

No. 125 /VTQ

Quang Tri, July 03, 2026

**COMPANY GOVERNANCE SITUATION REPORT
(First 6 months of 2026)**

Dear:

- State Securities Commission;
- Hanoi Stock Exchange.

- Company name: **Viet Trung Quang Binh Joint Stock Company**
- Head office address: Group 3, Nam Trach Commune, Quang Tri Province
- Phone: (0232) 3796 003
- Charter capital: 170,817,910,000 VND (in words: *One hundred seventy billion eight hundred seventeen million nine hundred ten thousand VND*).
- Stock code: VTQ
- Exchange: UPCoM
- Company governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and Board of Management
- Regarding the implementation of internal audit function: Not yet implemented

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

No	Resolution Number	Date	Content
1	Resolution No. 01/NQ-DHDCD Annual General Meeting 2026	28/4/2026	<ol style="list-style-type: none">1. Approve the 2025 business performance report and implement the 2026 mission direction.2. Approve the 2025 Board of Directors' activity report and the 2026 mission direction.3. Approve the 2025 Supervisory Board's activity report and the 2026 mission direction.4. Approve the 2025 audited financial statements.5. Through the Company Development Strategy for the 2026 – 2030 period.6. Approve the proposal for the 2025 profit distribution and dividend payment plan, and the 2026 profit distribution and dividend payment plan.7. Approve the proposal for the 2025 remuneration settlement for the non-executive Board of Directors and Supervisory Board, and the 2026 remuneration payment plan for the non-

			<p>executive Board of Directors and Supervisory Board.</p> <p>8. Approve authorizing the Company's Board of Directors to select the auditing firm for the 2026 financial statements.</p> <p>9. Approve amending the Company Charter to include detailed additions to business lines.</p>
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II. ACTIVITIES OF THE BOARD OF DIRECTORS

1. Information on Board Members:

No	Board Member	Position	Start date/no longer a member of the Board of Directors/ Independent Board of Directors	
			Appointment date	Dismissal date
1	Mr. Phan Van Thanh	Chairman of the Board of Directors	25/11/2022	
2	Mr. Duong Chi Binh	Member of the Board of Directors cum Director	25/11/2022	
3	Mr. Nguyen Hai Thanh	Member of the Board of Directors cum Deputy Director	25/11/2022	
4	Mr. Nguyen Son Phong	Member of the Board of Directors cum Deputy Director	12/09/2025	
5	Mr. Phan Huu Bang	Member of the Board of Directors cum Chief Accountant	25/11/2022	
6	Mr. Le Vu Thanh	Member of the Board of Directors	25/11/2022	
7	Mrs. Nguyen Thi Hai	Member of the Board of Directors	25/11/2022	

2. Board Meetings:

No	Board Member	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Phan Van Thanh	02/02	100%	
2	Mr. Duong Chi Binh	02/02	100%	
3	Mr. Nguyen Son Phong	02/02	100%	
4	Mr. Nguyen Hai Thanh	02/02	100%	
5	Mr. Phan Huu Bang	02/02	100%	
6	Mr. Le Vu Thanh	02/02	100%	
7	Mrs. Nguyen Thi Hai	02/02	100%	

3. Supervision of the Board of Directors over the Management Board:

In the first 06 months of the year, the Board of Directors regularly supervised the activities of the Board of Management and management staff in carrying out assigned tasks and objectives through periodic meetings. All members of the Board of Management possess qualifications, capabilities, and integrity, are fully trained in their professional fields, are knowledgeable about their assigned areas, and have many years of management experience.

Overall, in the first 06 months of 2026, the Company's Board of Management strived to successfully complete all operational tasks of the Company and implement the Board of Directors' policies as outlined in the issued Resolution, in compliance with the Company's regulations and the Law.

4. Activities of Board Subcommittees: None.

5. Resolutions/Decisions of the Board of Directors:

SN	No Resolutions/decisions	Date	Content	Through rate
1	Decisions no.02	January 05, 2026	Approve and promulgate the unit price of wages for production industries and indirect labor contracts, serving the entire Company	100%
2	Decisions no.05	January 05, 2026	Approve the plan for assigning production contracts and the wage fund for the latex tapping industry in 2026	100%
3	Decisions no.07	January 05, 2026	Approve and promulgate the system of economic - technical norms for all work stages throughout the company in 2026	100%
4	Decisions no.08	January 05, 2026	Assign production and business targets to Phu Quy Wood Branch in 2026	100%
5	Decisions no.12	January 07, 2026	Establish the Company's Fire Prevention, Fighting, and Rescue Team	100%
6	Decisions no.13	January 07, 2026	Promulgate the Company's Fire Prevention, Fighting, and Rescue Regulations	100%
7	Decisions no.14	January 09, 2026	Approve the contents of documents serving production and business at Phu Quy Wood Branch in 2026	100%
8	Decisions no.36	February 03, 2026	Promulgate the Company's salary scale system	100%
9	Decisions no.53a	March 20, 2026	Approve the estimate and contractor selection plan for the package to supply, install, and upgrade the 150T baling machine at the Rubber Processing Plant	100%
10	Decisions no.53c	March 25, 2026	Approve the direct appointment of the construction unit for the package to supply, install, and upgrade the 150T baling machine at the Rubber Processing Plant	100%
11	Decisions no.72	April 29, 2026	Promulgate the Charter of Organization and Operation of Viet Trung Quang Binh Joint Stock Company (fourth amendment)	100%

12	Decisions no.91	May 07, 2026	Adjust and increase the unit price of contract wages for the entire Company's rubber tapping industry	100%
13	Decisions no.109	May 28, 2026	Adjusting the unit price of rubber tapping wages and contract wages for the Company's security forces (June 2026)	100%
14	Decisions no.100	May 28, 2026	Assign personnel to perform fire prevention, fighting, and rescue duties at the Company	100%
15	Decisions no.101	May 28, 2026	Assign personnel to perform fire prevention, fighting, and rescue duties at the Rubber Processing Plant	100%
16	Decisions no.113	June 04, 2026	Reward individuals who achieved excellent results in the emulation campaign in response to Workers' Month 2026	100%
17	Decisions no.121	June 26, 2026	Reward children of cadres and workers who achieved excellent results in the 2025 - 2026 school year	100%
18	Decisions no.123	June 30, 2026	Adjusting the unit price of rubber tapping wages and contract wages for the Company's security forces (July 2026)	100%

III. BOARD OF SUPERVISORS

1. Information about the members of the Supervisory Board:

No	Member of the Supervisory Board	Position	Date of commencement as a member of the Supervisory Board	Professional qualifications
1	Mrs. Hoang Thi Thu Huong	Head of the Supervisory Board	25/11/2022	Master
2	Mr. Tran Duy Ha	Member	25/11/2022	Master
3	Mr. Vo Phi Xuan	Member	12/09/2025	Bachelor

2. Number of the Supervisory Board meetings

SN	Member of the Supervisory Board	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Mrs. Hoang Thi Thu Huong	02/02	100%	100%	
2	Mr. Tran Duy Ha	02/02	100%	100%	
3	Mr. Vo Phi Xuan	02/02	100%	100%	

3. Supervision by the Supervisory Board over the Board of Directors, Executive Board, and shareholders

❖ Oversight of the Board of Directors

The Board of Directors has implemented the Resolution of the General Meeting of Shareholders passed at the Annual General Meeting. The Board of

Directors holds quarterly meetings to address issues within its authority as stipulated by law and the Resolution of the General Meeting of Shareholders.

The Resolution of the Board of Directors has effectively guided the implementation of the Company's business production plan.

❖ Oversight of the Board of Directors

The Board of Directors has complied with legal regulations in its management and operation, as well as in transactions as stipulated by the Company's Charter and resolutions of the General Meeting of Shareholders, in order to achieve the set goals and strategies and ensure the interests of shareholders.

❖ Oversight of shareholders

The company has performed well in information disclosure in accordance with current regulations, in a timely and accurate manner.

4. Coordination of activities between the Supervisory Board and the Board of Directors, Executive Board, and other management personnel

With a spirit of responsibility, constructiveness, and cooperation during its operations, the Supervisory Board has always coordinated, exchanged, and frankly contributed opinions with the Board of Directors and the Management Board in meetings, resolutions, and decisions of the Board of Directors and the Management Board, in line with the objectives of the Board of Directors and legal regulations.

The Supervisory Board has been fully provided with information regarding the decisions of the Board of Directors and the Management Board, and has received favorable conditions from the Company's departments in providing documents for inspection and control work.

5. Other activities of the Supervisory Board: None.

IV. EXECUTIVE BOARD

No	Member of the Executive board	Date of birth	Position	Professional qualifications	Date of appointment of Board members
1	Mr. Duong Chi Binh	12/09/1969	Director	Master	25/11/2022
2	Mr. Nguyen Hai Thanh	14/07/1966	Deputy Director	Master	25/11/2022
3	Mr. Nguyen Son Phong	29/04/1973	Deputy Director	Bachelor	12/09/2025
4	Mr. Phan Huu Bang	16/06/1991	Chief Accountant	Bachelor	25/11/2022

V. CHIEF ACCOUNTANT

Full name	Date of birth	Professional qualifications	Date of appointment
Mr. Phan Huu Bang	16/06/1991	Bachelor	November 25, 2022

VI. TRAINING ON CORPORATE GOVERNANCE

The company continues to create all necessary conditions to send officials to participate in training to improve their knowledge of corporate governance

organized by competent authorities and functional units (attending 05 professional training classes related to finance, tax, and land management).

During the first 06 months of 2026, regarding personnel work: The company conducted a review and introduced the planning for company-level leadership for the 2026 – 2031 period, and transferred 02 officials at the subordinate unit level.

VII. LIST OF RELATED PERSONS OF THE COMPANY AND TRANSACTIONS OF RELATED PERSONS OF THE COMPANY WITH THE COMPANY ITSELF

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

VIII. SHARE TRANSACTIONS OF INSIDERS AND RELATED PERSONS OF INSIDERS:

List of insiders and related persons of insiders: *Appendix 02 attached.*
 Transactions of insiders and related persons with the Company's shares: None.

IX. OTHER MATTERS TO NOTE: None.

**ONBEHALF OF THE BOARD OF DIRECTORS
 CHAIRMAN**



Phan Van Thanh


APPENDIX 01: LIST OF RELEVANT PEOPLE OF THE COMPANY

No	Name of organization/individual	Position at the Company (if any)	Number of Owner's Certificate, Date of issue, Place of issue	Headquarters address/Contact address	The starting timing is the person involved	The timing is no longer the person involved	Reason	Related relations hip with the Company
I BOARD OF DIRECTORS								
1	Mr. Phan Van Thanh	Chairman of the Board of Directors	044065000150, 25/06/2021	Phu Quy Neighborhood, Nam Trach Commune, Quang Tri	25/11/2022	-		Company insiders
2	Mr. Duong Chi Binh	Member of the Board of Directors and Director	044069000178, 22/08/2016	Huu Nghi Neighborhood, Nam Trach Commune, Quang Tri	25/11/2022	-		Company insiders
3	Mr. Nguyen Son Phong	Member of the Board of Directors and Deputy Director	044073000215, 10/02/2023	Thang Loi Neighborhood, Nam Trach Commune, Quang Tri	12/09/2025	-		Company insiders
4	Mr. Nguyen Hai Thanh	Member of the Board of Directors and Deputy Director	044066000132, 22/08/2016	Dong Hoi Ward, Quang Tri	25/11/2022	-		Company insiders
5	Mr. Phan Huu Bang	Member of the Board of Directors and Chief Accountant	1944566660, 28/11/2007	Phu Quy Neighborhood, Nam Trach Commune, Quang Tri	25/11/2022	-		Company insiders
6	Mr. Le Vu Thanh	Member of the Board of Directors	194269668, 18/01/2016	Dong Hoi Ward, Quang Tri	25/11/2022	-		Company insiders
7	Mrs. Nguyen Thi Hai	Member of the Board of Directors	194378777, 03/01/2016	Dong Hoi Ward, Quang Tri	25/11/2022	-		Company insiders
II SUPERVISORY BOARD								
1	Mrs. Hoang Thi Thu Huong	Head of the Supervisory Board	04417400013, 24/06/2016	Dong Hoi Ward, Quang Tri	25/11/2022	-		Company insiders

2	Mr. Tran Duy Ha		Members of the supervisory board	044086000338, 22/08/2016	Hoan Lao Commune, Quang Tri	25/11/2022	-		Company insiders
3	Mr. Vo Phi Xuan		Members of the supervisory board	044063000646, 14/06/2021	Dong Hoi Ward, Quang Tri	12/09/2025	-		Company insiders
III PERSON IN CHARGE OF CORPORATE GOVERNANCE									
	Mr. Le Van Hung		In charge of Administration and Company Secretary	044089000288, 17/5/2021	3 Neighborhood, Nam Trach Commune, Quang Tri	28/11/2022	-		Company insiders
IV EXECUTIVE BOARD									
1	Mr. Duong Chi Binh <i>(Presented in Section I)</i>								
2	Mr. Nguyen Son Phong <i>(Presented in Section I)</i>								
3	Mr. Nguyen Hai Thanh <i>(Presented in Section I)</i>								
4	Mr. Phan Huu Bang <i>(Presented in Section I)</i>								
V ORGANIZATIONS AND INDIVIDUALS OWNING MORE THAN 10% OF VOTING SHARES/CORPORATE CAPITAL									
1	People's Committee of Quang Tri province				No. 6, Hung Vuong Street, Dong Hoi Ward, Quang Tri				
2	Mr. Le Vu Thanh <i>(Presented in Section I)</i>								


APPENDIX 02: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

No	Name of organization/ individual	Stock trading account (if any)	Position at the Company (if any)	ID card/Passport number, date of issue, place of issue			Contact address	Number of stocks of end-of- period holdings	End-of- period shareholding (%)	Note
				No	Date of issue	Place of issue				
I BOARD OF DIRECTORS										
1	Mr. Phan Van Thanh		Chairman of the Board of Directors	044065000 150	25/06/2021	The Police Department registers residence management	Phu Quy Neighborhood, Nam Trach Commune, Quang Tri	12.400 (personal)	0,073%	
	People's Committee of Quang Tri province						No. 6, Hung Vuong Street, Dong Hoi Ward, Quang Tri	10.581.461 (capital representation)	61,9%	
-	Mrs. Dinh Thi Anh			044167000 106	22/08/2016	The Police Department registers residence management	Phu Quy Neighborhood, Nam Trach Commune, Quang Tri			Wife
-	Mrs. Phan Thi Huong Giang			044187000 245	22/08/2016	The Police Department registers residence management	Phu Quy Neighborhood, Nam Trach Commune, Quang Tri	300	0,0018 %	Daughter
-	Mr. Nguyen Thanh Dong			194169052	17/08/2007	Quang Tri Police	Phu Quy Neighborhood, Nam Trach Commune, Quang Tri	300	0,0018 %	Son-in-law
-	Mr. Phan Dinh Trung			044088000 973	15/7/2019	The Police Department registers residence management	Lien Chieu Ward, Da Nang City			Son

-	Mrs. Le Thi Thanh			044191000 237	22/08/2016	The Police Department registers residence management	Lien Chieu Ward, Da Nang City			Daughter - in-law
2	Mr. Duong Chi Binh		Member of the Board of Directors and Director	044069000 178	22/08/2016	The Police Department registers residence management	Huu Nghi Neighborhood, Nam Trach Commune, Quang Tri	3.400	0,02%	
-	Mrs. Bui Thi Ngoc			038171001 297	11/10/2016	The Police Department registers residence management	Huu Nghi Neighborhood, Nam Trach Commune, Quang Tri			Wife
-	Mr. Duong Chi Anh			044095000 300	22/8/2016	The Police Department registers residence management	Huu Nghi Neighborhood, Nam Trach Commune, Quang Tri			Son
-	Mr. Duong Chi Viet Dung			044203002 908	26/8/2019	The Police Department registers residence management	Huu Nghi Neighborhood, Nam Trach Commune, Quang Tri			Son
3	Mr. Nguyen Son Phong		Member of the Board of Directors and Deputy Director	044073000 215	10/02/2023	The Police Department registers residence management	Thang Loi Neighborhood, Nam Trach Commune, Quang Tri	10.400	0,06%	
-	Mrs. Nguyen Thi Thu Nga			044178000 278	11/10/2016	The Police Department registers residence management	Thang Loi Neighborhood, Nam Trach Commune, Quang Tri			Wife

-	Mrs. Nguyen Huyen Anh			044305009 043	10/06/2021	The Police Department registers residence management	Thang Loi Neighborhood, Nam Trach Commune, Quang Tri			Daughter
-	Mr. Nguyen Minh Hieu			(still small)			Thang Loi Neighborhood, Nam Trach Commune, Quang Tri			Son
-	Mr. Nguyen Minh Hoang			(still small)			Thang Loi Neighborhood, Nam Trach Commune, Quang Tri			Son
4	Mr. Nguyen Hai Thanh		Member of the Board of Directors and Deputy Director	044066000 132	22/08/2016	The Police Department registers residence management	Dong Hoi Ward, Quang Tri	2.500	0,015%	
-	Mrs. Phan Thi Kim Anh			191042830	23/06/2010	Quang Tri Police	Dong Hoi Ward, Quang Tri	1.100	0,0065 %	Wife
-	Mr. Nguyen Hai Son			194579955	27/10/2012	Quang Tri Police	Dong Hoi Ward, Quang Tri			Son
-	Mr. Nguyen Hai Long			044204002 856	04/12/2020	The Police Department registers residence management	Dong Hoi Ward, Quang Tri			Son
5	Mr. Phan Huu Bang		Member of the Board of Directors and Chief Accounta nt	194456660	28/11/2007	Quang Tri Police	Phu Quy Neighborhood, Nam Trach Commune, Quang Tri	300	0,002%	

-	Mrs. Tran Thi Lan Huong			044199001 007	17/10/2016	The Police Department registers residence management	Phu Quy Neighborhood, Nam Trach Commune, Quang Tri			Wife
6	Mr. Le Vu Thanh		Member of the Board of Directors	194269668	18/01/2016	Quang Tri Police	Dong Hoi Ward, Quang Tri	3.239.230	18,96%	
-	Mrs. Tran Hoang Ly Na			194183647	18/03/2015	Quang Tri Police	Dong Hoi Ward, Quang Tri	800.000	4,68%	Wife
-	Mr. Le Quang Minh			(still small)			Dong Hoi Ward, Quang Tri			Son
-	Mr. Le Anh Minh			(still small)			Dong Hoi Ward, Quang Tri			Son
7	Mrs. Nguyen Thi Hai		Member of the Board of Directors	194378777	03/01/2016	Quang Tri Police	Dong Hoi Ward, Quang Tri	1.000.000	5,85%	
-	Mr. Pham Van Nam			194044751	02/04/2008	Quang Tri Police	Dong Hoi Ward, Quang Tri			Husband
-	Mr. Pham Nhat Thanh			044091000 899	28/02/2017	The Police Department registers residence management	Dong Hoi Ward, Quang Tri			Son
-	Mrs. Le My Linh			001195000 202	04/11/2015	The Police Department registers residence management	Dong Hoi Ward, Quang Tri			Daughter- in-law

-	Ms. Pham Phuong Ha			194617979	01/06/2014	Quang Tri Police	Dong Hoi Ward, Quang Tri			Daughter
II SUPERVISORY BOARD										
1	Mrs. Hoang Thi Thu Huong		Head of the Supervisory Board	044174000 131	24/06/2016	The Police Department registers residence management	Dong Hoi Ward, Quang Tri	2.000	0,012%	
-	Mr. Nguyen Dai Do			194010096	17/04/2012	Quang Tri Police	Dong Hoi Ward, Quang Tri	400	0,002%	Husband
-	Mr. Nguyen Dai Dung			044203000 550	18/5/2018	The Police Department registers residence management	Dong Hoi Ward, Quang Tri			Son
-	Ms. Nguyen Hoang Anh			(still small)			Dong Hoi Ward, Quang Tri			Daughter
2	Mr. Tran Duy Ha		Members of the supervisory board	044086000 338	22/08/2016	The Police Department registers residence management	Hoan Lao Commune, Quang Tri	6.000	0,035%	
-	Mrs. Bui Thi Huong			044185001 745	26/10/2017	The Police Department registers residence management	Hoan Lao Commune, Quang Tri			Wife
-	Mr. Tran Minh Hai			(still small)			Hoan Lao Commune, Quang Tri			Son
-	Ms. Tran Thi Thanh Tra			(still small)			Hoan Lao Commune, Quang Tri			Daughter

-	Ms. Tran Thi Tram Anh			(still small)			Hoan Lao Commune, Quang Tri			Daughter
3	Mr. Vo Phi Xuan		Members of the superviso ry board	044063000 646	14/06/2021	The Police Department registers residence management	Dong Hoi Ward, Quang Tri	-	-	
-	Mrs. Nguyen Thi Xuan			044172000 300	27/06/2021	The Police Department registers residence management	Dong Hoi Ward, Quang Tri			Wife
-	Mrs. Vo Xuan Quynh			044199002 492	28/03/2024	The Police Department registers residence management	Dong Hoi Ward, Quang Tri			Daughter
-	Mrs. Vo Xuan Phuong			044303000 156	17/05/2021	The Police Department registers residence management	Dong Hoi Ward, Quang Tri			Daughter
III PERSON IN CHARGE OF CORPORATE GOVERNANCE										
1	Mr. Le Van Hung		In charge of Administr ation and Company Secretary	044089000 288	17/05/2021	The Police Department registers residence management	3 Neighborhood, Nam Trach Commune, Quang Tri	6.000	0,035%	
-	Mrs. Nguyen Thi Luong		Accountan t	044190000 975	22/08/2016	The Police Department registers residence management	3 Neighborhood, Nam Trach Commune, Quang Tri	300	0,002%	Wife
-	Ms. Le Tung Lam			(still small)			3 Neighborhood, Nam Trach Commune, Quang Tri			Daughter