

*Hung Yen, June 21, 2025*

**REPORT OF THE BOARD OF DIRECTORS ON THE MANAGEMENT AND  
PERFORMANCE RESULTS OF THE BOARD OF DIRECTORS IN 2024 AND PLAN  
FOR 2025**

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

Based on the authority and duties of the Board of Directors as stipulated in the Company's charter of organization and operation.

The Board of Directors of the company would like to report to the General Meeting of Shareholders on the Board of Directors' performance in governance and the Board of Directors' performance in 2024 and the plan for 2025 as follows:

**I. Board of Directors' activities in 2024**

**1.1 Board of Directors Structure**

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 and seriously performed its roles and tasks and identified leadership directions to provide positive measures and solutions in planning the Company's development strategy.

**1.2 Summary of Board of Directors activities**

**• On the activities of the Board of directors:**

In 2024, the Board of Directors held 05 meetings. All meetings were attended and witnessed by the Company's Supervisory Board.

All meetings are exchanged, discussed and debated democratically and frankly, with minutes and resolutions in accordance with the spirit and content of the meeting.

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

All Resolutions/Decisions are based on the high consensus and agreement of all members of the Board of Directors on the basis of shareholders' interests and the sustainable development of the Company.

- Board of Directors Meetings:



TT	Resolution/Decision Number	Day	Content
1.	2704/2024/NQ-HĐQT	April 22, 2024	Resolution of the Annual General Meeting of Shareholders in 2024
2.	2406/2024/NQ-HĐQT	June 10, 2024	Selecting an auditor for financial statements of 2024
3.	2007/2024/NQ-HĐQT	June 30, 2024	Report on production and business results for the first 6 months of 2024, plan for the third quarter of 2024
4.	25012024/NQ-HĐQT	August 10, 2024	Report on business results for the third quarter of 2024, business plan for the fourth quarter of 2024
5.	15012025/NQ-HĐQT	January 22, 2025	Report on production and business results in the first and fifth quarters of 2024, production and business plan for 2025

- **Regarding stock transactions of internal shareholders in 2024:**

No transactions

**Overall rating:**

The Board of Directors operates in accordance with its functions, duties and powers as prescribed by the Charter and the law.

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

**II. Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors:** Based on the financial results of Thien Quang Group Joint Stock Company in 2024, 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 2024 .

**III. Monitoring results for the Board of Directors and Executive Board**

- **Overall rating:**

All members of the Executive Board have professional qualifications, capacity, qualities and experience in company management and operations.

The Director has completed all the Company's operations well and always carried out all the assignments of the Board of Directors.

Implement production and business activities in accordance with the resolutions of the general meeting of shareholders, the Resolutions/Decisions of the Board of Directors and in compliance with the Company's Charter as well as the provisions of law.

The Board of Directors is fully aware of the difficulties and challenges of the Company in 2024 and the following years, so it has been proactive and flexible in operating, utilizing 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 work directed by the General Meeting of Shareholders and the Board of Directors are as follows:

#### **IV. Orientation and Operation Plan 2025**

Focus on directing and supervising the implementation of the 2025 business plan. Manage flexibly, promptly and appropriately to successfully implement the contents set forth by the Annual Meeting.

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

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

Manage cash flow reasonably and effectively.

Establish and maintain good relationships with shareholders, ensure timely, honest and correct information disclosure.

Above is the content of the report on the activities of the Company's Board of Directors in 2024 and the Board of Directors' operation plan for 2025.

Finally, on behalf of the Board of Directors, I would like to send all shareholders wishes for health, happiness and prosperity, and wish the Meeting a great success.

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRPERSON**



**NGUYEN VAN QUANG**



*Hung Yen, June 21, 2025*

**BUSINESS RESULTS IN 2024 REPORT  
AND BUSINESS PRODUCTION PLAN FOR 2025**

- Pursuant to the Charter of organization and operation of Thien Quang Group Joint Stock Company;
- Based on the Company's Audited Financial Statements of 2024.

**I. PERFORMANCE STATEMENT 2024**

**1. Key targets achieved by December 31, 2024**

<b>Target</b>	<b>Performed in 2023 (Billion VND)</b>	<b>Performed in 2024 (Billion VND)</b>	<b>2024 vs 2023 (Billion VND)</b>
Total revenue	544.4	555.4	11
Total cost	542.5	558.1	15.6
Profit before tax	1.9	1.05	-0.85
Profit after tax	1.9	1.05	-0.85

**2. General assessment**

**❖ Results achieved**

In 2024, the Board of Directors and the Board of Management of the company made great efforts in business activities to reduce costs, improve production processes, increase the number of new customers, and predict market demand to improve business efficiency. In 2024, the company focused on boosting consumption output, increasing sales revenue for the whole year of 2024 to reach 555.4 billion VND, completing 92% of the plan for the whole year of 2024.

**❖ Hard**

Although the production, business and product consumption situation in 2024 has improved compared to 2023, the stainless steel consumption market is still slow due to the impact of the real estate market, the demand for iron and steel products in construction and consumption has not been very positive.

High fluctuation in bank interest rates also significantly increased the company's financial costs.

The exchange rate of USD to VND also increased sharply, increasing the company's financial costs.

**❖ Favorable**

The Company's shaped foam products in 2024 will reach a turnover of more than 120 billion and grow by 20% compared to 2023. In 2025, the Company will continue to maintain and expand the output and customers of the foam segment to further increase revenue and profit of this product. This is a product with a high profit margin of the Company.



The steel market in general and stainless steel in particular have also shown positive signs in terms of consumption output. Hopefully, along with the warming of the real estate market, the steel industry in 2025 will also have new steps forward.

## II. BUSINESS PRODUCTION PLAN FOR 2025

### 1. Some key planning indicators

Key indicators	Unit	Plan for 2025
Total revenue	Ratio	600
Profit before tax	Ratio	5
Dividend Rate	%	

### 2. Orientation by production sector

Focus on prioritizing production, rebuilding production standards to produce products with better prices that are competitive enough in the market, expanding sales to boost consumption output.

#### Investment plan for 2025

Will not invest in new but focus on improving machinery lines to improve product quality and output.

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 operating situation at each time and report to the nearest General Meeting of Shareholders on the content of the adjusted production and business plan.

Above is the report on production and business results up to December 2024 and the production and business plan for 2025. Respectfully submit to the General Meeting of Shareholders for consideration, additional comments and approval.

Thank you very much!

ON BEHALF OF THE COMPANY'S  
EXECUTIVE BOARD



Phạm Quang Trung

*Hung Yen, June 21, 2025*

**SUBMISSION**

*(Re: Approval of the Audited Financial Statements of 2024)*

*Based on:*

- *Enterprise Law No. 59/2020/QH14 passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *Charter of organization and operation of Thien Quang Group Joint Stock Company;*
- *Audited financial statements of 2024 of Thien Quang Group Joint Stock Company.*

The Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) in 2025 for approval of the Audited Financial Statements of 2024 of Thien Quang Group Joint Stock Company as follows:

- The Company's financial statements of 2024 have been audited by Nhan Tam Viet Auditing Company Limited in accordance with prescribed standards, inspected by the Company's Supervisory Board and published by the Company's Board of Directors on the Company's website, including:

- ✓ Report of the Board of Directors;
- ✓ Auditor's Report;
- ✓ Balance sheet as of December 31, 2024;
- ✓ Business results report 2024;
- ✓ Cash flow statement;
- ✓ Notes to Financial Statements.

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

Thank you very much!

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRPERSON**



**Nguyễn Văn Quang**



*Hung Yen, June 21, 2025*

**SUBMISSION**

*(Re: Selection of audit unit for the financial statements of 2025)*

*Based on:*

- *Enterprise Law No. 59/2020/QH14 passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *Charter of Organization and Operation of Thien Quang Group Joint Stock Company.*

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders to select an independent auditing unit to audit the financial statements of 2025.

**1. Selection criteria**

- Is an auditing company approved by the Securities Commission to audit issuing organizations and listed organizations;
- Meet the Company's requirements on audit scope and progress;
- There are reasonable and appropriate audit fees.

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

Based on the above criteria, the General Meeting of Shareholders proposes that the auditor for the company's financial statements of 2025 be selected as:

- Nhan Tam Viet Auditing Company Limited;

**3. In case of disagreement with the above auditing companies on the progress and audit fees, the General Meeting of Shareholders shall authorize the Board of Directors to select from among the approved auditing companies to conduct audits for public interest entities in the securities sector to audit annual financial statements and review quarterly financial statements (if necessary at the request of State management agencies).**

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

Thank you very much!

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRPERSON**



**Nguyen Van Quang**

*Hung Yen, June 21, 2025*

**SUBMISSION**

*(Re: Approval of the final settlement of remuneration for the Board of Directors and the Supervisory Board in 2024 and the Plan for payment of remuneration for the Board of Directors and the Supervisory Board in 2025)*

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders in 2025 for approval of 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 for the Board of Directors and the Supervisory Board in 2024**

The Board of Directors submits 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 2024 fiscal year.

**II. Estimated remuneration of the Board of Directors and the Supervisory Board in 2025**

No.	Title	(Quantity)	Number of months	Salary/month	Total remuneration in 2025
1	Chairman of the Board	1	12	6,000,000	72,000,000
2	Board Member	2	12	4,000,000	96,000,000
3	Head of the Supervisory Board	1	12	4,000,000	48,000,000
4	Board Member	2	12	3,000,000	72,000,000
5	Corporate governance officer	1	12	3,000,000	36,000,000

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

Thank you very much!.

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRPERSON**



**Nguyễn Van Quang**



*Hung Yen, June 21, 2025*

**SUBMISSION**

*(Re: Approval of the Profit Distribution Plan for 2024  
and the dividend plan for 2025)*

Based on:

- Enterprise Law No. 59/2020/QH14 passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Charter of organization and operation of Thien Quang Group Joint Stock Company;
- Audited financial statements of 2024 of Thien Quang Group Joint Stock Company;
- Business performance results in 2024;
- Charter of organization and operation of Thien Quang Group Joint Stock Company.

The Board of Directors (BOD) respectfully presents to the Annual General Meeting of Shareholders (AGM) in 2025 for approval of the profit distribution plan for 2024 and the dividend plan for 2025 of Thien Quang Group Joint Stock Company as follows:

**1. Profit distribution plan for 2024**

No.	Target	Amount (VND)
<b>I</b>	<b>Profit in 2024</b>	
1	Profit before tax in 2024	1,048,147,645
2	Corporate income tax payable	/
3	Profit after tax in 2024	1,048,147,645
4	Undistributed profit after tax until December 31, 2024	1,603,169,142
<b>II</b>	<b>Profit distribution and dividend payment in 2024</b>	
1	Development investment fund (10%)	104.814.765
2	Welfare bonus fund (10%)	104.814.765
3	Rewards for Board of Directors, Supervisory Board, General Director	0
4	Dividends	0
5	Retained earnings	838.518.115

**2. Plan for 2025**

Based on the production and business results in 2025, the Board of Directors reports and asks for the General Meeting of Shareholders' approval of the dividend payment plan for 2025 at the Annual General Meeting of Shareholders in 2025.

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

Thank you very much!

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRPERSON**



*Nguyen Van Quang*

*Hung Yen, June 21, 2025*

**SUPERVISORY BOARD'S ACTIVITY REPORT FOR 2024  
AND OPERATION DIRECTION IN 2025**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of organization and operation of Thien Quang Group Joint Stock Company;
- Based on the Audited Financial Report for 2024 and the production and business performance in 2024 of Thien Quang Group Joint Stock Company.

Perform the functions and tasks of the Supervisory Board in accordance with the provisions of the Enterprise Law and the Company Charter. The Supervisory Board reports to the General Meeting of Shareholders the results of inspection and supervisory of activities in 2024 and the plan for 2025 with the following specific contents:

**I. REPORT ON PERFORMANCE RESULTS OF THE SUPERVISORY BOARD IN 2024**

**1. Board of Control Structure**

The Supervisory Board consists of the following members:

STT	Full name	Position
1	Mr. Dang Ngoc Phan	Head
2	Mrs. Nguyen Thi Cao Lien	Member
3	Mrs. Cao Thi Huyen	Member

**2. Board of Control work assignment:**

The Supervisory Board works in a collective mode combined with individual responsibility mode according to the assigned work area of each Supervisory Board member; Members in each assigned work all complete the assigned tasks well, specifically:

TT	Full name	Position	Assignment of tasks and performance of each Check control pill in year 2024
1	<b>Mr. Dang Ngoc Phan</b>	Head	Take general responsibility for performing tasks as prescribed in the Enterprise Law; Securities Law and the Company Charter; Assign tasks to members of the Supervisory Board, convene meetings of the Supervisory Board and perform specific tasks as follows: – Attend meetings of the Board of Directors; – Supervise the activities of the Board of



			<p>Directors, the Executive Board and the management staff appointed by the Board of Directors;</p> <ul style="list-style-type: none"> <li>– Report to the Annual General Meeting of Shareholders;</li> <li>– Responsible to the General Meeting of Shareholders in performing assigned tasks;</li> </ul>
2	<b>Mrs. Nguyen Thi Cao Lien</b>	Member	<ul style="list-style-type: none"> <li>– Check and monitor the implementation of the Company's annual production and business plan;</li> <li>– Check and supervise the signing and implementation of economic contracts;</li> <li>– Perform other tasks assigned and authorized by the Head of the Supervisory Board;</li> </ul>
3	<b>Mrs. Cao Thi Huyen</b>	Member	<ul style="list-style-type: none"> <li>– Supervise the implementation of the Resolution of the General Meeting of Shareholders and the annual dividend distribution;</li> <li>– Monitor the implementation of legal regulations and Company regulations;</li> <li>– Review the reasonableness of the Company's internal management documents issued during the year;</li> <li>– Perform other tasks assigned and authorized by the head of the Board of control;</li> </ul>

### 3. Activities of the Supervisory Board:

In 2024, the Supervisory Board carried out its activities in accordance with the Company's Charter and other legal regulations, as follows:

- Supervised the activities of the Board of Directors and the Executive Board to ensure compliance with the Law and the Company's Charter in the management and operation of the Company;
- Conducted inspections to assess the reasonableness, legality, truthfulness, and prudence in the management and operation of business activities; and evaluated the consistency, systematic nature, and appropriateness of accounting, statistics, and financial reporting practices;
- Participated in meetings of the Board of Directors and several leadership meetings regarding the business plan and performance reports for 2024;
- Reviewed and verified the completeness, legality, and accuracy of the Company's annual and semi-annual business performance reports and financial statements, as well as the management assessment report by the Board of Directors, and presented the verification report at

the Annual General Meeting of Shareholders;

- Proposed the selection of an Independent Auditing Firm (from the list of audit firms approved by the State Securities Commission to audit issuers, listed companies, and securities trading organizations in 2024, and which has experience and reputation in auditing listed companies and registered trading organizations);
- Oversaw compliance with the Company's internal expenditure regulations;
- Oversaw compliance with laws, internal rules, and regulations on the purchase and sale of goods and products;
- Performed other duties as prescribed by the Company's Charter.

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

In 2024, the Supervisory Board attended all meetings of the Board of Directors and a number of meetings of the Board of Management, and gave opinions on the policies and decisions of the Board of Directors and the Board of Management to ensure that the policies and decisions are issued in accordance with the provisions of law and ensure the interests of the Company.

The Supervisory Board also received most of the documents during the direction and operation of the Board of Directors and the Board of Management, and provided feedback and discussions to ensure that the operation process was carried out in accordance with the resolution of the Shareholders' Meeting.

In 2024, the Supervisory Board also received attention and support from the Board of Directors and the Board of Directors of the company regarding facilities and working conditions for inspection and control work.

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

#### **5. Remuneration, operating expenses and other benefits of the Supervisory Board and each member:** None

#### **6. Supervisory Board Meetings:** In 2024, the Supervisory Board held 02 Meetings

### **II. WORK OF SUPERVISING RESOLUTIONS, DECISIONS OF THE BOARD OF DIRECTORS AND ACTIVITIES OF THE COMPANY'S EXECUTIVE BOARD**

#### **1. Board of Directors**

- During the process of monitoring the management and operation activities of the Board of Directors and the Executive Board in 2024, the Supervisory Board did not see anything unusual in the activities of the Board of Directors and the Executive Board of the company;
- The Board of Directors' performance report and the Director's report fully and honestly reflect the Company's operations and management directions, and the Board of Directors' documents and resolutions in accordance with the Enterprise Law and the Company's Charter;
- The Board of Directors closely guides and supports the Executive Board in the process of implementing the production and business plan targets for 2024 in a feasible manner and proposes policies, resolutions and measures for the Executive Board to find ways to overcome difficulties in product consumption;



– After reviewing the resolution of the General Meeting of Shareholders and the minutes of the resolution of the Board of Directors, the Supervisory Board agreed with the report on the assessment of the Board of Directors' performance results in 2024 submitted to the General Meeting of Shareholders.

## **2 Board of Directors**

– The Supervisory Board agrees with the assessment of the business performance results in 2024 and the business plan for 2025 of the Company's Executive Board.

– Fully and promptly fulfill tax obligations to the State, implement good policies towards labor, and always care for the lives of workers.

### **Conclude:**

Through its supervisory activities, the Supervisory Board assessed that the management and operations of the Board of Directors and the Executive Board in 2024 were in compliance with the law and the Company's Charter.

The Supervisory Board reviewed and summarized the results of its oversight and audit activities across key operational areas such as procurement, sales, accounting, and investment. Based on these reviews, the Supervisory Board made several specific recommendations to the Board of Directors and the Company's Management, contributing to improving the safety and efficiency of the Company's operations.

## **III. AUDIT OF FINANCIAL STATEMENTS 2024**

### **1. Control compliance with financial and accounting regimes**

– The company has established accounting documents: Open detailed and summary accounting books in accordance with regulations.

– The Company has conducted an inventory of Assets as well as goods and raw materials in stock on December 31, 2024.

– The company has confirmed its debt until December 31, 2024.

– Quarterly and annually, there are financial settlement reports according to regulations.

### **2. Report on production and business results and the company's financial situation in 2024**

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

The Company has performed well its production and business tasks, and construction investment; ensured profits, and set aside funds in accordance with regulations. As of December 31, 2024, the Company's financial indicators basically demonstrated the efficiency and healthiness of the business' operations. The indicators of capital structure, assets, solvency, and operating efficiency all showed that the Company had a good financial situation. Shareholders' capital is preserved and developed.

## **IV. WORK PLAN OF THE BOARD OF SUPERVISORY IN 2025**

Review the assignment of work to members of the Supervisory Board and adjust the assignment of work accordingly;

- Maintain regular and periodic control work in accordance with legal regulations. 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 legal regulations;
- Inspect and supervise semi-annual reports, Financial Reports for 2025; supervise activities, Resolutions and Decisions of the Board of Directors and the company's executive Board according to the plan built from the beginning of the year, ensuring compliance with legal regulations;

#### **V. SUPERVISORY BOARD'S RECOMMENDATION**

In order for the Company to complete the targets for 2025 approved by the Annual General Meeting of Shareholders, to limit errors and risks in the process of operating all production and business activities of the Company, the Supervisory Board has made a number of specific recommendations and solutions as follows:

- Continuously improve management and operations, ensure maximum conditions and promote the capacity of the executive staff so that the Company can develop stably, achieve and exceed business and financial targets assigned by the General Meeting of Shareholders, ensuring maximum legitimate benefits for the Company and its shareholders.
- Select and focus resources to effectively implement investment projects.
- The Board of Directors directs and closely monitors production costs, ensures adequate capital, and ensures the Company's operational efficiency. Continue to improve the existing system of processes and regulations in accordance with the Enterprise Law, the Company's Charter, relevant current regulations, and internal documents to suit the actual situation to ensure the Company's business operations are effective, in compliance with the Company's Charter, and in accordance with the law.
- Promote training and human resource development, build personnel policies suitable to the current and development requirements of the Company.
- Facilitate the operation of the Board of Control in accordance with regulations on the principle of preventing and limiting errors in all activities, especially financial activities.
- Regularly coordinate between the government and mass organizations; maintain high consensus through organizing the implementation of the Grassroots Democracy Charter; care for the material and spiritual life of workers, carry out well the emulation and reward work and social work;

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



**Dang Ngoc Phan**



**REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION OF MEMBERS OF THE  
BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR THE 2025-2030 TERM  
THIEN QUANG GROUP JOINT STOCK COMPANY**

*Pursuant to the Enterprise Law No. 68/2014/QH13 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2014;*

*Pursuant to the Charter of organization and operation of Thien Quang Group Joint Stock Company.*

The nomination and election of members of the Board of Directors (BOD) and the Supervisory Board (BOS) for the 2025 - 2030 term at the 2025 Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company is conducted according to the following regulations:

**I. BOARD OF DIRECTORS**

**1. Number of Board members: 03 members**

**2. Board of Directors Membership Standards**

The standards for Board of Directors members as prescribed in Article 26 of the Charter of Organization and Operation of Thien Quang Group Joint Stock Company are as follows:

- Have full civil act capacity, not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
- Have professional qualifications and experience in business administration or in the Company's business fields and lines of business and do not necessarily have to be a shareholder of the Company;
- A member of the Board of Directors of a Company may concurrently be a member of the Board of Directors of another Company;
- Good health, good moral qualities, honest, upright, and knowledgeable about the law.

**3. Right to nominate and run for membership of the Board of Directors**

Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors:

- A shareholder or group of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate a maximum of one (01) candidate;
- Shareholders or groups of shareholders holding from 20% to less than 30% can nominate up to two (02) candidates; from 30% to less than 40% can nominate up to three (03) candidates;
- A shareholder or group of shareholders holding from 40% to less than 50% may



nominate a maximum of four (04) candidates;

- Shareholders or groups of shareholders holding 50% or more have the right to nominate a sufficient number of candidates.

## **II. SUPERVISORY BOARD**

### **1. Number of members of the Supervisory Board: 03 members**

### **2. Supervisory Board Membership Standards**

Standards for members of the Supervisory Board as prescribed in Article 36 of the Charter of Organization and Operation of Thien Quang Group Joint Stock Company are as follows:

- Members of the Supervisory Board have full civil act capacity and are not prohibited from establishing and managing enterprises according to the provisions of the Law on Enterprises.
- The Controller is not the wife or husband, biological father, adoptive father, biological mother, adoptive mother, child, adopted child, biological brother, biological sister, or sibling of a member of the Board of Directors, Director, or other manager of Thien Quang Group Joint Stock Company.
- The Controller must not hold a management position in the Company, must not be a member of the accounting and finance department of Thien Quang Group Joint Stock Company, and must not be a member or employee of the independent auditing company that is auditing the financial statements of Thien Quang Group Joint Stock Company.
- Good health, good moral character, honest and knowledgeable about the law.
- Other standards and conditions as prescribed by other relevant laws and the Company Charter.

### **3. Right to nominate and run for membership of the Supervisory Board**

Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Supervisory Board:

- A shareholder or group of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate a maximum of one (01) candidate;
- Shareholders or groups of shareholders holding from 20% to less than 30% can nominate up to two (02) candidates; from 30% to less than 40% can nominate up to three (03) candidates;
- A shareholder or group of shareholders holding from 40% to less than 50% may nominate a maximum of four (04) candidates;
- Shareholders or groups of shareholders holding 50% or more have the right to nominate enough candidates.

## **III. NOMINATION DOCUMENTS, CANDIDATES FOR MEMBERS OF BOARD OF DIRECTORS, SUPERVISORY BOARD**

The application documents for nomination and candidacy for membership in the Board of Directors and Supervisory Board of shareholders and groups of shareholders include:

- Application for nomination and candidacy for membership of the Board of Directors and Supervisory Board (according to form);





- Minutes of the meeting of the group nominating candidates to participate in the election of members of the Board of Directors and Supervisory Board of the Company;
- CV by the candidate (according to the form with photo attached);
- Notarized copies of documents: ID Card/Passport/Citizen ID Card or equivalent documents; Certificates of educational and professional qualifications.

To facilitate businesses in checking the validity of the nomination and candidacy documents and preparing ballots at the official General Meeting, the Organizing Committee requests shareholders and groups of shareholders participating in nomination and candidacy to send the nomination and candidacy documents to elect members of the Board of Directors and Supervisory Board no later than 5:00 p.m. on June 18, 2025 to the Company's address: House C30, Lane 409, Tam Trinh Street, Hoang Van Thu Ward, Hoang Mai District, Hanoi.

#### **IV. PRINCIPLES OF CANDIDATES SELECTION**

Based on the nomination and candidacy dossiers for the Board of Directors and Supervisory Board of shareholders or groups of shareholders, the Company's General Meeting Organizing Committee will check the validity of the dossiers. In case the number of candidates for the Board of Directors and Supervisory Board through nomination and candidacy is still not enough, the General Meeting Organizing Committee will seek the opinion of the General Meeting of Shareholders.

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRPERSON**

  
**Nguyen Van Quang**

Hanoi, day 21 month 06 year 2025

**ELECTION REGULATIONS  
FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY  
BOARD FOR THE 2025–2030 TERM  
THIEN QUANG GROUP JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Organization and Operation of Thien Quang Group Joint Stock Company.

To ensure the principles of democracy and transparency, creating favorable conditions for the organization and conduct of the election of members of the Board of Directors (BOD) and members of the Supervisory Board (BOS) at the Annual General Meeting of Shareholders in 2025 of Thien Quang Group Joint Stock Company. The Ballot Counting Committee submits to the Congress for approval the Regulations for the election of members of the Board of Directors and the Supervisory Board at the Congress as follows:

**I. ELECTION ENTITIES**

Shareholders owning shares with voting rights and authorized representatives of Shareholders owning shares with voting rights.

**II. ELECTION RULES**

**1. General principles:**

- Voting to elect members of the Board of Directors and the Supervisory Board is conducted by secret ballot using the cumulative voting method;
- Shareholders must write the number of votes for each candidate in the blank box of that candidate on the ballot. In case of valid authorization (with authorization letter), the authorized person has full voting rights.
- In case of incorrect recording, shareholders may request the Vote Counting Committee to exchange the ballot for another one.

**2. Principles for election of Board members:**

- Each shareholder is given a Board of Directors ballot with the total number of Board of Directors votes equal to the number of shares owned and represented x Number of Board members elected.
- On each Ballot, shareholders have the option to:
  - + *Divide the votes equally among the candidates for the Board of Directors;*
  - + *Concentrate votes on one or more candidates;*



- + *Use part of your vote to vote or do not vote at all.*
- Shareholders elect the Board of Directors by filling in the corresponding number of ballots for each candidate for the Board of Directors so that the total number of Board of Directors votes on each ballot is not greater than the number of shares owned and represented multiplied by the number of Board members elected.

### **3. Principles for election of members of the Supervisory Board:**

- Each shareholder is given a ballot for the Supervisory Board with the total number of votes for the Supervisory Board equal to the number of shares owned and represented x Number of elected Supervisory Board members.
- On each Ballot, shareholders have the option to:
  - + *Divide votes equally among candidates for the Supervisory Board;*
  - + *Concentrate votes on one or more candidates;*
  - + *Use part of your vote to vote or use no vote at all.*
- Shareholders elect the Supervisory Board by filling in the corresponding number of ballots for each candidate for the Supervisory Board so that the total number of votes for the Supervisory Board on each ballot is not greater than the number of shares owned and represented multiplied by the number of members of the Supervisory Board elected.

## **III. ELECTION COMMITTEE, VOTING AND VOTE COUNTING PRINCIPLES**

### **1. Counting Committee**

- The counting committee is nominated by the Chairman and approved by the General Meeting of Shareholders.
- The counting committee is responsible for:
  - + Through the Election Regulations;
  - + Through the List of nominations and candidacy for members of the Board of Directors and Supervisory Board;
  - + Introduce the content and method of recording and distributing ballots;
  - + Check and supervise the voting of shareholders and shareholder representatives;
  - + Conduct vote counting;
  - + Prepare minutes of vote counting and announce election results before the Congress;
  - + Return the minutes and all ballots to the Presidium;
  - + The Election Committee must ensure the integrity of the election and the secret counting of votes; in case of violations, the Election Committee must take responsibility.
- Members of the Election Committee may not be included in the list of nominees and candidates for the Board of Directors and Supervisory Board.

### **2. Principles of voting and counting**

- The ballot counting committee shall check the ballot boxes in the presence of shareholders;
- Voting begins when the distribution of ballot papers is completed and ends when the last shareholder places his ballot in the ballot box;

- The counting of votes must be carried out immediately after the voting ends;
- The vote counting results are recorded in writing and announced by the Head of the Vote Counting Committee before the Congress.

#### **IV. PRINCIPLES FOR SELECTING CANDIDATES FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD**

##### **1. Cases of invalid ballots:**

- The ballot contains additional items not printed in advance that have not been approved by the General Meeting of Shareholders;
- The ballot is not a ballot issued by the Counting Committee;
- Voucher without hanging stamp of Thien Quang Group Joint Stock Company;
- The total number of votes for the Board of Directors and the Supervisory Board is greater than the number of shares to be elected as prescribed in Point II.2 and Point II.3 of this regulation.
- Ballots are crossed out, corrected, or have names added outside the list of candidates approved by the General Meeting of Shareholders before voting.
- The number of votes for odd candidates is up to the decimal place.
- The ballot does not have the signature of the shareholder or the shareholder's authorized representative.
- Votes cast for more candidates than elected;
- Write the content on the ballot in pencil.

##### **2. Principles of election:**

The elected members of the Board of Directors or the Supervisory Board are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members elected to the Board of Directors and the Supervisory Board for the 2025-2030 term is sufficient as determined by the General Meeting of Shareholders. In case two or more candidates receive the same number of votes for the final member of the Board of Directors or the Supervisory Board, a re-election will be held among the candidates with the same number of votes.

If the re-election is still unsuccessful, the General Meeting of Shareholders may vote to remove members of the Board of Directors and the Supervisory Board and elect them at the next annual General Meeting of Shareholders.

#### **V. PREPARATION AND ANNOUNCEMENT OF VOTE COUNT MINUTES**

- After counting the votes, the Election Committee must prepare a vote counting record. The content of the vote counting record includes: Total number of shareholders attending the meeting, total number of shareholders voting, number of valid votes; number of invalid votes.
- The full text of the Minutes of the vote counting must be announced before the Congress.

#### **VI. COMPLAINT RESOLUTION**

Any complaints about the election results will only be considered at the General Meeting, shareholders may not object to this validity at any other time. In case of disagreement about the



election procedures or results, the Election Committee will review and ask for the General Meeting's opinion for decision.

**VII.EFFECTIVENESS:**

- This election rule has been publicly announced before the General Meeting of Shareholders and voted on by all shareholders before conducting the election.

- This Regulation takes effect immediately after being approved by the General Meeting of Shareholders and only applies at the Annual General Meeting of Shareholders in 2025 of Thien Quang Group Joint Stock Company for the election of members of the Board of Directors and Supervisory Board for the 2025-2030 term.

**Recipient:**

- As above;
- Archive: Company./.

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRPERSON**



**Nguyen Van Quang**



**APPENDIX**  
**REGULATIONS ON ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS  
AND SUPERVISORY BOARD OF THIEN QUANG GROUP JOINT STOCK COMPANY**

**INSTRUCTIONS FOR ELECTING THE BOARD OF DIRECTORS AND  
SUPERVISORY BOARD FOR THE TERM 2025-2030**

*(According to cumulative voting method)*

**1. Ballot Type:**

- Blue ballot: vote for Board of Directors.
- Pink ballot: vote for Supervisory Board.

**2. Vote:**

- Put the ballot into the ballot box to elect the Board of Directors.
- Put the ballot into the ballot box to vote for the Supervisory Board.

**3. Record your vote:**

- Each shareholder has a total number of voting rights corresponding to the total number of voting shares (including owned and authorized) multiplied by the number of elected members of the Board of Directors or the Supervisory Board.

- Shareholders can divide the total number of voting rights for all candidates (not greater than the number of elected members of the Board of Directors and the Supervisory Board), or concentrate all the total number of voting rights for one or several candidates, but the total number of voting rights for candidates must not exceed the total number of voting rights.

**For example:**

Suppose the General Meeting of Shareholders votes to elect 02 members of the Supervisory Board from a total of 03 candidates. Shareholder Nguyen Van A holds (including ownership and authorization) 1,000 shares with voting rights. Then the total number of voting rights of shareholder Nguyen Van A is:

$$(1,000 \times 2) = 2,000 \text{ voting rights .}$$

Shareholder Nguyen Van A can vote cumulatively in the following manner:

*Case 1: Shareholder Nguyen Van A divides his voting rights equally among any 2 candidates (equivalent to each candidate receiving 1,000 voting rights)*





Full name candidate	Number of votes
1. Candidate 1	1,000
2. Candidate 2	1,000
3. Candidate 3	00
<b>Total voting rights</b>	<b>2,000</b>

*Case 2: Shareholder Nguyen Van A gives all his voting rights to 1 candidate (The case below gives all to Candidate 4).*

Full name candidate	Number of votes
1. Candidate 1	0
2. Candidate 2	2,000
3. Candidate 3	0
<b>Total voting rights</b>	<b>2,000</b>

*Case 3: Shareholder Nguyen Van A cast his votes for 2 candidates (But not equally).*

Full name candidate	Number of votes
1. Candidate 1	1,500
2. Candidate 2	00
3. Candidate 3	500
<b>Total voting rights</b>	<b>2,000</b>

*Case 4: Shareholder Nguyen Van A shares his voting rights with one candidate.*

Full name candidate	Number of votes
1. Candidate 1	00
2. Candidate 2	00
3. Candidate 3	2,000
<b>Total voting rights</b>	<b>3,000</b>

#### 4. Invalid ballot

- The form does not follow the prescribed form and does not have the Company's stamp.
- Ballots crossed out, corrected, added or incorrectly named, not on the list of candidates

unanimously approved by the General Meeting of Shareholders before voting.

- The total number of votes cast for candidates by a shareholder exceeds the total number of voting rights held by that shareholder (*including owned and authorized*) .
- Other cases specified in the Election Regulations.

For example:

*Shareholder Nguyen Van A divided his voting rights among 3 candidates ( but exceeded the total number of voting rights ).*

Full name candidate	Number of votes
1. Candidate 1	1,000
2. Candidate 2	2,000
3. Candidate 3	1,000
<b>Total voting rights</b>	<b>4,000</b>

The election of members of the Board of Directors is carried out similarly to the election of members of the Supervisory Board.





*Hung Yen, June 21, 2025*

**SUBMISSION**

*(Re: Approval of the election of members of the Board of Directors and the Supervisory Board)  
term 2025 - 2030)*

Base:

- Enterprise Law No. 59/2020/QH14 passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Charter of organization and operation of Thien Quang Group Joint Stock Company;

Pursuant to the provisions of law, the Charter of the Company, and based on the current situation and orientation of the Company's operations in the coming period, the Board of Directors and the Supervisory Board of Thien Quang Group Joint Stock Company respectfully submit to the General Meeting of Shareholders for approval the content regarding the election of members of the Board of Directors and the Supervisory Board for the 2025–2030 term as follows:

- Number and structure of Board of Directors members for the 2025-2030 term: 03 (three) members.

- The number and structure of members of the Supervisory Board for the 2025-2030 term is: 03 (three) members.

- Standards and conditions for members of the Board of Directors and Supervisory Board; Election method: according to the provisions of the Company's Charter and relevant legal regulations, specifically announced in the Regulations on additional election of members of the Board of Directors and Supervisory Board for the 2025-2030 term.

- List of candidates for election of Board of Directors members for the 2025-2030 term:

No.	Full name	Address	ID Card No., date of issue, place of issue	Professional qualifications
1	Nguyen Van Quang			Bachelor
2	Pham Bao Duong			Bachelor
3	Le Quyet Tien			Bachelor

- List of candidates for election of members of the Supervisory Board for the 2025-2030 term:



No.	Full name	Address	ID Card No., date of issue, place of issue	Professional qualifications
1	Dang Ngoc Phan			Bachelor
2	Nguyen Thi Cao Lien			Bachelor
3	Cao Thi Huyen			Bachelor

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards./.

**Recipient:**

- Shareholders;
- Board of Directors, Supervisory Board, Executive Board.
- Archive: HC.

ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRPERSON



Nguyen Van Quang





**MEETING MINUTES  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
THIEN QUANG GROUP JOINT STOCK COMPANY**

Time: 8:30 a.m., June 21, 2025

Venue: Trung Trac Commune, Van Lam District, Hung Yen Province

**I. OPENING OF THE MEETING**

**1. Participants**

**Mr. Nguyen Van Quang - Chairman of the Meeting**

**Mr. Le Quyet Tien - Member of Board of Directors**

**Mr. Pham Bao Duong - Member of Board of Directors**

And all Shareholders of Thien Quang Group Joint Stock Company.

**2. Legality of the Meeting**

The Meeting listened to Mrs. Pham Thi Tuoi - Head of the shareholder qualification examination committee report on the results of the shareholder qualification examination:

–Total shares of the Company: 31.843.305 shares

–The total number of delegates who are shareholders or authorized to attend is: 226 shareholders representing 16.637.911 shares - accounting for 52.25% of the total number of shares with voting rights.

Pursuant to the Law on Enterprises and the Company Charter, the Annual General Meeting of Shareholders in 2025 of Thien Quang Group Joint Stock Company is legal and qualified to hold the Meeting.

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

To manage the activities of the Meeting, the General Meeting of Shareholders unanimously approved the list of the Presidium, Secretariat, and Vote Counting Committee. Specifically as follows:

**Presidium:**

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

**Election of the Secretariat**

1. Nguyen Trà My
2. Nguyen Phuong Quynh
3. Hoang Dieu Huong Ngan

**Counting Committee**



1. Pham Thi Tuoi
2. Nguyen Thi Truyen
3. Dinh Thi Thu Ha

**Total votes**

Approved	: 100%
Disapprove	: 0%
No comments	: 0%

**4. Through the program and working regulations of the Meeting**

The Meeting listened to Mr. Nguyen Van Quang - On behalf of the Presidium, present the program of the Annual General Meeting of Shareholders in 2025, including:

- Report of the Board of Directors on the management and performance of the Board of Directors in 2024 and the plan for 2025;
- Supervisory Board Report of 2024 and Plan for 2025;
- Report on business results in 2024 and Business Plan for 2025;
- Audited Financial Statements of 2024;
- Proposal for selection of auditing unit for the Financial Statements of 2025;
- Report on remuneration of the Board of Directors and Supervisory Board;
- Report on the profit distribution of 2024 and dividend plan for 2025;
- Report on the election of members of the Board of Directors and Supervisory Board for the 2025-2030 term;
- Election regulations, List of candidates for election of Board of Directors and Supervisory Board members for the 2025-2030 term;
- Results of the election of members of the Board of Directors and Supervisory Board for the 2025-2030 term.

The Meeting agreed on the agenda of the official Meeting.

**Total votes:**

Approved	: 100%
Disapprove	: 0%
No comments	: 0%

Mr. Nguyen Van Quang - On behalf of the Presidium, approved the Working Regulations of the Annual General Meeting of Shareholders in 2025.

**Total votes:**

Approved	: 100%
Disapprove	: 0%
No comments	: 0%

**II. PRESENTATION OF REPORTS AND PAPERS AT THE MEETING**

1. Mr. Pham Quang Trung - General Director - presented the Business Results Report of 2024 and the Business Plan for 2025.

**➤ Production and business results in 2024**



Target	Performed in 2023 (Billion VND)	Performed in 2024 (Billion VND)	2024 vs 2023 (Billion VND)
Total revenue	544.4	555.4	11
Total cost	542.5	558.1	15.6
Profit before tax	1.9	1.05	-0.85
Profit after tax	1.9	1.05	-0.85

✦ **Production and Business Plan 2025**

Key indicators	Unit	Plan 2025
Total revenue	Ratio	600
Profit before tax	Ratio	5
Dividend Rate	%	0

2. Mr. Nguyen Van Quang - Chairman of the Board of Directors - presented the Board of Directors' Report on the management and performance of the Board of Directors in 2024 and the plan for 2025;
3. Mrs. Cao Thi Huyen - Member of the Supervisory Board - presented the Supervisory Board's Report of 2024 and the plan for 2025;
4. Mrs. Phan Thi Hoai Thuong - Chief Accountant presented the Audited Financial Report of 2024;
5. Mrs. Phan Thi Hoai Thuong - Chief Accountant presented the Proposal for selecting an auditing unit for the Financial Statements of 2025;

Based on the above criteria, the General Meeting of Shareholders proposes to select the auditing unit for the company's financial statements of 2025 as: Nhan Tam Viet Auditing Company Limited;

In case of disagreement with the above auditing companies on the progress and audit fees, the General Meeting of Shareholders shall authorize the Board of Directors to select from among the approved auditing companies to conduct audits for public interest entities in the securities sector to audit annual financial statements and review quarterly financial statements (if necessary at the request of State management agencies).

6. Mrs. Phan Thi Hoai Thuong - Chief Accountant presented the Report on remuneration of the Board of Directors and Supervisory Board.
7. Mr. Pham Quang Trung - General Director presented the Report on the profit distribution of 2024 and Dividend distribution plan for 2025

No.	Target	Amount (VND)
<b>I</b>	<b>Profit 2024</b>	
1	Profit before tax 2024	1,048,147,645

3328  
JG T  
PH  
P Đ  
EN QU  
AM-T

2	Corporate income tax payable	/
3	Profit after tax in 2024	1,048,147,645
4	Undistributed profit after tax until December 31, 2024	1,603,169,142
<b>II</b>	<b>Profit distribution and dividend payment in 2024</b>	
1	Development investment fund (10%)	104,814,765
2	Welfare bonus fund (10%)	104,814,765
3	Rewards for Board of Directors, Supervisory Board, General Director	0
4	Dividends	0
5	Retained earnings	838,518,115

### III. DISCUSS

### IV. APPROVAL OF REPORTS AND PRESENTATIONS AT THE MEETING

#### 1. Approval of the Business Results Report of 2024 and the Business Plan for 2025.

Approved 16.637.911CP Occupy 100% of voting shares at the General Meeting  
Disapprove ... CP Occupy 0% of voting shares at the General Meeting  
No comments ... CP Occupy 0% of voting shares at the General Meeting

#### 2. Approval of the Board of Directors' Report on the Board of Directors' management and performance in 2024 and the plan for 2025.

Approved 16.637.911CP Occupy 100% of voting shares at the General Meeting  
Disapprove ... CP Occupy 0% of voting shares at the General Meeting  
No comments ... CP Occupy 0. % of voting shares at the General Meeting

#### 3. Approval of the Supervisory Board Report of 2024 and plan for 2025.

Approved 16.637.911CP Occupy 100% of voting shares at the General Meeting  
Disapprove ... CP Occupy 0. % of voting shares at the General Meeting  
No comments ... CP Occupy 0. % of voting shares at the General Meeting

#### 4. Approval of Audited Financial Statements for 2024.

Approved 16.637.911CP Occupy 100% of voting shares at the General Meeting  
Disapprove ... CP Occupy 0. % of voting shares at the General Meeting  
No comments ... CP Occupy 0. % of voting shares at the General Meeting

#### 5. Approval of the Report on remuneration of the Board of Directors and Supervisory Board of 2024 and the plan for 2025.

Approved 16.637.911CP Occupy 100% of voting shares at the General Meeting  
Disapprove ... CP Occupy 0% of voting shares at the General Meeting  
No comments ... CP Occupy 0. % of voting shares at the General Meeting

#### 6. Approval of the Report on remuneration of the Board of Directors and Supervisory Board of 2024 and the plan for 2025.



Approved	16.637.911CP	Occupy 100% of voting shares at the General Meeting
Disapprove	... CP	Occupy 0.% of voting shares at the General Meeting
No comments	... CP	Occupy 0.% of voting shares at the General Meeting

**7. Approval of the profit distribution proposal of 2024 and dividend payment plan for 2025.**

Approved	16.637.911CP	Occupy 100% of voting shares at the General Meeting
Disapprove	... CP	Occupy 0% of voting shares at the General Meeting
No comments	... CP	Occupy 0% of voting shares at the General Meeting

**8. Approval of the Proposal for the election of members of the Board of Directors and Supervisory Board for the 2025-2030 term.**

Approved	16.637.911CP	Occupy 100% of voting shares at the General Meeting
Disapprove	... CP	Occupy 0.% of voting shares at the General Meeting
No comments	... CP	Occupy 0% of voting shares at the General Meeting

**9. Approving the Election Regulations and the List of Candidates for the Election of Members of the Board of Directors and Supervisory Board for the 2025-2030 term.**

Approved	16.637.911CP	Occupy 100% of voting shares at the General Meeting
Disapprove	... CP	Occupy 0.% of voting shares at the General Meeting
No comments	... CP	Occupy 0.% of voting shares at the General Meeting

**10. Approving the election results of the Board of Directors and Supervisory Board members for the 2025-2030 term.**

Approved	16.637.911CP	Occupy 100% of voting shares at the General Meeting
Disapprove	... CP	Occupy 0% of voting shares at the General Meeting
No comments	... CP	Occupy 0% of voting shares at the General Meeting

**V. APPROVING RESOLUTIONS AND MINUTES OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS AND CLOSING THE GENERAL MEETING**

**– Mrs. Nguyen Thi Cao Lien read the Minutes of the Annual General Meeting of Shareholders in 2025.**

The Meeting voted to approve the Minutes of the Annual General Meeting of Shareholders in 2025 with the following ratio:

**Total votes:**

Approved	: 100%
Disapprove	: 0%
No comments	: 0%

**– Mrs. Nguyen Thi Cao Lien read the Resolution of the Annual General Meeting of Shareholders in 2025.**

The Meeting voted to pass the Resolution of the Annual General Meeting of Shareholders in 2025 with the following ratio:

**Total votes:**

No comments : 0%

– Mrs. Nguyen Thi Cao Lien read the Resolution of the Annual General Meeting of Shareholders in 2025.

The Meeting voted to pass the Resolution of the Annual General Meeting of Shareholders in 2025 with the following ratio:

**Total votes:**

Approved : 100%

Disapprove : 0%

No comments : 0%

– Mr. Nguyen Van Quang closed the Meeting.

The Meeting ended at 11am.30 the same day.

**PRESIDENTIAL BOARD**

**CHAIRMAN**



**Nguyen Van Quang**

**COMMISSIONERS**

**Pham Bao Duong**

**Le Quyet Tien**

**Secretary**

**Nguyen Thi Cao Lien**



RESOLUTION  
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025  
THIEN QUANG GROUP JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14<sup>th</sup> National Assembly of the Socialist Republic of Vietnam on June 17, 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 on June 21, 2025.

RESOLUTION

**Article 1 : Approval of the Board of Directors' Report on Business Results of 2024 and Business Plan for 2025**

**1. Production and business results in 2024**

Target	Performed in 2023 (Billion VND)	Performed in 2024 (Billion VND)	2024 vs 2023 (Billion VND)
Total revenue	544.4	555.4	11
Total cost	542.5	558.1	15.6
Profit before tax	1.9	1.05	-0.85
Profit after tax	1.9	1.05	-0.85

**2. Production and Business Plan 2025**

Key indicators	Unit	Plan for 2025
Total revenue	Ratio	600
Profit before tax	Ratio	5
Dividend Rate	%	

- 3. The General Meeting of Shareholders assigns the Board of Directors to adjust the production and business plan in accordance with the operating situation at each time and reports to the nearest General Meeting of Shareholders on the content of the adjustment of the production and business plan.**

**Article 2: Approval of the Board of Directors' Report on the management and performance of the Board of Directors in 2024 and the plan for 2025.**

**Article 3: Approval of the Supervisory Board Report of 2024 and plan for 2025**

**Article 4: Approval of the Audited Financial Report of 2024.**

**Article 5: Approval of the Proposal for selecting an auditing unit for the Financial Statements of 2025.**

Based on the above criteria, the General Meeting of Shareholders proposes to select the auditing unit for the company's financial statements of 2025: Nhan Tam Viet Auditing Company Limited.

In case of disagreement with the above auditing companies on the progress and audit fees, the General Meeting of Shareholders shall authorize the Board of Directors to select from among the approved

auditing companies to conduct audits for public interest entities in the securities sector to audit annual financial statements and review quarterly financial statements (if necessary at the request of State management agencies).

**Article 6: Approval of the Board of Directors and Supervisory Board's remuneration proposal.**

**Article 7: Approval of the Proposal on profit distribution of 2024 and Dividend distribution plan for 2025.**

No.	Target	Amount (VND)
<b>I</b>	<b>Profit in 2024</b>	
1	Profit before tax in 2024	1,048,147,645
2	Corporate income tax payable	/
3	Profit after tax in 2024	1,048,147,645
4	Undistributed profit after tax until December 31, 2024	1,603,169,142
<b>II</b>	<b>Profit distribution and dividend payment in 2024</b>	
1	Development investment fund (10%)	104.814.765
2	Welfare bonus fund (10%)	104.814.765
3	Rewards for Board of Directors, Supervisory Board, General Director	0
4	Dividends	0
5	Retained earnings	838.518.115

**Article 8: Approval of the Proposal on the election of members of the Board of Directors and Supervisory Board for the 2025-2030 term.**

**Article 9: Approval of the Election Regulations and List of Candidates for the Election of Members of the Board of Directors and Supervisory Board for the 2025-2030 term.**

**Article 10: Approval of the election results of members of the Board of Directors and Supervisory Board for the 2025-2030 term.**

**Article 11: 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 effective implementation of the contents agreed upon by the Shareholders at the General Meeting.**

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



NGUYEN VAN QUANG



Số: 2106BBKPBC/ĐHĐCĐ

Hưng Yên, date 21 month 06 year 2025

**MINUTES OF ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS  
AND SUPERVISORY BOARD  
TERM 2025-2030**

Today, June 21, 2025 at the Factory - Trung Trac Commune, Van Lam District, Hung Yen Province, the 2025 Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company conducted a secret ballot to elect members of the Board of Directors and Supervisory Board for the 2025-2030 term, with the following contents:

**I. MEMBERS OF THE ELECTION COUNTING COMMITTEE**

The Ballot Counting Committee to elect members of the Board of Directors and the Board of Supervisors for the 2025-2030 term at the 2025 Annual General Meeting of Shareholders of Thien Quang Group Joint Stock Company includes the following Mr./Ms.:

1. Mrs Phạm Thị Tươi - Head of the Vote Counting Committee
2. Mrs Nguyễn Thị Truyền - Member
3. Mrs Đinh Thị Thu Hà - Member

**II. NUMBER OF SHAREHOLDERS PARTICIPATING IN THE ELECTION**

Total number of shareholders and shareholder representatives attending with voting rights: 11 shareholders, owning and representing ownership of 16,637,911 shares, accounting for 100% of total shares with voting rights at the General Meeting..

**III. III. NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS AND  
SUPERVISORY BOARD FOR THE TERM 2025 - 2030**

- Number of members of the Board of Directors: 03 members.
- Number of members of the Supervisory Board: 03 members;
- Term of the Board of Directors and Supervisory Board: 05 years, from 2025 - 2030.

**IV. IV. LIST OF CANDIDATES**

1. List of candidates elected to the Board of Directors:

No	Name	Professional qualifications
1	Nguyễn Văn Quảng	Bachelor
2	Phạm Bảo Dương	Bachelor
3	Lê Tiến Quyết	Bachelor

2. List of candidates for election to the Board of Supervisors:

No	Name	Professional qualifications
1	Đặng Ngọc Phần	Bachelor
2	Nguyễn Thị Cao Liên	Bachelor
3	Cao Thị Huyền	Bachelor

**V. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS**

- Total number of votes issued: 11 votes, corresponding to: 16,637,911 shares
- Total number of votes received: 11 votes, corresponding to: 16,637,911 shares
- Number of valid votes: 11 votes, corresponding to: 16,637,911 shares
- Number of invalid votes: 0 votes, corresponding to: 0 shares

**Vote counting results:**

No	Name	Number of voting rights	Percentage
1.	Mr Nguyễn Văn Quảng	<b>16.637.911</b>	100%
2.	Mr Phạm Bảo Dương	<b>16.637.911</b>	100%
3.	Mr Lê Tiến Quyết	<b>16.637.911</b>	100%

**Election results:**

**According to the vote counting results, the following persons were elected to the Board of Directors for the 2025-2030 term as follows::**

No	Name
1.	Mr Nguyễn Văn Quảng
2.	Mr Phạm Bảo Dương
3.	Mr Lê Tiến Quyết



**VI. ELECTION OF THE SUPERVISORY BOARD**

- Total number of votes issued: 11 votes, corresponding to: 16,637,911 shares
- Total number of votes received: 11 votes, corresponding to: 16,637,911 shares
- Number of valid votes: 11 votes, corresponding to: 16,637,911 shares
- Number of invalid votes: 0 votes, corresponding to: 0 shares

**Vote counting results:**

No	Name	Number of voting rights	Percentage
1.	Mr Đặng Ngọc Phần	<b>16.637.911</b>	100 %



2.	Mrs Nguyễn Thị Cao Liên	<b>16.637.911</b>	100%
3.	Mrs Cao Thị Huyền	<b>16.637.911</b>	100%

**Election results:**

According to the vote count, the following persons were elected to the Board of Supervisors for the 2025-2030 term, specifically as follows:

No	Name
1.	Mr Đặng Ngọc Phần
2.	Mrs Nguyễn Thị Cao Liên
3.	Mrs Cao Thị Huyền

Pursuant to the Company Charter and the Election Regulations approved by the General Meeting of Shareholders. The election and vote counting process for the election of members of the Board of Directors and the Supervisory Board for the 2025-2030 term at the General Meeting is valid and in accordance with regulations.

The election vote counting minutes were prepared at 10:40 a.m. on the same day and announced by the Ballot Counting Committee at the 2025 Annual General Meeting of Shareholders./.

**Member**



**Đinh Thị Thu Hà**

**Member**



**Nguyễn Thị Truyền**

**Head of the Vote Counting Committee**



**Phạm Thị Tươi**

