



THIÊN QUANG GROUP
THIÊN QUANG
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hung yen, April 11, 2026

**MINUTES OF VERIFICATION OF SHAREHOLDERS' ELIGIBILITY
ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
THIEN QUANG GROUP JOINT STOCK COMPANY**

Today, at [08] h [30] April 11, 2026, in An Lac Village, Nhu Quynh Commune, Hung Yen Province, the Shareholder's Eligibility Verification Committee of the 2026 Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company includes:

- Ms. Pham Thi Tuoi – Head of the Committee
- Ms. Nguyen Phuong Anh – Member
- Ms. Nguyen Thi Truyen – Member

The Committee conducted the verification of eligibility of shareholders attending the 2026 Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company at [09:00] on 11 April 2026 at the meeting venue.

The results of the verification are as follows:

- Total number of shareholders of the company:1978..... Shareholders
- Total number of shareholders attending the meeting:65..... shareholders, in which:
 - Number of shareholders attending directly:12..... Shareholders
 - Number of shareholders attending by proxy:51..... Shareholders
- Total number of shares held by shareholders and their authorized representatives attending the Meeting: 17576099.... shares, representing 55.20... % of the total voting shares of the Company.

Pursuant to the Company's Charter of organization and operation and the applicable laws, the 2026 Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company today is eligible to be held.

The list of shareholders attending the General Meeting of Shareholders is attached.

This Memorandum was made at [09] h [00] on April 11, 2026.

**ON BEHALF OF SHAREHOLDER ELIGIBILITY
VERIFICATION COMMITTEE HEAD**

Pham Thi Tuoi

Hung Yen, April 11, 2026

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

Time: Hung Yen, April 11, 2026.

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

I. Members of the Vote Counting Committee:

STT	Full name	Position
01	Ms. Pham Thi Tuoi	Head of the Vote Counting Committee
02	Ms. Nguyen Phuong Anh	Members
03	Ms. Nguyen Thi Truyen	Members

II. The results of vote counting are as follows:

1. 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:	17.576.094 CP	Accounting for 100% of voting shares at the General Meeting
Disapproval:	0 CP	Accounting for 0% of voting shares at the General Meeting
Other opinions:	0 CP	Accounting for 0% of voting shares at the General Meeting

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

Approve:	17.576.094 CP	Accounting for 100% of voting shares at the General Meeting
Disapproval:	0 CP	Accounting for 0% of voting shares at the General Meeting
Other opinions:	0 CP	Accounting for 0% of voting shares at the General Meeting

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

Approve:	17.576.094 CP	Accounting for 100% of voting shares at the General Meeting
Disapproval:	0 CP	Accounting for 0% of voting shares at the General Meeting
Other opinions:	0 CP	Accounting for 0% of voting shares at the General Meeting

4. Approved the Audited Financial Statements for 2025.

Approve:	17.576.094 CP	Accounting for 100% of voting shares at the General Meeting
Disapproval:	0 CP	Accounting for 0% of voting shares at the General Meeting
Other opinions:	0 CP	Accounting for 0% of voting shares at the General Meeting

5. Approved the Report on the selection of the auditor for the 2026 financial statements.



Approve:	17.576.094 CP	Accounting for 100% of voting shares at the General Meeting
Disapproval:	0 CP	Accounting for 0% of voting shares at the General Meeting
Other opinions:	0 CP	Accounting for 0% of voting shares 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:	17.576.094 CP	Accounting for 100% of voting shares at the General Meeting
Disapproval:	0 CP	Accounting for 0% of voting shares at the General Meeting
Other opinions:	0 CP	Accounting for 0% of voting shares at the General Meeting

7. Approving the 2025 Profit Distribution Report and the 2026 dividend payment plan

Approve:	17.576.094 CP	Accounting for 100% of voting shares at the General Meeting
Disapproval:	0 CP	Accounting for 0% of voting shares at the General Meeting
Other opinions:	0 CP	Accounting for 0% of voting shares at the General Meeting

The minutes were completed in 10:30 April 11, 2026; with 100% of the members of the vote counting committee unanimously

**ON BEHALF OF
VOTE COUNTING COMMITTEE
Head of Department**



Pham Thi Tuoi



**THIEN QUANG GROUP
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

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/QD-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.

233
VG 1
PH
DO
N QL
UNG

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.

20
Y
N
AN
ANC
YK

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



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 Thien 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



Phạm Quang Trung



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
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;

123456789101112

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

TY
HÀ
ĐC
N
H

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 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

**THIEN QUANG GROUP
JOINT STOCK COMPANY**

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 Thien Quang Group Joint Stock Company;
- Audited financial statements for 2025 of Thien Quang Group Joint Stock Company;
- Business results in 2025;
- Charter of organization and operation of Thien 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 Thien 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

CÔNG TY
CƠ PHÂN
TẬP ĐOÀN
THIÊN QUANG
Nguyễn Văn Quang

**THIEN QUANG GROUP
JOINT STOCK COMPANY**

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

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



Nguyễn Văn Quang

**THIEN QUANG GROUP
JOINT STOCK COMPANY**

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 Thien Quang Group Joint Stock Company;*
- *Audited financial statements for 2025 of Thien 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 Thien 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**



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: 31.843.305 shares

– Total attending shareholders (in person or by proxy): 12 shareholders representing 17.576.094 shares, equivalent to 55,20% 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. Pham Thu Ha
2. Tran Thi Chuc Quynh
3. Hoang Dieu Huong Ngan

Vote Counting Committee

1. Pham Thi Tuoi
2. Nguyen Phuong Anh
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. Nguyen Thi Cao Lien – 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;

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 (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

23
ÔNG
ĐÓP
ÁP
HIỆN
4 HI

5	Retained profit	3.304.896.847
---	-----------------	---------------

III. DISCUSS

No discussion opinions were raised at the General Meeting

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	17.576.094 CP	Accounting for 100% of shares with voting rights at the General Meeting
Disapprove	0 CP	Accounting for 0% of shares with voting rights at the General Meeting
Abstention	0 CP	Accounting for 0 % 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	17.576.094 CP	Accounting for 100% of shares with voting rights at the General Meeting
Disapprove	0 CP	Accounting for 0% of shares with voting rights at the General Meeting
Abstention	0 CP	Accounting for 0 % 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	17.576.094 CP	Accounting for 100% of shares with voting rights at the General Meeting
Disapprove	0 CP	Accounting for 0% of shares with voting rights at the General Meeting
Abstention	0 CP	Accounting for 0 % of shares with voting rights at the General Meeting

4. Approved the Audited Financial Statements for 2025.

Approve	17.576.094 CP	Accounting for 100% of shares with voting rights at the General Meeting
Disapprove	0 CP	Accounting for 0% of shares with voting rights at the General Meeting
Abstention	0 CP	Accounting for 0 % 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	17.576.094 CP	Accounting for 100% of shares with voting rights at the General Meeting
Disapprove	0 CP	Accounting for 0% of shares with voting rights at the General Meeting
Abstention	0 CP	Accounting for 0 % 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	17.576.094 CP	Accounting for 100% of shares with voting rights at the
---------	---------------	---

		General Meeting
Disapprove	0 CP	Accounting for 0% of shares with voting rights at the General Meeting
Abstention	0 CP	Accounting for 0 % 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	17.576.094 CP	Accounting for 100% of shares with voting rights at the General Meeting
Disapprove	0 CP	Accounting for 0% of shares with voting rights at the General Meeting
Abstention	0 CP	Accounting for 0 % 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. Tran Thi Chuc Quynh 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. Tran Thi Chuc Quynh 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 11:00 on the same day.

31.
1
N
AN
ANG
3 4 5

PRESIDIUM

CHAIRMAN

A stylized blue ink signature consisting of a large loop followed by a horizontal line.

Nguyen Van Quang

COMMISSIONERS

A blue ink signature with a large, sweeping loop and a long horizontal tail.

Pham Bao Duong

A blue ink signature with a large, complex loop and a horizontal line.

Le Quyet Tien

Secretary

A blue ink signature with a large, sweeping loop and a horizontal line.

Pham Thu Ha



**THIEN QUANG GROUP
JOINT STOCK COMPANY**

No. ~~MC~~ 4/2026/NQ-ĐHCD

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	
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 (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

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

CÔNG TY
CỔ PHẦN
TẬP ĐOÀN
THIỆN QUANG
NGUYEN VAN QUANG