

Ref No.: 2807/BCQT-ITQ

Hung Yen, July 28, 2026

CORPORATE GOVERNANCE REPORT
(For the first 6 months of 2026)

To:

- State Securities Commission;
- Hanoi Stock Exchange.

- Company name: **Thien Quang Group Joint Stock Company**
- Headquarters address: **Nhu Quynh Commune, Hung Yen Province**
- Tel: **0321.3997185** Fax: **0321.3980908**
- Charter capital: **VND 318,433,050,000 (In words: Three hundred eighteen billion, four hundred thirty-three million and fifty thousand Vietnamese Dong).**
- Stock code: **ITQ**
- Stock exchange: **Hanoi Stock Exchange (HNX)**
- Corporate governance model: **General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director**
- Implementation of internal audit function: **Not yet implemented**

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS:

No.	Resolution No.	Date	Content
1	Resolution of the 2026 Annual General Meeting of Shareholders 110426/CBTT-ITQ	11/04/2026	1. Approved the Board of Directors' Report on corporate governance and the Board's operational results in 2025 and the plan for 2026. 2. Approved the Supervisory Board's Report for 2025 and the plan for 2026. 3. Approved the Report on Production and Business Results for 2025 and the Production and Business Plan for 2026. 4. Approved the Audited Financial Statements for 2025. 5. Approved the Proposal on the Selection of the Independent Auditor for the 2026 Financial Statements. 6. Approved the Proposal on the Remuneration of the Board of Directors and the Supervisory Board for 2025 and the plan for 2026. 7. Approved the Proposal on Profit Distribution for 2025 and the Dividend Payment Plan for 2026.

II. ACTIVITIES OF THE BOARD OF DIRECTORS:

1. Information on Members of the Board of Directors (BOD):

No.	BOD Member	Position	Date of Commencement / Termination of BOD Membership	
			Date of Appointment	Date of Dismissal
1	Mr. Nguyen Van Quang	Chairman of the BOD	21/06/2025	-
2	Mr. Pham Bao Duong	BOD Member	21/06/2025	-
3	Mr. Le Quyet Tien	BOD Member	21/06/2025	-

2. Meetings of the Board of Directors

In 2026, the Board of Directors convened 03 meetings.

No.	BOD Member	Number of BOD Meetings Attended	Attendance Rate	Reason for Absence
1	Mr. Nguyen Van Quang	02/02	100%	-
2	Mr. Pham Bao Duong	02/02	100%	-
3	Mr. Le Quyet Tien	02/02	100%	-

3. Supervisory Activities of the BOD over the Executive Board:

Pursuant to the annual business plan approved by the General Meeting of Shareholders (GMS), and in compliance with the provisions of the Charter, the Company's internal regulations, and relevant legal provisions, the Board of Directors has focused on overseeing and providing strategic direction for the Executive Board to implement.

Based on the business plan approved by the GMS, the BOD closely monitors the progress of business operations in alignment with the GMS resolutions. This is achieved through reviewing monthly/quarterly data and the Company's preliminary financial statements for the first six months, as well as listening to challenges, difficulties, and other operational outcomes. At meetings with the Executive Board, the BOD promptly provides timely direction and adjusts implementation strategies in response to market fluctuations, aiming to progressively and positively improve business performance.

Supervision is also conducted through monitoring the implementation results of the GMS resolutions, as well as the resolutions and regulations issued by the BOD.

The BOD regularly liaises and exchanges information with the Supervisory Board regarding compliance with regulations during the Executive Board's performance of its duties, as discussed in BOD meetings.

4. Activities of the Board of Directors' sub-committees: None.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/Decision No.	Date	Content	Approval Rate
1.	110426/CBTT-ITQ	11/04/2026	Resolution of the 2026 Annual General Meeting of Shareholders	100%
2.	1506/2026/NQ-HDQT	15/06/2026	Selection of Nhan Tam Viet Audit Co., Ltd. to review and audit the Financial Statements up to the end of 2026	100%

3.	2307/2026/NQ-HĐQT	23/07/2026	Report on business results for the first 6 months of 2026 and the business plan for Q3 2026	100%
----	-------------------	------------	---	------

III. SUPERVISORY BOARD

1. Information on Members of the Supervisory Board (SB):

No.	SB Member	Position	Date of Commencement of SB Membership	Professional Qualification
1	Mr. Dang Ngoc Phan	Head of the SB	11/04/2026	Bachelor of Economics
2	Ms. Nguyen Thi Cao Lien	Supervisor	11/04/2026	Bachelor of Economics
3	Ms. Cao Thi Huyen	Supervisor	11/04/2026	Bachelor of Economics

2. Meetings of the Supervisory Board:

No.	SB Member	Number of Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Mr. Dang Ngoc Phan	01/01	100%	100%	-
2	Ms. Nguyen Thi Cao Lien	01/01	100%	100%	-
3	Ms. Cao Thi Huyen	01/01	100%	100%	-

3. Supervisory Activities of the SB over the BOD, Executive Board, and Shareholders

❖ *Supervision over the Board of Directors (BOD)*

The BOD has implemented the resolutions approved by the General Meeting of Shareholders (GMS) at the Annual General Meeting. The BOD organizes regular quarterly meetings to address matters within its competence in accordance with legal provisions and GMS resolutions.

The BOD's resolutions in the first 6 months of 2026 have focused on effectively directing the implementation of the Company's business plan.

The procedures, content, minutes, resolutions, decisions, and documents of the BOD are fully compliant with the Law on Enterprise and the Company's Charter.

❖ *Supervision over the Executive Board:*

The Executive Board has complied with legal regulations in its management and operational activities, as well as in transactions, in accordance with the Company's Charter and GMS resolutions. This ensures the achievement of set goals and strategies, safeguarding the interests of shareholders.

❖ *Supervision regarding Shareholders:*

The Company has performed well in information disclosure, strictly adhering to current regulations in a timely and accurate manner.

4. Coordination between the Supervisory Board and the BOD, Executive Board, and other management personnel

With a sense of responsibility, a constructive spirit, and a cooperative approach during operations, the Supervisory Board has consistently coordinated, exchanged views, and provided frank feedback to the BOD and Executive Board during meetings. This ensures that the resolutions and decisions of the BOD and

Executive Board align with the BOD's objectives and prescribed policies and regimes.

The Supervisory Board has been fully provided with information regarding the decisions of the BOD and Executive Board. Furthermore, it has received favorable conditions and support from the Company's departments in providing documents and records necessary for inspection and control purposes.

5. Other Activities of the Supervisory Board:

None.

IV. EXECUTIVE BOARD

No.	Executive Board Member	Date of Birth	Professional Qualification	Date of Appointment to the Executive Board
1	Mr. Pham Quang Trung (General Director)	17/12/1983	Bachelor of Economics	28/04/2020
2	Ms. Nguyen Dieu Linh (Deputy General Director)	13/09/1979	Bachelor of Economics	28/04/2020
3	Mr. Hoang Anh Son (Deputy General Director)	26/08/1977	Bachelor of Economics	28/04/2020

V. CHIEF ACCOUNTANT

Full Name	Date of Birth	Professional Qualification	Date of Appointment
Ms. Phan Thi Hoai Thuong (Chief Accountant)	01/01/1982	Bachelor of Economics	28/04/2020

VI. CORPORATE GOVERNANCE TRAINING

The Company continues to facilitate and sponsor its personnel to attend training courses aimed at enhancing their corporate governance knowledge, organized by competent authorities and authorized institutions.

VII. LIST OF RELATED PARTIES OF THE PUBLIC COMPANY AND TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PARTIES:

1. List of related parties of the Company: *Attached in Appendix 01.*
2. Transactions between the Company and its related parties; or between the Company and major shareholders, insiders, or related parties of insiders: *None.*
3. Transactions between the Company's insiders, related parties of insiders, and the Company's subsidiaries or companies controlled by the Company: *None.*
4. Transactions between the Company and other entities: *None.*
- 4.1. Transactions between the Company and a company where members of the BOD, members of the Supervisory Board, the Director, and other managers have been or are currently founding members, BOD members, or Executive Directors within the last three (03) years (calculated at the time of preparing this report): *None.*
- 4.2. Transactions between the Company and a company where related parties of BOD members, Supervisory Board members, the Director, and other managers are BOD members or Executive Directors: *None.*
- 4.3. Other transactions of the Company (if any) that may bring material or non-material benefits to BOD members, Supervisory Board members, the Director, and other managers: *None.*

VIII. SHARE TRANSACTIONS BY INSIDERS AND RELATED PARTIES OF INSIDERS:

1. List of insiders and related parties of insiders: *Attached in Appendix 03.*
 2. Share transactions of insiders and their related parties in the Company's shares: *Attached in Appendix 04.*
- IX. OTHER NOTABLE ISSUES:** None..

CHAIRMAN OF THE BOARD OF DIRECTORS



Nguyễn Văn Quang

APPENDIX 01: LIST OF RELATED PARTIES OF THE COMPANY

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	Citizen Identity Card No., Date of Issue, Place of Issue	Headquarters Address / Contact Address	Date of Becoming a Related Party	Date of Ceasing to be a Related Party	Reason	Relationship with the Company
I	BOARD OF DIRECTORS								
1	Mr. Nguyen Van Quang								Insider
-	Related individual (Presented in Appendix 03)								Related Party
2	Mr. Pham Bao Duong								Insider, Enterprise Manager
-	Related individual (Presented in Appendix 03)								Related Party
3	Mr. Le Quyet Tien								Insider, Enterprise Manager
-	Related individual (Presented in Appendix 03)								Related Party
II	SUPERVISORY BOARD								
1	Mr. Dang Ngoc Phan								Insider
-	Related individual (Presented in Appendix 03)								Related Party
2	Ms. Cao Thi Huyen								Insider

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	Citizen Identity Card No., Date of Issue, Place of Issue	Headquarters Address / Contact Address	Date of Becoming a Related Party	Date of Ceasing to be a Related Party	Reason	Relationship with the Company
-	Related individual (Presented in Appendix 03)								
3	Ms. Nguyen Thi Cao Lien								Related Party
-	Related individual (Presented in Appendix 03)								Insider
III	EXECUTIVE BOARD								Related Party
1	Mr. Pham Quang Trung								
-	Related individual (Presented in Appendix 03)								Insider
2	Ms. Nguyen Dieu Linh								Related Party
-	Related individual (Presented in Appendix 03)								Insider
3	Mr. Hoang Anh Son								Related Party
-	Related individual (Presented in Appendix 03)								Insider
-	Related individual (Presented in Appendix 03)								Related Party

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	Citizen Identity Card No., Date of Issue, Place of Issue	Headquarters Address / Contact Address	Date of Becoming a Related Party	Date of Ceasing to be a Related Party	Reason	Relationship with the Company
	Appendix 03)								
4	Ms. Phan Thi Hoai Thuong								Insider
-	Related individual (Presented in Appendix 03)								Related Party
IV	PARENT COMPANY, SUBSIDIARIES								
V	INDIVIDUALS/ORGANIZATIONS HOLDING OVER 10% OF THE COMPANY'S CHARTER CAPITAL								

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

No.	Name of Organization /Individual	Relationship with the Company	ID Card No., Date of Issue, Place of Issue	Headquarters Address / Contact Address	Date of Transaction with the Company	No. of Resolution/Decision approved by the GMS/BOD (if any), Date of Issuance	Content, Quantity, and Total Value of Transaction	Note(s)

APPENDIX 03: LIST OF INSIDERS AND RELATED PARTIES OF INSIDERS

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID Card/Passport			Contact Address	Number of Shares Owned at Period End	Share Owners'hip Ratio at Period End (%)	Note(s)	
				No.	Date of Issue	Place of Issue					
I	BOARD OF DIRECTORS										
I	Mr. Nguyen Van Quang							3,787,865	11.90%		
I.1	Related Organization (None)										
I.2	Related Individuals										
-	Nguyen Van Kha								0	0	Biological Father
-	Nguyen Dieu Linh								29,58	0.09%	Wife
-	Nguyen Linh Nhi								0	0	Child
-	Nguyen Nhat Quang Minh								0	0	Child
-	Nguyen Nhat Binh Minh								0	0	Minor
-	Nguyen Van Kha								0	0	Older Brother
-	Nguyen Thi Hang								80	0	Older

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID Card/Passport			Contact Address	Number of Shares Owned at Period End	Share Owners hip Ratio at Period End (%)	Note(s)
				No.	Date of Issue	Place of Issue				
-	Nguyen Thi Thu Ha						Mai District, Hanoi			Sister
-	Nguyen Thi Nguyen							0	0	Younger Sibling
-	Nguyen Van Dung							0	0	Younger Sibling
-	Nguyen Thi Thoa									Father-in-law
2	Mr. Pham Bao Duong									Mother-in-law
2.1	Related Organization (None)							0	0	
2.2	Related Individuals									
-	Pham Thi Hoai Giang									
-	Pham Bao Minh							0	0	Wife
-	Pham Bao Vy							0	0	Child
-	Pham Bao Minh Khoi							0	0	Child
-	Pham Van Loi							0	0	Child
-	Bui Thi Bao Quyen							0	0	Father
								0	0	Mother

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID Card/Passport			Contact Address	Number of Shares Owned at Period End	Share Ownership Ratio at Period End (%)	Note(s)
				No.	Date of Issue	Place of Issue				
	(None)									
1.2	Related Individuals									
-	Dang Ngoc Phuong		None					0	0	Father
-	Nguyen Thi Nhan		None					0	0	Mother
-	Dang Thi Cuc		None					0	0	Younger Sibling
-	Tran Thi Anh Tuyet		None					0	0	Wife
-	Dang Tran Hoang Son		None					0	0	Child
2	Ms. Cao Thi Huyen		Member of the SB					0	0	
2.1	Related Organization (None)									
2.2	Related Individuals									
-	Cao Van Luan		None					0	0	Father
-	Nguyen Thi Chuyen		None					0	0	Mother
-	Cao Manh Thuong		None					0	0	Older Brother
-	Cao Thi Huong		None					0	0	Older Sister
-	Chu Van Phuong		None					0	0	Husband
-	Chu Chi Dung		None					0	0	Child

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID Card/Passport			Contact Address	Number of Shares Owned at Period End	Share Owners hip Ratio at Period End (%)	Note(s)
				No.	Date of Issue	Place of Issue				
3	Ms. Nguyen Thi Cao Lien		Member of the SB					0	0	
3.1	Related Organization (None)									
3.2	Related Individuals									
-	Pham Truong Son		None					0	0	Husband
-	Pham Quoc Tuan		None					0	0	Child
-	Pham Tuan Hung		None					0	0	Child
-	Cao Thi Tin		None					0	0	Father
-	Nguyen Khac Niem		None					0	0	Mother
III	EXECUTIVE BOARD AND CHIEF ACCOUNT									
i	Mr. Pham Quang Trung		General Director					131	0.4%	
1.1	Related Organization (None)									
1.2	Related Individuals									
-	Nguyen Thi Bich		None					453,7	1.4%	Wife

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID Card/Passport			Contact Address	Number of Shares Owned at Period End	Share Ownership Ratio at Period End (%)	Note(s)
				No.	Date of Issue	Place of Issue				
	Hanh									
-	Pham Quang Minh		None					0	0	Child
-	Pham Quang Anh		None					0	0	Child
-	Pham Quang Phuc		None					0	0	Child
-	Pham Quoc Dan		None					0	0	Father
-	Tran Thi Tuyen		None					0	0	Mother
-	Pham Dang Tuan		None					0	0	Younger Sibling
-	Pham Chung Thuy		None					0	0	Older Sister
2	Ms. Nguyen Dieu Linh		Deputy General Director					29,58	0.09%	
2.1	Related Organization (None)									
2.2	Related Individuals									
-	Nguyen Van Dung		None					0	0	Father
-	Nguyen Thi Thoa		None					0	0	Mother

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID Card/Passport			Contact Address	Number of Shares Owned at Period End	Share Owners'hip Ratio at Period End (%)	Note(s)
				No.	Date of Issue	Place of Issue				
-	Nguyen Van Quang		Chairman of the BOD				Kiem District, Hanoi	3,787,865	11.90%	Husband
-	Nguyen Linh Nhi		None					0	0	Child
-	Nguyen Nhat Quang Minh		None					0	0	Child
-	Nguyen Nhat Binh Minh		None					0	0	Child
-	Nguyen Minh Duong		None					0	0	Younger Sibling
3	Mr. Hoang Anh Son		Deputy General Director					0	0	
3.1	Related Organization (None)							0	0	
3.2	Related Individuals									
-	Do Thi Thanh Hang		None					0	0	Wife

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID Card/Passport			Contact Address	Number of Shares Owned at Period End	Share Ownership Ratio at Period End (%)	Note(s)
				No.	Date of Issue	Place of Issue				
-	Hoang Do Quynh Anh							0	0	Child
-	Hoang Do Quyen							0	0	Child
-	Hoang Thi Thanh Ha							0	0	Older Sister
-	Hoang Anh Tuan							0	0	Older Brother
4	Ms. Phan Thi Hoai Thuong							0	0	
4.1	Related Organization (None)									
4.2	Related Individuals									
-	Phan Van Hoan							0	0	Father
-	Hoang Thi Thanh							0	0	Mother
-	Nguyen Dinh Hai							0	0	Husband
-	Nguyen Dinh Huy							0	0	Child
-	Nguyen Phan Ha Linh									Child
-	Phan Trung Nam							0	0	Young

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID Card/Passport			Contact Address	Number of Shares Owned at Period End	Share Ownership Ratio at Period End (%)	Note(s)
				No.	Date of Issue	Place of Issue				
										r Sibling

APPENDIX 04: TRANSACTIONS OF INTERNAL PERSONS AND RELATED PERSONS IN THE COMPANY'S SHARES

No.	Person Conducting the Transaction	Relationship with the Insider	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Reason for Change
			Number of Shares	Ratio (%)	Number of Shares	Ratio (%)	
1	Nguyen Van Quang	Chairman of the BOD	2,787,865	8.75%	3,787,865	11.90%	Purchase

