

NOTICE OF PERSONNEL CHANGE

To: - State Securities Commission;
 - Hanoi Stock Exchange.

Pursuant to Resolution No. 01/NQ.ĐHĐCĐ-DNC dated April 11, 2026, of the 2026 Annual General Meeting of Shareholders, Dong Nai Material & Building Investment Joint - Stock Company hereby announces:

I. Appointment Cases:

1. Mr. Truong Viet Hoang Son

- Position before appointment: Chairman of the Board of Directors, Term IV (2021 – 2026)
- Position appointed: Chairman of the Board of Directors, Term V (2026 – 2031)
- Term of appointment: Term V (2026 – 2031)
- Effective date: April 11, 2026.

2. Mr. Tran Anh Dien

- Position before appointment: Member of the Board of Directors, General Director, Term IV (2021 – 2026).
- Position appointed: Member of the Board of Directors, General Director, Term V (2026 – 2031).
- Term of appointment: Term V (2026 – 2031)
- Effective date: April 11, 2026.

3. Mr. Huynh Trung Hieu

- Position before appointment: Member of the Board of Directors, Deputy General Director, Term IV (2021 – 2026)
- Position appointed: Member of the Board of Directors, Deputy General Director, Term V (2026 – 2031)
- Term of appointment: Term V (2026 – 2031)
- Effective date: April 11, 2026.

4. Mr. Vu Trong Dung

- Position before appointment: Member of the Board of Directors, Term IV (2021 – 2026)
- Position appointed: Member of the Board of Directors, Term V (2026 – 2031)

- Term of appointment: Term V (2026 – 2031)
 - Effective date: April 11, 2026.
5. Ms. Huynh Thi Ngoc Hue
 - Position before appointment: Head of Legal Department, Company.
 - Position appointed: Member of the Board of Directors, Term V (2026 – 2031)
 - Term of appointment: Term V (2026 – 2031)
 - Effective date: April 11, 2026.
 6. Ms. Ho Thi Minh Tam
 - Position before appointment: Head of the Supervisory Board, Term IV (2021 – 2026)
 - Position appointed: Head of the Supervisory Board, Term V (2026 – 2031)
 - Term of appointment: Term V (2026 – 2031).
 - Effective date: April 11, 2026.
 7. Ms. Nguyen Thi Lien
 - Position before appointment: Member of the Supervisory Board, Term IV (2021 – 2026)
 - Position appointed: Member of the Supervisory Board, Term V (2026 – 2031)
 - Term of Appointment: Term V (2026 - 2031)
 - Effective Date: April 11, 2026.
 8. Ms. Dinh Thi Nhi Uyen
 - Position Before Appointment: Member of the Supervisory Board for Term IV (2021 – 2026)
 - Position Appointed: Member of the Supervisory Board for Term V (2026 – 2031)
 - Term of Appointment: Term V (2026 - 2031)
 - Effective Date: April 11, 2026.
 9. Ms. Le Thi Hong
 - Position Before Appointment: Chief Accountant for Term IV (2021 – 2026)
 - Position Appointed: Chief Accountant for Term V (2026 – 2031)
 - Term of Appointment: Term V (2026 - 2031)
 - Effective Date: April 11, 2026.

II. Case of Dismissal

1. Mr. Truong Cuong
 - No Longer Holding Position: Member of the Board of Directors for Term IV (2021 – 2026)

Reason for Dismissal: End of Term

Effective Date: April 11, 2026.

This information has been disclosed on the company's website at the link
<http://www.vatlieudongnai.vn>

Recipients:

- As above;
- Archive: Vt, HCNS.

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



Trần Anh Dien

****Attached Documents:***

- Resolution of the 2026 Annual General Meeting of Shareholders.
- Board of Directors Resolution: 02/NQ-HĐQT-DNC.
- Minutes of the Supervisory Board Meeting.
- 09 Information Sheets of Appointed Personnel.

No.: 01/NQ.ĐHĐCĐ-DNC

Dong Nai, April 11, 2026

RESOLUTION
2026 Annual General Meeting of Shareholders
TERM V (2026 – 2031)
DONG NAI MATERIAL & BUILDING INVESTMENT
JOINT - STOCK COMPANY

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;

Pursuant to the Charter of Dong Nai Material & Building Investment Joint - Stock Company;

Pursuant to the Meeting Minutes of the 2026 Annual General Meeting of Shareholders of Dong Nai Material & Building Investment Joint - Stock Company dated April 11, 2026.

RESOLVED:

Article 1. The 2026 Annual General Meeting of Shareholders of Dong Nai Material & Building Investment Joint - Stock Company has voted to approve the following matters:

1. Approval of Report No. 48/BC-DNC dated March 19, 2026, on the business results for 2025, Term IV (2021-2026), and the business plan for 2026, with strategic directions for Term V (2026-2031), including the following key points:

- Business results for 2025:

No.	Criteria	Unit	2025 Plan (According to AGM Resolution)	2025 Implementat ion	%Implement ation/Plan
1	Total Revenue	Million VND	104,857	38,168	36.40
2	Profit After Tax	Million VND	1,003	(26,470)	
3	Contribution to State Budget	Million VND	38,700	25,030	64.68
4	Capital Construction	Million VND	4,620	5,881	127.29

- Business plan for 2026

No.	Indicator	Unit	2026 Plan
1	Total Revenue	Million VND	126,213

No.	Indicator	Unit	2026 Plan
2	Profit After Tax	Million VND	3,673
3	Contribution to State Budget	Million VND	37,215
4	Capital Construction	Million VND	37,100

- Strategic business plan for the five-year period 2026 – 2030

Year	Revenue (Million VND)	Growth Rate	Profit After Tax (Million VND)	Growth Rate
Year 2026	126,213		3,673	
Year 2027	131,085	3.86%	3,808	3.7%
Year 2028	136,200	3.9%	4,019	5.5%
Year 2029	141,571	3.94%	4,241	5.5%
Year 2030	147,211	3.98%	4,474	5.5%

2. Approval of Report No. 49/BC-DNC dated March 19, 2026, on the activities of the Board of Directors for Term IV (2021 – 2026) and the operational direction for Term V (2026-2031).

3. Approval of the audited Financial Statements for 2025.

4. Approval of the Supervisory Board's report on the inspection and supervision of the business operations of Dong Nai Material & Building Investment Joint - Stock Company for 2025 and Term IV (2021-2026);

5. Approval of Proposal No. 50/TTr-DNC dated March 19, 2026, on the profit distribution plan for 2025 and the profit distribution plan for 2026.

- Profit distribution plan for 2025

No.	Content	Rate	Value (Million VND)
1	Profit After Corporate Income Tax for 2025		(26,470)
2	Allocation to Funds	0%	0
3	Transfer of Remaining Profit After Tax for 2025 After Fund Allocation		(26,470)
4	Profit Carried Forward from Previous Year		(14,613)
5	Dividend Distribution	0%	0
6	Remaining Profit Carried Forward to Next Year		(41,083)

- Profit distribution plan for 2026

No.	Content	Rate	Value (Million VND)
1	Profit After Corporate Income Tax for 2026		3,673
2	Remaining Profit Carried Forward from Previous Year		(41,083)
3	Allocation to Funds	0%	0

No.	Content	Rate	Value (Million VND)
4	Dividend Distribution	0%	0
5	Remaining Profit Carried Forward to Next Year		(37,410)

6. Approval of Proposal No. 51/TTr-DNC dated March 19, 2026, on the remuneration for executives, salaries, and remuneration for the Board of Directors, Supervisory Board, and Secretariat for 2025 and the plan for 2026.

6.1. Salaries and remuneration for the Board of Directors, Supervisory Board, and Secretariat for 2025.

- Salary for the Head of the Supervisory Board is: VND 364,682,000.
- Remuneration fund for non-executive managers: VND 396,000,000.

No.	Content	Plan (VND/person/month)	Implementation (VND/person/month)
1	Chairman, members of the board of directors	5,000,000	5,000,000
2	Members of the Supervisory Board	4,000,000	4,000,000
3	Secretary of the Board of Directors	4,000,000	4,000,000

6.2. Plan for salaries and remuneration for the Board of Directors, Supervisory Board, and Secretariat for 2026.

- The provisional monthly salary for the Head of the Supervisory Board is 30,000,000 VND/month. The Head of the Supervisory Board's salary will be settled based on the 2026 business performance and the Company's salary regulations.

- The remuneration fund for part-time managers is 396,000,000 VND. The provisional monthly remuneration is as follows:

- + Chairman, members of the board of directors: VND 5,000,000/ person/month.
- + Members of the Supervisory Board: VND 4,000,000/person/month.

The remuneration fund for 2026 will be settled according to the Company's regulations.

- Remuneration for the Secretary of the Board of Directors: 4,000,000 VND/month.

7. Approval of the authorization for the Board of Directors to select one of the three companies to conduct the audit of the financial statements for 2026, including:

- RSM Vietnam Auditing & Consulting Co., Ltd.
- VACO Auditing Co., Ltd.
- A&C Auditing and Consulting Co., Ltd.

8. Approval of Proposal No. 53/TTr-DNC dated March 19, 2026, regarding amendments and supplements to the Company Charter and Internal Regulations on Corporate Governance.

9. Approval of Proposal No. 54/TTr-DNC dated March 19, 2026, regarding the dismissal of members of the Board of Directors and members of the Supervisory Board, Term IV (2021 - 2026).

10. Approval of the list of candidates meeting the qualifications and conditions to run for the Board of Directors and Supervisory Board for Term V (2026 – 2031).

11. Approval of the election results for members of the Board of Directors for Term V (2026-2031) including:

1. Mr Vu Trong Dung - Member of the Board of Directors.
2. Mr Tran Anh Dien - Member of the Board of Directors.
3. Mr Huynh Trung Hieu - Member of the Board of Directors.
4. Ms Huynh Thi Ngoc Hue - Member of the Board of Directors.
5. Mr Truong Viet Hoang Son - Member of the Board of Directors.

12. Approval of the election results for members of the Supervisory Board for Term V (2026-2031) including:

1. Ms Nguyen Thi Lien - Member of the Supervisory Board.
2. Ms Ho Thi Minh Tam - Member of the Supervisory Board.
3. Ms Dinh Thi Nhi Uyen - Member of the Supervisory Board.

13. The Board of Directors held its first meeting and unanimously

Elected Mr Truong Viet Hoang Son as Chairman of the Board of Directors for Term V (2026 – 2031) and the following Executive Board members for the fifth term (2026 – 2031) were unanimously appointed:

- 1) Mr. Tran Anh Dien as General Director of the Company;
- 2) Mr. Huynh Trung Hieu as Deputy General Director of the Company;
- 3) Ms. Le Thi Hong as Chief Accountant of the Company.

14. The Supervisory Board held its first meeting and unanimously:

Elected Ms Ho Thi Minh Tam as Head of the Supervisory Board for Term V (2026 – 2031).

Article 2. This resolution shall take effect as of April 11, 2026. The Board of Directors, Supervisory Board, General Director, and relevant units and individuals are responsible for implementation.

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

Recipient:

- As per Article 2;
- File: VT, Secretary of the Board of Directors.



Truong Viet Hoang Son

RESOLUTION OF THE BOARD OF DIRECTORS

First Meeting - Term V (2026-2031)

Re: Election of the Chairperson of the Board of Directors and Appointment of the General Director, Deputy General Director, and Chief Accountant of the Company for Term V
(2026-2031)

BOARD OF DIRECTORS

**DONG NAI MATERIAL & BUILDING INVESTMENT JOINT – STOCK
COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; the Law Amending and Supplementing a Number of Articles of the Law on Enterprises No. 03/2022/QH15 dated January 11, 2022; and the Law Amending and Supplementing a Number of Articles of the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;

Pursuant to the Charter of Dong Nai Material & Building Investment Joint - Stock Company;

Pursuant to the Minutes of the First Meeting of the Board of Directors - Term V (2026-2031) No. 02/BB.HĐQT-DNC dated April 11, 2026.

RESOLUTION:

Article 1. To elect Mr. Truong Viet Hoang Son as Chairman of the Board of Directors of Dong Nai Material & Building Investment Joint - Stock Company for Term V (2026 - 2031).

Article 2. To appoint Mr. Tran Anh Dien as General Director and Legal Representative of Dong Nai Material & Building Investment Joint - Stock Company for Term V (2026 - 2031).

Article 3. To appoint Mr. Huynh Trung Hieu as Deputy General Director of Dong Nai Material & Building Investment Joint - Stock Company for Term V (2026 - 2031).

Article 4. To appoint Ms. Le Thi Hong as Chief Accountant of Dong Nai Material & Building Investment Joint - Stock Company for Term V (2026 - 2031).

Article 5. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of Management, and relevant individuals and units shall be responsible for implementing this Resolution./.

Recipients:

- As per Article 5;
- Head of the Supervisory Board;
- Archive BOD.

OB. OF THE BOARD OF DIRECTORS

CHAIRMAN



Truong Viet Hoang Son



Dong Nai, day 11 month 4 year 2026

**MEETING MINUTES OF THE SUPERVISORY BOARD
DONG NAI MATERIAL & BUILDING INVESTMENT JOINT - STOCK
COMPANY**

At ¹⁰... hours ³⁶ on April 11, 2026, at Dong Nai Material & Building Investment Joint - Stock Company, 138, Quarter 1, Nguyen Ai Quoc Street, Trang Dai Ward, Dong Nai Province.

The Supervisory Board convened a meeting to elect the Head of the Supervisory Board for Term V (2026 – 2031), as follows:

1. Composition:

- | | |
|--------------------------|-----------------------------------|
| 1) Ms. Ho Thi Minh Tam | - Member of the Supervisory Board |
| 2) Ms. Nguyen Thi Lien | - Member of the Supervisory Board |
| 3) Ms. Dinh Thi Nhi Uyen | - Member of the Supervisory Board |

2. Content:

The members of the Supervisory Board convened to consider and approve the election of the Head of the Supervisory Board for Term V (2026 – 2031).

3. Proceedings

After discussion, the members of the Supervisory Board for Term V (2026 – 2031) unanimously nominated Ms. Ho Thi Minh Tam for the position of Head of the Supervisory Board.



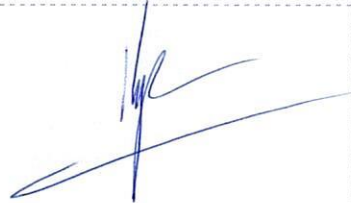
The members conducted the election by secret ballot in accordance with regulations. The election results for the Head of the Supervisory Board are as follows:

- Ms. Ho Thi Minh Tam Number of votes: ⁰⁵.../⁰⁵..., achieving ¹⁰⁰.... %.

Based on the election results, Ms. Ho Thi Minh Tam holds the position of Head of the Supervisory Board for Term V (2026 – 2031).

The meeting concluded at ¹⁰... hours ⁵⁰ on the same day. The minutes were prepared in two copies, approved, and signed by the members of the Supervisory Board.

Member of the Supervisory Board

		
Ho Thi Minh Tam	Nguyen Thi Lien	Dinh Thi Nhi Uyen