Assignment of Duties

The Supervisory Board works under the collective regime in combination with the personal responsibility regime according to the assigned work of each member of the Supervisory Board; Members in each assigned job have successfully completed their assigned tasks, specifically:

No	Full name	Position	Assignment of duties and performance of each Supervisors in 2024
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1	Mr. Dang Ngoc Phan	Head of Supervisory Board	<p>Take general responsibility for the performance of tasks as prescribed in the Law on Enterprises; Law on Securities and Charter of the Company; Assign tasks to members of the Control Board, convene meetings of the Control Board and specific tasks as follows:</p> <ul style="list-style-type: none"> – Participate in meetings of the Board of Directors; – Supervising the activities of the Board of Directors, the Board of Directors and managers appointed by the Board of Directors; – Report to the Annual General Meeting of Shareholders; – Be responsible to the General Meeting of Shareholders in performing the assigned tasks;
2	Ms. Nguyen Thi Cao Lien	Members	<ul style="list-style-type: none"> – Inspect and supervise the implementation of the Company's annual production and business plan; – Inspecting and supervising the signing of economic contracts; – Perform other tasks as assigned and authorized by the Head of the Control Board;
3	Ms. Cao Thi Huyen	Members	<ul style="list-style-type: none"> – Supervising the implementation of the Resolution of the General Meeting of Shareholders and annual dividend distribution; – Supervising the implementation of the provisions of the Law, the Company's internal regulations; – Consider the reasonableness of the Company's internal management documents issued during the year; – Perform other tasks as assigned and authorized by the head of the Control Board;

3. Activities of the Supervisory Board:

In 2025, the Supervisory Board has implemented and conducted activities in accordance with the Charter of organization and operation of the Company as well as in compliance with other provisions of the Law;

- Supervised activities, comply with the provisions of the Law and the Company's Charter for the Board of Directors and the Executive Board in the management and administration of the Company.
- Conducted working sessions to consider and check the reasonableness, legality, honesty and level of prudence in the management and administration of production and business activities; systematic, consistent and appropriate accounting, statistics and financial reporting.
- Attended in meetings of the Board of Directors and a number of meetings of the Company's Board of Directors on the 2025 business plan and report on the implementation of the annual plan.
- Appraised of the completeness, legality and truthfulness of the company's business situation report, annual and 06-month financial statements, management evaluation report of the Board of Directors and submission of the appraisal report at the annual meeting of the General Meeting of Shareholders.
- Proposed to select an independent auditing firm (being an auditing firm on the list of auditing firms approved by the SSC to audit issuers, listed organizations and securities trading organizations in 2025 and having experience and reputation in auditing for listed companies and transaction registration organizations)
- Controlled the observance of the internal expenditure regime at the Company.
- Controlled the observance of laws and the Company's regulations on the purchase and sale of goods and products
- Other tasks as prescribed by the Company's Charter.

4. Evaluation of the coordination of activities between the Supervisory Board and the Board of Directors of the company:

In 2025, the Supervisory Board has attended all meetings of the Board of Directors and a number of meetings of the Board of Directors, has given opinions on the guidelines and decisions of the Board of Directors and the Board of Directors to ensure that the guidelines and decisions are issued in accordance with the provisions of law and ensure the interests of Company.

The Supervisory Board also received most of the documents in the process of directing and operating of the Board of Directors and the Board of Directors, and at the same time gave feedback and exchanged opinions to ensure that the management process was implemented in accordance with the resolution of the General Meeting of Shareholders.

In 2025, the Supervisory Board will also receive the attention and facilitation of the Board of Directors and the Board of Directors of the company on facilities and working conditions for inspection and control;

The Board of Directors and the Supervisory Board always exchange information and issues related to the general operation of the company

5. Remuneration, operating expenses and other benefits of the Supervisory Board and each member: No

6. Meetings of the Supervisory Board: In 2025, the Supervisory Board has held 02 meetings

II. THE CONTROL OF RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS

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AND THE CONTENT OF ACTIVITIES OF THE COMPANY'S EXECUTIVE BOARD.

1. Board of Directors

- In the process of supervising the governance and executive activities of the Board of Directors and the Executive Board in 2025, the Supervisory Board does not see anything unusual in the activities of the Board of Directors and the Executive Board of the company;
- The Report on the activities of the Board of Directors, the Report of the Director have fully and truthfully reflected the activities as well as the executive direction of the Company, the Documents and Resolutions of the Board of Directors in accordance with the Law on Enterprises and the Charter of the Company;
- The Board of Directors closely follows the orientation and supports the Board of Directors in the process of implementing the targets of the production and business plan in 2025 in a feasible direction and proposes policies, resolutions and measures for the Board of Directors to find ways to overcome difficulties in product consumption;
- Through reviewing the resolutions of the General Meeting of Shareholders and the minutes of resolutions of the Board of Directors, the Supervisory Board agreed with the 2025 performance evaluation report of the Board of Directors to the General Meeting of Shareholders.

2 Executive Board

- The Supervisory Board agreed with the evaluation of production and business results in 2025 and the production and business plan in 2026 of the Company's Executive Board.
- Fully and promptly fulfill the obligation to pay taxes to the State, well implement policies with labor, and always take care of the lives of employees.

Final Thoughts

Through supervision, the Supervisory Board assesses that the management and executive activities of the Board of Directors and the Executive Board of the Company in 2025 have complied with the law, the Charter of organization and operation of the Company.

The Supervisory Board has summarized the results of supervision and audit for the main activities such as purchasing, sales, accounting, investment, etc. and has proposed to the Board of Directors and the Executive Board of the Company many specific solutions, contributing to helping the company's operations improve safety and efficiency.

III. APPRAISAL OF FINANCIAL STATEMENTS IN 2025

1. Control the observance of the financial and accounting regime.

- The company has established accounting documents: Open detailed and general accounting books in accordance with regulations.
- The Company has conducted an inventory of Assets as well as goods and materials in stock on December 31, 2025.
- The company has confirmed the debt until the end of December 31, 2025.
- Quarterly and annually, there are financial settlement reports according to the prescribed regime.

2. Report on production business results and the company's financial situation in 2025.

The Supervisory Board agrees with the figures reflected in the audited Financial statements of the Company.

The company has well performed the tasks of production and business, construction investment; ensure profits, set aside funds in accordance with regulations. As of December 31, 2025, the Company's financial indicators basically reflect the efficiency and soundness of the business's operations. The indicators of capital structure, assets, solvency and operational efficiency all show that the Company has a good financial situation, shareholders' investment capital is preserved and developed.

IV. THE OPERATIONAL PLAN FOR 2026.

Review the assignment of work to members of the Control Board, adjust the assignment of work accordingly;

- Maintain regular and periodic control in accordance with the provisions of law. Closely coordinate with the Board of Directors and the Executive Board of the company in performing tasks, taking prevention as the main goal, ensuring that the company's operations always comply with the provisions of the law;
- Inspection and supervision of semi-annual reports, Financial Statements in 2026; supervise activities, Resolutions and Decisions of the Board of Directors, the company's executive board according to the construction plan program from the beginning of the year, ensuring compliance with the provisions of the Law;

V. RECOMMENDATIONS OF THE SUPERVISORY BOARD:

In order for the Company to complete the targets in 2026 voted and approved by the Annual General Meeting of Shareholders, in order to limit errors and risks in the process of operating all production and business activities of the Company, the Supervisory Board offers a number of specific recommendations and solutions as follows:

- Constantly improve the governance and administration, ensure maximum conditions and promote the capacity of the executive staff so that the Company develops stably, meets and exceeds the business and financial targets assigned by the General Meeting of Shareholders, ensuring maximum legal benefits for the Company and its shareholders.
- Select and concentrate resources to implement investment projects effectively.
- The Board of Directors directs and closely supervises production costs, ensures sufficient capital, and ensures the efficiency of the Company's operations. Continue to improve the system of existing processes and regulations in accordance with the Law on Enterprises, the Company's Charter, relevant current regulations, and internal documents to suit the actual situation to ensure that the Company's business activities are effective, comply with the Company's Charter and law.
- Promote the training and development of human resources, develop personnel policies in accordance with the current and development requirements of the Company.
- Creating favorable conditions for the operation of the Supervisory Board in accordance with regulations on the principle of prevention and limitation of errors in all activities, especially financial

activities.

– Regularly coordinate between the government and mass organizations; maintain a high consensus through organizing the implementation of the Regulation on Democracy at the grassroots; take care of the material and spiritual life of employees, well perform emulation, commendation and social work;

**ON BEHALF OF
SUPERVISORY BOARD
HEAD OF THE BOARD**

Dang Ngoc Phan





DRAFT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hung Yen, April 11, 2026

SUBMISSION

(Re: Selection of auditing firm for financial statements in 2026)

Base

- Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Charter of organization and operation of Thien Quang Group Joint Stock Company.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders to select an independent auditor to serve the audit of the financial statements in 2026.

1. Selection criteria

- Must be an auditing firm approved by the Securities Commission to audit issuers and listed organizations;
- Meet the Company's requirements on the scope and progress of the audit;
- Offers reasonable and appropriate auditing fees.

2. The General Meeting of Shareholders selects and authorizes the Board of Directors to sign a contract with the auditing firm

Based on the above criteria, it is proposed that the General Meeting of Shareholders select the audit unit for the company's 2026 financial statements as follows:

- Nhan Tam Viet Auditing Co., Ltd.;
3. In case of failure to reach an agreement with the above-mentioned auditing firms on the audit schedule and fees, the General Meeting of Shareholders respectfully requests the Board of Directors to authorize the Board of Directors to select from among the auditing firms approved to perform audits for units with public interests in the field of securities to audit the annual financial statements and review the financial statements quarterly (if necessary at the request of the State management agency).

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you!

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Van Quang



**THIEN QUANG GROUP
JOINT STOCK COMPANY**

THIEN QUANG DRAFT

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hung Yen, April 11, 2026

SUBMISSION

(Re: Approval of the Audited Financial Statements for 2025)

Base:

- *Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;*
- *Charter of organization and operation of Thiên Quang Group Joint Stock Company;*
- *Audited financial statements for 2025 of Thiên Quang Group Joint Stock Company.*

The Board of Directors (BOD) respectfully submits to the 2026 Annual General Meeting of Shareholders (AGM) to approve the 2025 Audited Financial Statements of Thiên Quang Group Joint Stock Company as follows:

- The company's financial statements for 2025 have been audited by Nhan Tam Viet Auditing Co., Ltd. in accordance with the prescribed standards, inspected by the Company's Supervisory Board and published by the Board of Directors on the Company's website including:

- ✓ Report of the Executive Board;
- ✓ Independent Auditor's Report;
- ✓ Balance sheet as of 31/12/2025;
- ✓ Income Statementint 2025;
- ✓ Cash flow statements;
- ✓ Note to the Financial Statements.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you!

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Van Quang



**THIEN QUANG GROUP
JOINT STOCK COMPANY**

DRAFT

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hung Yen, April 11, 2026

SUBMISSION

(Re: Approving the settlement of remuneration of the Board of Directors and the Supervisory Board in 2025 and the Remuneration Plan for the Board of Directors and Supervisory Board in 2026)

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders in 2026 to approve the remuneration for members of the Board of Directors and the Supervisory Board of Thien Quang Group Joint Stock Company as follows:

I. Finalization of remuneration of the Board of Directors and the Supervisory Board in 2025

The Board of Directors submitted to the General Meeting of Shareholders a decision not to pay remuneration to members of the Board of Directors and members of the Supervisory Board for the fiscal year 2025.

II. Estimate of remuneration of the Board of Directors and the Supervisory Board in 2026

No	Position	(Quantity)	Number of months	Remuneration/month	Total remuneration in 2025
1	Chairman of the Board of Directors	1	12	6.000.000	72.000.000
2	Member of the Board of Directors	2	12	4.000.000	96.000.000
3	Head of the Supervisory Board	1	12	4.000.000	48.000.000
4	Member of the Supervisory Board	2	12	3.000.000	72.000.000
5	Person in charge of corporate governance	1	12	3.000.000	36.000.000

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you!

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Van Quang



**THIEN QUANG GROUP
JOINT STOCK COMPANY**

DRAFT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hung Yen, April 11, 2026

SUBMISSION

*(Re: Approving the profit distribution plan in 2025
and dividend plan in 2026)*

Base:

- Law on Enterprises No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Charter of organization and operation of Thiên Quang Group Joint Stock Company;
- Audited financial statements for 2025 of Thiên Quang Group Joint Stock Company;
- Business results in 2025;
- Charter of organization and operation of Thiên Quang Group Joint Stock Company.

The Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) in 2026 to approve the profit distribution plan in 2025 and the dividend plan in 2026 of Thiên Quang Group Joint Stock Company as follows:

1. Profit distribution plan in 2025

STT	Criteria	Amount (VND)
I	Profit in 2025	
1	Profit before tax in 2025	5.283.831.990
2	CIT payable	196.375.303
3	Profit after tax in 2025	5.084.456.687
4	Undistributed profit after tax until 31/12/2025	6.480.996.299
II	Profit distribution and dividend distribution in 2025	
1	Development investment funds (15%)	762.668.503
2	Welfare Reward Fund (20%)	1.016.891.337
3	Commendation and reward of the Board of Directors, Supervisory Board, Board of Directors	0
4	Dividends	0
5	Retained profit	3.304.896.847

2. Dividend plan in 2026

Based on the production and business results in 2026, the Board of Directors reports and consults the General Meeting of Shareholders to approve the dividend payment plan in 2026 at the Annual General Meeting of Shareholders in 2026.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you!

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Van Quang



ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
THIEN QUANG GROUP JOINT STOCK COMPANY

QUESTIONNAIRE

Shareholder Name:.....

Phone Number:.....

Question content:
.....
.....
.....



ANNUAL GENERAL MEETING OF SHAREHOLDERS IN

2026

THIEN QUANG GROUP JOINT STOCK COMPANY

MSCD



VOTING CARDS

SHAREHOLDERS/SHAREHOLDER ...

REPRESENTATIVES :

NUMBER OF SHARES OWNED AND AUTHORIZED:

... SHARES



This voting card is only valid at the Annual General Meeting of Shareholders held on April 11, 2026

CONTENTS OF VOTING AT THE GENERAL MEETING

TT	Voting issues	Approve	Disapprove	No Comments
1	Report of the Board of Directors on governance and performance of the Board of Directors in 2025 and the plan for 2026			
2	Report of the Supervisory Board in 2025 and plan for 2026			
3	Report on production and business results in 2025 and production and business plan in 2026			
4	Report of Audited Financial Statements for 2025			
5	Report to select an auditor for the 2026 financial statements			
6	Report on remuneration of the Board of Directors and the Control Board			
7	Report on the distribution of profits in 2025 and the Plan for 2026			

() Shareholders/Shareholders' representatives tick the "X" in the blank box with the option to vote for each issue approved at the General Meeting.*

SHAREHOLDERS/SHAREHOLDER
REPRESENTATIVES
(Sign and specify full name)

Voting content is only valid at the Annual General Meeting of Shareholders on April 11, 2026



**THIEN QUANG GROUP
JOINT STOCK COMPANY**

No...../2026/NQ-HDQT

DRAFT

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hung Yen, April 11, 2026

**MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
THIEN QUANG GROUP JOINT STOCK COMPANY**

Time: 8:30 a.m on April 11, 2026

Venue: An Lac Village, Nhu Quynh Commune, Hung Yen Province

I. OPENING OF MEETING

1. Participants

Mr. Nguyen Van Quang – Chairman of the Meeting

Mr. Le Quyet Tien – Member of the Board of Directors

Mr. Pham Bao Duong – Member of the Board of Directors

And all shareholders of Thien Quang Group Joint Stock Company.

2. Legality of the meeting

The Meeting heard Ms. Pham Thi Tuoi – Head of the Shareholders' Eligibility Verification Committee – present the verification report:

– Total number of shares: 318,433,305 shares

– Total attending shareholders (in person or by proxy): ... shareholders representing ... shares, equivalent to ...% of total voting shares

Pursuant to the Law on Enterprises and the company's Charter, the 2026 Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company is legal and eligible to conduct the General Meeting.

3. Chairman, Secretary of the Meeting and Vote Counting Committee

In order to administer the activities of the General Meeting, the General Meeting of Shareholders unanimously approved the list of the Presidium, the Secretariat, and the Vote Counting Committee. Specifically, as follows:

Presidium:

1. Mr. Nguyen Van Quang – Chairman of the Youth Union

2. Mr. Le Quyet Tien – Member

3. Mr. Pham Bao Duong – Member

Election of the Secretariat

1. Nguyen Tra My

2. Nguyen Phuong Quynh

3. Hoang Dieu Huong Ngan

Vote Counting Committee

1. Pham Thi Tuoi

2. Pham Thu Ha

3. Nguyen Thi Truyen

Total Vote

Approve : 100%

Disapprove : 0%

Abstention : 0%

4. Approving the agenda and working regulations of the Meeting

The General Meeting heard to Mr. Nguyen Van Quang – On behalf of the Presidium presenting the program of the Annual General Meeting of Shareholders in 2026, including:



- Report of the Board of Directors on the governance and performance of the Board of Directors in 2025 and the plan for 2026;
 - Report of the Supervisory Board in 2025 and Plan for 2026;
 - Report on production and business results in 2025 and the plan in 2026;
 - Report on the audited financial statements for 2025;
 - Report for selection of auditors for financial statements in 2026;
 - Reports on remuneration of the Board of Directors and the Supervisory Board;
 - Report on profit distribution in 2025 and dividend distribution plan in 2026;
- The Congress agreed on the agenda of the Official Congress.

Total Votes:

Approve	: 100%
Disapprove	: 0%
Abstention	: 0%

Mr. Nguyen Van Quang – On behalf of the Presidium, approving the Working Regulations of the Annual General Meeting of Shareholders in 2026

Total Votes:

Approve	: 100%
Disapprove	: 0%
Abstention	: 0%

II. PRESENTATION OF REPORTS AND PRESENTATIONS AT THE GENERAL MEETING

1. Mr. Pham Quang Trung – General Director – presented the Report on production and business results in 2025 and the production and business plan in 2026.

📌 *Production and business results in 2025*

Criteria	Implementation Year 2024 (Billion VND)	Implementation Year 2025 (Billion VND)	Change (Billion VND)
Total Revenue	555.4	641.39	85.9
Total Expense	554.35	636.11	77.9
Profit before tax	1.05	5.28	4.23
Profit after tax	1.05	5.08	4.04

📌 *Production and Business Plan in 2026*

Main indicators	Unit	Plan for 2026
Total Revenue	Billion	600
Profit before tax	Billion	7
Dividend Rate	%	0

2. Mr. Nguyen Van Quang – Chairman of the Board of Directors – presented the Report of the Board of Directors on governance and operating results of the Board of Directors in 2025 and the plan for 2026;
3. Ms. Cao Thi Huyen – Member of the Supervisory Board – presented the Report of the Supervisory Board in 2025 and the plan for 2026;
4. Ms. Phan Thi Hoai Thuong – Chief Accountant presented the Audited Financial Statements for 2025;
5. Ms. Phan Thi Hoai Thuong – Chief Accountant presented the Proposal to select an auditor for the 2026 Financial Statements;

Based on the above criteria, it is proposed that the General Meeting of Shareholders select the auditing unit of the company's 2026 financial statements, namely: Nhan Tam Viet Auditing Co., Ltd.;

In case of failure to reach an agreement with the above-mentioned auditing firms on the progress and audit fees, the General Meeting of Shareholders hereby authorizes the Board of Directors to select from among the auditing firms approved to perform audits for units with public interests in the field of securities to conduct audits of

annual financial statements and review financial statements. quarterly (if necessary at the request of the State management agency).

6. Ms. Phan Thi Hoai Thuong – Chief Accountant presented the report on remuneration of the Board of Directors, the Supervisory Board.
7. Mr. Pham Quang Trung – General Director presented the Report on profit distribution in 2025 and the dividend distribution plan in 2026;

8.

STT	Criteria	Unit (VND)
I	Profit in 2025	
1	Profit before tax in 2025	5.283.831.990
2	CIT payable	196.375.303
3	Profit after tax in 2025	5.084.456.687
4	Undistributed profit after tax until 31/12/2025	6.480.996.299
II	Profit distribution and dividend distribution in 2025	
1	Development Investment Fund (10%)	762.668.503
2	Welfare Reward Fund (10%)	1.016.891.337
3	Commendation and reward of the Board of Directors, Supervisory Board, Board of Directors	0
4	Dividends	0
5	Retained profit	3.304.896.847

III. DISCUSS

IV. APPROVING REPORTS AND PRESENTATIONS AT THE CONGRESS

1. **Approved the Report on production and business results in 2025 and the production and business plan in 2026.**

Approve	... CP	Accounting for ...% of shares with voting rights at the General Meeting
Disapprove	... CP	Accounting for ...% of shares with voting rights at the General Meeting
Abstention	... CP	Accounting for ...% of shares with voting rights at the General Meeting

2. **Approving the Report of the Board of Directors on governance and performance of the Board of Directors in 2025 and the plan for 2026.**

Approve	... CP	Accounting for ...% of shares with voting rights at the General Meeting
Disapprove	... CP	Accounting for ...% of shares with voting rights at the General Meeting
Abstention	... CP	Accounting for ...% of shares with voting rights at the General Meeting

3. **Approved the Report of the Supervisory Board in 2025 and the plan for 2026.**

Approve	... CP	Accounting for ...% of shares with voting rights at the General Meeting
Disapprove	... CP	Accounting for ...% of shares with voting rights at the General Meeting
Abstention	... CP	Accounting for ...% of shares with voting rights at the General Meeting

4. **Approved the Audited Financial Statements for 2025.**

Approve	... CP	Accounting for ...% of shares with voting rights at the General Meeting
---------	--------	---

- | | | |
|------------|--------|---|
| Disapprove | ... CP | Accounting for ...% of shares with voting rights at the General Meeting |
| Abstention | ... CP | Accounting for ...% of shares with voting rights at the General Meeting |
5. **Approved the report on the remuneration of the Board of Directors and the Supervisory Board in 2025 and the plan for 2026.**
- | | | |
|------------|--------|---|
| Approve | ... CP | Accounting for ...% of shares with voting rights at the General Meeting |
| Disapprove | ... CP | Accounting for ...% of shares with voting rights at the General Meeting |
| Abstention | ... CP | Accounting for ...% of shares with voting rights at the General Meeting |
6. **Approved the report on the remuneration of the Board of Directors and the Supervisory Board in 2025 and the plan for 2026.**
- | | | |
|------------|--------|---|
| Approve | ... CP | Accounting for ...% of shares with voting rights at the General Meeting |
| Disapprove | ... CP | Accounting for ...% of shares with voting rights at the General Meeting |
| Abstention | ... CP | Accounting for ...% of shares with voting rights at the General Meeting |
7. **Approved the Profit Distribution Report in 2025 and the dividend payment plan in 2026.**
- | | | |
|------------|--------|---|
| Approve | ... CP | Accounting for ...% of shares with voting rights at the General Meeting |
| Disapprove | ... CP | Accounting for ...% of shares with voting rights at the General Meeting |
| Abstention | ... CP | Accounting for ...% of shares with voting rights at the General Meeting |
- V. **APPROVING THE RESOLUTION AND MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026 AND CLOSING OF THE GENERAL MEETING**
- **Ms. Nguyen Tra My read the Minutes of the 2026 Annual General Meeting of Shareholders.**
The General Meeting voted to approve the Minutes of the Annual General Meeting of Shareholders in 2026 at the following rates:
Total Votes:

Approve	:	100%
Disapprove	:	0%
Abstention	:	0%
 - **Ms. Nguyen Tra My read the Resolution of the Annual General Meeting of Shareholders in 2026.**
The General Meeting voted to approve the Resolution of the Annual General Meeting of Shareholders in 2026 at the following rates:
Total Votes:

Approve	:	100%
Disapprove	:	0%
Abstention	:	0%
 - **Mr. Nguyen Van Quang closed the Meeting.**
The meeting ended in on the same day.

PRESIDIUM

CHAIRMAN

COMMISSIONERS

Nguyen Van Quang

Pham Bao Duong

Le Quyet Tien

Secretary

Nguyen Tra My





SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hung Yen, April 11, 2026

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
THIEN QUANG GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Pursuant to the Charter of organization and operation of Thien Quang Group Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company dated April 11, 2026.



RESOLUTION

Article 1: Approving the Report of the Board of Directors on production and business results in 2025 and production and business plan in 2026

1. Production and business results in 2025

Criteria	Implementation Year 2024 (Billion VND)	Implementation Year 2025 (Billion VND)	Change (Billion VND)
Total Revenue	555.4	641.39	85.9
Total Expense	554.35	636.11	77.9
Profit before tax	1.05	5.28	4.23
Profit after tax	1.05	5.08	4.04

2. Production and Business Plan in 2026

Main indicators	Unit	Plan for 2026
Total Revenue	Billion	600
Profit before tax	Billion	7
Dividend Rate	%	0

3. The General Meeting of Shareholders assigns the Board of Directors to adjust the production and business plan in accordance with the operation situation at each time and report to the latest General Meeting of Shareholders on the content of adjustment of the production and business plan

Article 2: To approve the Report of the Board of Directors on governance and performance of the Board of Directors in 2025 and the plan for 2026.

Article 3: Approval of the Supervisory Board's Report for 2025 and the plan for 2026

Article 4: Approval of the 2025 Audited Financial Statements.

Article 5: Approving the report for selection of auditing units for the 2026 financial statements.

Based on the above criteria, it is proposed that the General Meeting of Shareholders choose the auditing unit for the company's 2026 financial statements: Nhan Tam Viet Auditing Co., Ltd.

In case of failure to reach an agreement with the above-mentioned auditing firms on the audit schedule and fees, the General Meeting of Shareholders respectfully requests the Board of Directors to authorize the Board of Directors to select from among the auditing firms approved to perform audits for units with public interests in the field of securities to audit the annual financial statements and review the financial statements quarterly (if necessary at the request of the State management agency).

Article 6.- To approve the report on remuneration of the Board of Directors and the Control Board.

Article 7: Approving the Report on the distribution of profits in 2025 and the Dividend Distribution Plan in 2026.

STT	Criteria	Unit (VND)
I	Profit in 2025	5.283.831.990
1	Profit before tax in 2025	196.375.303
2	CIT payable	5.084.456.687
3	Profit after tax in 2025	6.480.996.299
4	Undistributed profit after tax until 31/12/2025	
II	Profit distribution and dividend distribution in 2025	762.668.503
1	Development Investment Fund (10%)	1.016.891.337
2	Welfare Reward Fund (10%)	0
3	Commendation and reward of the Board of Directors, Supervisory Board, Board of Directors	0
4	Dividends	3.304.896.847
5	Retained profit	5.283.831.990

Article 8: This Resolution is approved in full by the General Meeting of Shareholders and takes effect from the date of signing. The Board of Directors directs and organizes the implementation of the contents unanimously approved by the Shareholders at the General Meeting effectively.

ON BEHALF OF GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF
THE BOARD OF DIRECTORS

NGUYEN VAN QUANG