

*Appendix VI*

**PERIODIC INFORMATION DISCLOSURE**

*(Issued with the Decision No. .../QĐ-SGDVN on ... of the CEO of Vietnam Exchange on the Information Disclosure Regulation of Vietnam Exchange)*

**DIC - DONG TIEN  
JOINT STOCK COMPANY**  
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**THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**  
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No.: 1804/CBTT- DID

*Dong Nai, April 18, 2026*

**PERIODIC INFORMATION DISCLOSURE**

**To: Vietnam Exchange/ Hanoi Stock Exchange**

1. Name of organization: **DIC - DONG TIEN JOINT STOCK COMPANY**

- Stock code/ Broker code: DID

- Address: Lot 17, Nhon Trach 2 Industrial Park, Street 25B, Nhon Trach Commune, Dong Nai Province

- Tel.: (0251) 3521752

Fax: (0251) 3521953

- E-mail:

2. Contents of disclosure: Documents Of Annual General Meeting Of Shareholders 2026

3. This information was published on the company's website on 18/04/2026 , as in the link  
<http://dicdongtien.vn/qhcd>

*We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

**Attached documents:**  
Documents on disclosed  
information.

**Organization representative**  
Legal representative/ Person authorized to disclose information  
(Signature, full name, position, and seal)



**HUYNH TRUNG HIEU**

**DIC - DONG TIEN JOINT STOCK COMPANY**

**DOCUMENTS OF  
ANNUAL GENERAL  
MEETING OF  
SHAREHOLDERS 2026**

**Nhon Trach, May 10, 2026**

*Dong Nai, April 18, 2026*

**PROGRAM OF**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**DIC - DONG TIEN JOINT STOCK COMPANY**

**Time:** 08:00 AM, Sunday, May 10, 2026

**Location:** Lot 7, Street 5C, Nhon Trach 2 Industrial Park, Nhon Trach Commune, Dong Nai Province

Time	Agenda	Implemented by
08:00 – 08:35 AM	Welcome delegates attending the congress, check out shareholder status, receive documents and votes, ballot paper	Organization Board
08:35 – 9:05 AM	<b>OPENING OF THE GENERAL MEETING</b> <ul style="list-style-type: none"> <li>- Declaration of opening</li> <li>- Introduction of attendees</li> <li>- Report on the results of shareholder status checkout</li> <li>- Approval of the Presidium, the Secretariat of General Meeting, and the Vote Counting Committee</li> <li>- Approval of the Program, Working Regulations, and Election Regulations of the Congress</li> </ul>	Organization Board
9:05 – 10:05 AM	<b>GENERAL MEETING AGENDA</b>	
	- Report on the activities of the Board of Directors in 2025	Chairman of Board of Directors
	- Report on the results of production and business activities in 2025	General Director
	- 2025 Control Report of the Board of Supervisors	Board of Supervisors
	<b>* Approval of submissions from the Board of Directors:</b>	
	1-Item 01: <i>Approval of the 2026 production, business and investment plan.</i>	General Director
	2- Item 02: <i>Approval of the audited 2025 financial statements.</i>	General Director
	3- Item 03: <i>Approval of the 2025 profit distribution plan and the 2026 plan.</i>	Member of Board of Directors
	4- Item 04: <i>Approval of the final settlement of remuneration for the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors for 2025, and the 2026 remuneration plan.</i>	Member of Board of Directors
	5- Item 05: <i>Approval of the selection of the auditors the 2026 financial statements.</i>	Member of Board of Directors
10:05 – 10:15 AM	6- Item 06: <i>Approving the dismissal and supplementary election of the Board of Directors and the Board of Supervisors for the remainder of the 2026-2031 term</i>	Member of Board of Directors
	7- <i>Other matters within the authority of the General Meeting of Shareholders (if any).</i>	Presidium
10:05 – 10:15 AM	Break	
10:15-10:45 AM	- Congress discussion, Q&A session - Submitting items to the General Meeting for voting and approval, Election of members of the Board of Directors and the Board of Supervisors - The Vote Counting Committee works and announces the results	Presidium Presidium Vote Counting Committee
10:45 – 11:05 AM	- Approval of the Minutes and Resolutions of the Congress	Secretariat
11:05 AM	- Speech and closing announcement by the leadership of DIC Dong Tien	Presidium

**ON BEHALF OF THE BOARD OF DIRECTORS**  
**CHAIRMAN**



**NGUYEN NGOC THUONG**





## DIC - DONG TIEN JOINT STOCK COMPANY

Business registration certificate No.: 4703000145

Address: Lot 17, Street 25B, Nhon Trach 2 Industrial Park, Dong Nai

TEL: (0251) 3521752 – (0251) 3521945 , Fax: (0251) 3521953.

Website: <http://dicdongtien.vn>

No.: 1804/TM-  
DIC.DT/DHCD

Dong Nai, April 18, 2026

### INVITATION LETTER

#### *2026 Annual General Meeting of Shareholders of DIC - Dong Tien Joint Stock Company*

#### **To: Dear Shareholders of DIC - Dong Tien Joint Stock Company**

The Board of Directors of DIC Dong Tien Joint Stock Company hereby announces and respectfully invites all esteemed Shareholders to attend the 2026 Annual General Meeting of Shareholders of the Company.

**1. Time** : At 08:00 AM, Sunday, May 10, 2026

**2. Location** : Lot 7, Street 5C, Nhon Trach 2 Industrial Park, Nhon Trach Commune, Dong Nai Province

#### **3. Participants of the Congress:**

- All shareholders owning shares of DIC - Dong Tien Joint Stock Company according to the shareholder list finalized on April 13, 2026, provided by VSDC (Viet Nam Securities Depository and Clearing Corporation), or their authorized representatives.

- Shareholders unable to attend the General Meeting may authorize another person to attend (according to the attached power of attorney form). The authorized person is not allowed to re-authorize another individual.

- In case a shareholder cannot independently choose an authorized representative, it is recommended to authorize one of the members of the Board of Directors (*List attached*).

#### **4. Agenda of the Congress:**

- Report on the activities of the Board of Directors in 2025
- Report on the results of production and business activities in 2025
- 2025 Control Report of the Board of Supervisors
- Approval of the audited 2025 Financial Statements
- Approval of the Production and Business Plan and Investment Plan for 2026
- Approval of the 2025 Profit Distribution Plan and the 2026 Plan
- Approval of the final settlement of remuneration for the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors for 2025, and the proposed remuneration for the Board of Directors, Supervisory Board, and Secretary of the Board of Directors for 2026
- Approval of the selection of the Auditors for the 2026 Financial Statements
- Approving the dismissal and supplementary election of the Board of Directors for the remainder of the 2026-2031 term





- Other matters (if any) within the authority of the General Meeting of Shareholders of DIC - Dong Tien Joint Stock Company

**5. The Time of registration and confirmation of attendance for the Congress:**

For the successful organization of the Congress, we kindly request that all esteemed Shareholders submit the Attendance Registration Form to DIC - Dong Tien Joint Stock Company before 4:00 PM on May 05, 2026, at the following address: No. 643, Hanoi Highway, Quarter 2, Long Binh Ward, Dong Nai Province.

**Or contact Ms. Thuy directly to register your attendance via phone number: 0779032162.**

**6. When attending the General Meeting, esteemed shareholders or authorized attendees are kindly requested to bring the following:** The invitation letter to the 2026 Annual General Meeting of Shareholders, ID card/Passport, Power of Attorney (if the attendee is authorized) to register as a shareholder attending the General Meeting.

**7. Documents related to the 2026 Annual General Meeting of Shareholders are posted on the website:: <http://dicdongtien.vn> - Investor Relations section effective from April 18, 2026**

Sincerely announced by the Board of Directors./.

**Recipients:**

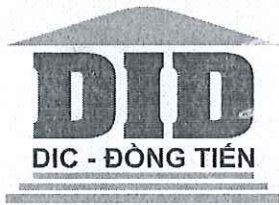
- Shareholders;
- Saved in Company.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN NGOC THUONG**





## DIC - DONG TIEN JOINT STOCK COMPANY

Address: Lot 17, Nhon Trach 2 Industrial Park, Street 25B, Nhon Trach Commune, Dong Nai Province

TEL: (0251) 3521752 – (0251) 3521945 , Fax: (0251) 3521953.

Website: <http://dicdongtien.vn>

Dong Nai, May 10, 2026

### CONFIRMATION LETTER ATTENDANCE/ AUTHORIZATION TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: DIC - Dong Tien Joint Stock Company

- Shareholder's Name: .....
- ID Card/Passport/Business Registration Certificate No.: ..... issued on..... At.....
- Legal Representative (for organizations): .....
- Contact Address: ..... Telephone: .....
- Total Number of Owned Shares<sup>(1)</sup>: .....
- (In words: .....

Based on the Invitation Letter to the 2026 Annual General Meeting of Shareholders of DIC - Dong Tien Joint Stock Company, I would like to confirm my attendance at the General Meeting as follows:

1. Direct Attendance ☐ (Please tick (x) in the box)

2. Authorize Mr./Ms with the following details:

- Full name: .....
- ID Card/ Passport/ Business Registration Certificate No.: ..... issued on..... At.....

#### Or Authorize:

One of the Members of the Board of Directors of DIC - Dong Tien Joint Stock Company with the following name: (Please tick (x) next to the Board Member you authorize):

- ☐ Mr. Nguyen Ngoc Thuong Chairman of the Board of Directors
- ☐ Mr. Huynh Trung Hieu Member of the Board of Directors and General Director
- ☐ Ms. Nguyen Thi Thanh Uyen Member of the Board of Directors

The authorized party is entitled to represent the authorizing party to attend and vote on all matters listed in the 2026 Annual General Meeting of Shareholders of DIC - Dong Tien Joint Stock Company, to be held on May 10, 2026.



I take full responsibility for this authorization and commit to strictly comply with the current regulations of the Law and the Charter of DIC - Dong Tien Joint Stock Company. I also commit not to raise any complaints or lawsuits against the Company.

**Authorized Person**  
(Sign, write full name)

**Attendant/ Authorizing person**  
(Sign, write full name, and seal if the shareholder is a legal entity)

**Notes:**

- <sup>(1)</sup> The number of shares owned by the shareholder according to the list as of the closing date of April 13, 2026.
- Each shareholder can authorize only one person. In case more than one representative is appointed, the specific number of shares and voting rights authorized to each representative must be clearly defined in accordance with the Company's Charter.
- Shareholders are kindly requested to fully fill in the full name, ID card/Citizen ID Card number, place of issue, and date of issue of the authorized person.
- Please fax or mail the attendance/authorization confirmation to the Office of DIC - Dong Tien Joint Stock Company **before 4:00 PM on May 05, 2026**, to the following address:

*Recipient: Le Thi Thanh Thuy – Mobile phone: 0779032162*

*Address: No. 643, Hanoi Highway, Quarter 2, Long Binh Ward, Dong Nai Province.*

*TEL: (0251) 3521752 – (0251) 3521945, Fax: (0251) 3521953*



Dong Nai, May 10, 2026

**VOTING FORM**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Shareholder Code: .....

Shareholder/Authorized Representative: .....

ID Card/Passport/Business Registration Certificate No.: .....

Total number of shares held or represented: ..... shares

NO.	CONTENTS TO VOTE	VOTING OPINION		
		Affirmative	Negative	No opinion
1	Approval of the Report on the Results of Production and Business Activities in 2025			
2	Approval of the Report on the Activities of the Board of Directors in 2025			
3	Approval of the Report on the Activities of the Supervisory Board in 2025			
4	Approval of the Production and Business Plan and Investment Plan for 2026			
5	Approval of the Audited 2025 Financial Statements			
6	Approval of the 2025 Profit Distribution Plan and the 2026 Distribution Plan			
7	Approval of the Remuneration for the Board of Directors, Board of Supervisors, and Company Secretary for 2025, and the 2026 Remuneration Plan			
8	Approval of the Selection of the Auditors for the 2026 Financial Statements			
9	Approval of the dismissal and supplementary election of the Board of Directors and the Board of Supervisors for the remainder of the 2026-2031 term			

**\* Note: Mark (X) in the chosen box; to reselect another option, circle the previously chosen box and mark (X) in the new chosen box.**

**SHAREHOLDER**  
(Sign and write full name)





DIC DONG TIEN JOINT STOCK COMPANY  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

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# VOTING BALLOT

*Shareholder Code:*

*Shareholder Full name:*

*Number of Shares Held:*

*Dong Nai, May 10, 2026*

**DIC - DONG TIEN  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

*Dong Nai, April, 18, 2026*

**SUBMISSION TO THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

*Re: Approval of the List of the Presidium, Secretariat, and Vote Counting Committee*

- Pursuant to the Enterprise Law No. 59/2020/QH14 on June 17, 2020 and guiding documents on their amendments and supplements;
- Pursuant to the Charter on organization and operation of DIC Dong Tien Joint Stock Company;

In order for the General Meeting to commence, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the personnel for the Presidium, the Secretariat, and the Vote Counting Committee as follows:

**I/ PRESIDIUM**

- |                              |   |
|------------------------------|---|
| 1. Mr. Nguyen Ngoc Thuong    | Chairman of the Board of Directors                    |
| 2. Mr. Huynh Trung Hieu      | Member of the Board of Directors and General Director |
| 3. Ms. Nguyen Thi Thanh Uyen | Member of the Board of Directors                      |

**II/ SECRETARIAT**

- |                          |                                     |
|--------------------------|-------------------------------------|
| 1. Ms. Le Thi Thanh Thuy | Secretary of the Board of Directors |
|--------------------------|-------------------------------------|

**III/ SHAREHOLDERS ELIGIBILITY VERIFICATION COMMITTEE AND VOTE  
COUNTING BOARD**

- |                             |                      |
|-----------------------------|----------------------|
| 1. Ms. Nguyen Thi Bich Diem | Administrative Staff |
| 2. Ms. Tran Thanh Nhat Vy   | Administrative Staff |

Best Regards!

***Recipients:***

- As above;
- Archive documents, Board of Directors;

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN NGOC THUONG**



Dong Nai, April 18, 2026

## SUBMISSION TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

*Re: Approval of the working regulations for the 2026 Annual General Meeting of Shareholders  
DIC – Đồng Tiến Joint Stock CompanyV*

- Pursuant to the Enterprise Law No. 59/2020/QH14 on June 17, 2020 and guiding documents on their amendments and supplements;
- Pursuant to the Charter on organization and operation of DIC Đồng Tiến Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Working Regulations for the 2026 Annual General Meeting of Shareholders as follows:

### I/ VOTING FOR APPROVE MATTERS AT THE GENERAL MEETING OF SHAREHOLDERS

#### 1. Principles:

All matters must be approved at the General Meeting in accordance with regulations through the form of collecting shareholders' votes. Each shareholder or authorized representative will be issued one voting form, which will state their name, shareholder code attending the General Meeting, and the number of voting shares.

#### 2. Voting method:

- Shareholders or authorized representatives shall vote to *agree, disagree, or abstain* on each matter to be approved at the General Meeting by marking an X in the corresponding option box on the Voting form.
- When voting, the front of the voting form must be held up high facing the Presidium. Shareholders who do not raise their voting form will be considered as having no opinion on the matter being voted on.
- The recording of the voting results of shareholders or authorized representatives shall be carried out by the Vote Counting Committee.

### II/ STATING OPINIONS AT THE GENERAL MEETING

Shareholders or authorized representatives attending the General Meeting who wish to speak must:

- Obtain the approval of the Presidium.
- The content of the speech must be concise and relevant to the General Meeting.
- The speaking time shall not exceed 03 minutes per turn.

### III/ PRESIDIUM

The list of the Presidium of the General Meeting shall be approved by voting.

#### Responsibilities of the Presidium

- To conduct the General Meeting according to the approved agenda and regulations, the Presidium shall operate on the principle of collectivity and make decisions by majority vote.
- To guide the General Meeting in discussing and voting on matters in the agenda and related issues throughout the course of the General Meeting.
- To resolve issues that arise during the General Meeting.



#### IV/ SECRETARY OF THE GENERAL MEETING

The list of the Secretary Committee shall be approved by voting.

##### Responsibilities of the Secretariat

- To fully record the speeches and discussions of the General Meeting and to summarize the reports of the Presidium.
- To draft the Resolutions adopted at the General Meeting.
- To make and approve the Minutes of the General Meeting.

#### V/ SHAREHOLDERS ELIGIBILITY VERIFICATION COMMITTEE AND VOTE COUNTING BOARD

- The list of the Vote Counting Committee shall be approved by the General Meeting through voting.
- Responsibilities of the Vote Counting Committee: To examine and report the results of the vote counting on issues approved at the General Meeting.

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

##### Recipients:

- As Above;
- Archive documents, Board of Directors;

ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN



NGUYEN NGOC THUONG



*Dong Nai, April 18, 2026*

## **PRINCIPLES, VOTING RULES, VOTE COUNTING**

*Regarding the approval of matters at the 2026 Annual General Meeting of Shareholders*

- Pursuant to the Enterprise Law No. 59/2020/QH14 on June 17, 2020 and guiding documents on their amendments and supplements;
- Pursuant to the Charter on organization and operation of DIC Dong Tien Joint Stock Company.
- Pursuant to the Working Regulations of the 2026 Annual General Meeting of Shareholders

The voting and vote counting through the reports, Submissions, and Resolutions of the 2026 Annual General Meeting of Shareholders of DIC Dong Tien Joint Stock Company in accordance with the following principles and rules:

1. The unit responsible for vote counting and accountable to the General Meeting for the results of the vote count is the Vote Counting Committee.

2. The voting through the reports, Submissions, and Resolutions of the General Meeting of Shareholders shall be conducted publicly and directly under the direction of the Presidium, and only Voting form issued by the Meeting Organizing Committee shall be used.

3. The Voting form for voting on the reports, Submissions, and Resolutions of the General Meeting of Shareholders are pre-printed, follow a specific template, and bears the seal of DIC Dong Tien Joint Stock Company (these forms are distributed to the shareholders attending the General Meeting).

4. The results of the votes for "agree," "disagree," "no opinion," or "other opinions" are the total number of represented shares corresponding to the respective Voting form.

**ON BEHALF OF BOARD OF DIRECTORS**  
**CHAIRMAN**



**NGUYEN NGOC THUONG**



**DIC - DONG TIEN JOINT  
STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**  
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*Dong Nai, April 18, 2026*

**REPORT OF THE BOARD OF DIRECTORS  
ON THE ACTIVITIES OF THE YEAR 2025  
AND OPERATIONAL DIRECTIONS FOR THE YEAR 2026**

*Ladies and gentlemen!*

*Dear Shareholders!*

*Dear the entire General Meeting!*

First of all, on behalf of DIC – Dong Tien Joint Stock Company, I would like to extend my sincerest thanks and heartfelt appreciation to the esteemed shareholders, our valued customers, and all the Company's employees for having gone through the year 2025 together with numerous challenges and opportunities, so that today we can review and evaluate the achieved results of the past year 2025, as well as establish the operational directions for the year 2026.

In accordance with the provisions of the law and the company's charter, the Board of Directors (BOD) would like to report to the General Meeting the following main contents:

**1. Operating Results in 2025:**

In 2025, the market economy experienced significant fluctuations and general difficulties, including: slow disbursement of public investment projects compared to plan; strong volatility in raw material prices; adverse weather conditions affecting production and construction activities; increasingly intense market competition among enterprises; legal barriers and administrative procedures related to projects/investments; and increasingly stringent green transformation requirements. These factors have generally impacted the Company's production and business activities. However, alongside these challenges, there were also favorable conditions such as: the simultaneous implementation of public investment waves and key infrastructure projects; a boom in industrial park development; the shift of foreign direct investment (FDI) flows into Vietnam; the trend toward prioritizing green construction materials; and strong long-term market potential.

In this highly volatile and continuously changing business environment, the Company has promptly adjusted its business strategies and implemented appropriate solutions in line with each market condition, ensuring stable production and business operations. Business strategy has been defined as the top priority and the foundation for all other activities.

With the efforts of the Leadership and all employees diligently implementing the development strategy, carrying out production and business tasks, and addressing difficulties and obstacles to ensure the company's stable operation.





he Board of Directors agrees with the audited business results for 2025 and the data presented in the Management's Report and the data and report of the Board of Supervisors.

The results achieved in 2025 are as follows:

Indicator	2024 Plan	2024 Actual	Completion (%)
Revenue	366.000	442.553	120.9
After-tax profit	1.800	2.096	116.4

Revenue compared to the plan reached 120,9% compared to the same period last year, after-tax profit reached 116,4% compared to the set plan.

## 2. Activities of the BOD:

### a. Members:

- Board of Directors as of December 31, 2025:

NO.	Member of the BOD	Position	Year of birth	Professional Qualification
1	Mr. Nguyen Ngoc Thuong	Chairman of the BOD	1979	Geotechnical Engineer
2	Mr. Huynh Trung Hieu	Member of the BOD	1976	Bachelor of Business Finance
3	Ms. Huynh Thi Thanh Uyen	Member of the BOD	1980	College Bachelor of Business Economics

All issues discussed by the BOD in 2025 were unanimously agreed upon and approved with 100% vote by all members of the Board of Directors.

### b. Activities of the Board of Directors:

- In 2025, the Board of Directors (BOD) and the Executive Management focused on implementing, supervising, and providing strategic direction for the Company's overall business activities, while strengthening risk management, especially in the context of the economy being significantly affected by the aforementioned market fluctuations..

- The activities of the BOD follow the principle of democratic centralism, adhering to the law, the company's charter, and the Resolutions of the General Meeting of Shareholders (GMS) and the BOD itself. The members of the BOD perform their duties in accordance with the current operating regulations.

- Activities of the independent, non-executive BOD members: They perform their assigned tasks with a high sense of responsibility, actively contribute alongside the BOD and the Executive Board to realistic policies based on the Company's actual situation, and effectively coordinate the implementation of Resolutions.

- Activities of the Board of Supervisors: They focus on inspecting and supervising the activities of the BOD and the company's Executive Board regarding compliance with the law, the



charter, the Resolutions of the GMS, and the Resolutions of the BOD concerning the financial revenue and expenditure regime, labor policies, cost norms in production, etc.

- The Company focuses on maintaining its market position, continuing to expand and diversify its products to meet market demand while simultaneously ensuring the safety of the company's capital and complying with the law.

- To continue focusing on developing and implementing the 2025 business plan in close alignment with the actual macroeconomic and microeconomic situation, industry fluctuations, and setting targets to maximize advantages and opportunities, while maintaining a stable growth momentum.

- To develop and amend the company's operating regulations according to best practices, in line with legal regulations and the company's charter, clearly assigning responsibilities and authorities from the top level to the bottom level, making management and operations more rigorous and transparent, and enhancing labor productivity, dynamism, and creativity....

**c. Implementation status of BOD Resolutions in 2025:**

- The Board of Directors maintained regular meetings throughout the year to carry out operations in accordance with the regulations of the Company's organization and operation charter, and to outline specific programs for implementing the 2026 operational plan. The Resolutions and Decisions issued by the BOD have always been the consensus and unanimous agreement of the BOD members, and are based on the interests of the shareholders and the development of the Company.

NO.	Minutes Number/ Resolution Number	Date	Content
1	1001/2025/NQ-HĐQT	January 10, 2025	Approval of the removal (dismissal) of the Deputy General Director.
2	2403/NQ-HĐQT	March 24, 2025	RE: Record date for finalizing the share register of shareholders eligible to attend the 2025 Annual General Meeting of Shareholders
3	2508/NQ-HĐQT	May 28, 2025	Announcement regarding personnel changes of the Head of the Supervisory Board and the Chairman of the Board of Directors
4	0307/NQ-HĐQT	July 03,2025	Resolution on the provision of audit services for the financial statements for the fiscal year ended 31 December 2025
5	0710/2025/NQ.HĐQT	October 07, 2025	Announcement of personnel appointments of the Deputy General Director of Sales
6	3112/2025/NQ-HĐQT	December 31, 2025	Approval of the removal (dismissal) and appointments of the BOD Secretary – Corporate Governance

- In 2025, the BOD provided direction and guidance but also fostered proactiveness for the Executive Board in carrying out their tasks, which significantly contributed to the completion of the set targets.

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- The BOD developed business plans and strategies to attract more customers, and at the same time, specified investment plans to enhance production and business capacity.

- The BOD directed the proper fulfillment of obligations to the state budget, social insurance, debt recovery, etc.

**d. Final settlement of 2025 remuneration for the BOD:**

- Remuneration for the BOD: 102.000.000 VND;
  - Chairman of the BOD: 3.500.000 VND/month.
  - Member: 2.500.000 VND/person/month.
- Secretary of the Board of Directors: 1.200.000 VND/month.

The total remuneration expense for the BOD in 2025 was: 176.400.000 VND (Not including 10% personal income tax deduction).

**e. Report on transactions between the company, its subsidiaries, and companies in which the public company holds more than 50% of the charter capital, with members of the Board of Directors and their related persons**

NO.	Related parties	Business content
1	Nhon Trach 2 Reinforced Concrete Corporation	Receivables
2	The Gioi Nha Construction Material Supermarket Joint Stock Company	Receivables and payables

*Source: Audited Financial Statements in 2025*

The above transactions were carried out through Resolution No. 2003/2023/NQ-HDQT dated March 20, 2023 Regarding the approval of transactions between the company and insiders and related organizations and individuals.

**f. Transactions between the company and other companies in which a member of the Board of Directors is a founding member or has served as a manager within the three years immediately preceding the transaction**

**g. Prospects and future plans**

The BOD has identified the main objectives as expanding the market, making in-depth investments to strive for growth in production targets regarding revenue and profit, preserving and developing capital, avoiding inventory surpluses, and ensuring stable production and business operations. To achieve these objectives, the BOD intends to implement the following tasks:

- To continue directing the implementation of production and business activities in the most effective way possible to fulfill and strive to exceed the targets of the 2026 plan, achieving high growth rates.

- To effectively implement the strategic objectives assigned by the General Meeting of Shareholders, strictly comply with legal regulations, the company's charter, and the operational guidelines of state management agencies.



- To continue improving the system of regulations and professional processes, creating a legal framework for business activities based on compliance with legal regulations and enhancing professionalism.

- To direct the Board of Management to pay attention to and protect the maximum legitimate rights and interests of the shareholders, as well as to pay more attention to the income, benefits, and working conditions of the employees.

The above is the activity report of the Board of Directors of DIC – Dong Tien Joint Stock Company submitted to the General Meeting of Shareholders. The Board of Directors sincerely hopes for the understanding and sharing of the esteemed shareholders regarding the Company's difficulties, and at the same time, welcomes your positive feedback to enable the Board of Directors to better fulfill its responsibilities in 2026.

**h. Results of the supervision of the General Director and other executives**

In 2025, both revenue and profit targets were achieved as planned.

During the course of operations, the Board of Management complied with the governance delegation as stipulated in the Company's Charter, the Internal Corporate Governance Regulations, the Operating Regulations of the Board of Directors, the Operating Regulations of the Board of Supervisors, as well as the resolutions of the Board of Directors.

Respectfully sending to the esteemed shareholders best wishes for good health and success!

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN NGOC THUONG**









Dong Nai, April 18, 2026

## REPORT ON BUSINESS PERFORMANCE IN 2025 AND PLAN FOR 2026

*To Shareholders,*

The Board of Directors of DIC – Dong Tien Joint Stock Company respectfully submits the report on business performance in 2025 and the business plan for 2026 as follows:

### I. Business Performance and Investment Situation in 2026

#### 1.1. Business Performance

Currency: VND

No.	Indicators	2024	2025	Change (%)
1	Total assets	391.433.055.019	280.352.240.321	-28.38
2	Net revenue from sales	238.359.453.631	421.938.554.872	77.02
3	Net profit from business activities	1.613.993.231	-1.809.550.348	-212.12
4	Profit before tax	2.112.585.489	2.288.693.727	5.5
5	Profit after tax	1.371.973.481	2.096.535.695	52.81

Source: Audited Financial Statements 2025

The Company's after-tax profit in 2025 saw a substantial increase compared to 2024 (up 52,81% year-on-year). The reason for the decline in gross profit in 2025 was a decrease of 12,819 million VND compared to the same period last year. Interest expenses dropped by VND 617 billion compared to the previous year. Selling expenses increase by VND 791 million, and general and administrative expenses were reduced by VND 9.513 billion. Other income increased by 3,840 million VND and other expenses increased by 240 million VND.

#### • Assessment of Business Operations

In 2024, the Company's business operations took place amid major challenges and high volatility in the Vietnamese economy across various sectors such as monetary policy, stock market, and real estate. However, under the guidance and close attention of the Board of Directors, and with clear direction and strong internal consensus, the Executive Board implemented many proactive measures. These focused on decisive and synchronized management with a strong emphasis on product quality, enabling the Company's business operations to expand steadily.

To overcome difficulties, the Company proactively adopted appropriate strategies and business solutions, such as seeking ways to minimize working capital requirements and maximizing actual cash inflows from business operations to ensure liquidity; Practicing cost-saving measures in all business stages; enhancing marketing efforts to secure new contracts; minimizing costs to improve business efficiency. Moreover, the Company continued to invest in modern and advanced equipment to meet production and business needs, while also channeling investments into high-performing business sectors to lay the foundation for future growth.

## 1.2. Financial Situation

### - Key financial indicators:

Indicator	Unit	2024	2025
1. Liquidity Ratios			
+ Current ratio:	Time	1,07	1,12
+ Quick ratio:	Time	0,72	0,55
2. Capital Structure Ratios			
+ Debt/Total assets ratio:	%	53	33
+ Debt/Equity ratio:	%	112	50
3. Operating Capacity Ratios			
+ Inventory turnover: Cost of goods sold/Average inventory	Time	5,3	8,8
+ Net revenue/Total assets	Time	0,61	0,51
4. Profitability Ratios			
+ Profit after tax/Net revenue ratio:	%	0,58	0,50
+ Profit after tax/Equity ratio:	%	0,75	1,13
+ Profit after tax/Total assets ratio:	%	0,35	0,62
+ Operating profit/Net revenue ratio:	%	0,68	-0,43

Source: Audited Financial Statements 2025

## 1.3. Transactions with Related Parties

Pursuant to Resolution No. 2003/2023/NQ-HDQT dated March 20, 2023 regarding the approval of transactions between the Company and insiders, as well as related organizations and individuals:

No.	Related Parties	Nature of Transactions
1	Nhon Trach 2 Reinforced Concrete Corporation	Receivables
2	The Gioi Nha Construction Material Supermarket Joint Stock Company	Receivables and payables

\* Details of the above transactions are presented in the Notes to the Audited Financial Statements for 2025.

## 1.4. Investment Situation and Project Implementation

The Company has two investment project management boards. The status of the projects is as follows:

- Phu Long Tan Urban Area:
  - Location: Long Tan and Phu Thanh communes, Nhon Trach district, Dong Nai province.
  - Objective: Construction of a new urban area according to the approved planning.
  - Scale: 42.68 hectares
  - Approved by the Dong Nai Provincial People's Committee regarding location agreement under Document No. 3661/UBND–CNN dated 13/05/2010 and adjustment of boundary and area under Document No. 10587/UBND–CNN dated 21/12/2010.
  - Land recovery notice issued by the People's Committee of Dong Nai Province under Notice No. 1404/TB-UBND dated 28/02/2011, allowing DIC – Dong Tien JSC to establish a land clearance board for compensation and land acquisition planning.
  - Completed cadastral and topographic mapping.
  - Compensation agreements reached with 08 households, covering 8.92 hectares, total compensation value of VND 22.151 billion; paid VND 12.539 billion.



- 1/500 scale planning task approved by the People's Committee of Dong Nai Province under Decision No. 2868/QD-UBND dated 04/11/2011.
- 1/500 scale planning approved by the People's Committee of Nhon Trach District on 15/03/2012 and submitted for review by the Provincial Architectural Council.
- Continued procedures for re-approval of the location and investment for project implementation.
- Housing Area for DIC Dong Tien Officers and Employees:
  - Location: Long Tan commune, Nhon Trach district, Dong Nai province.
  - Objective: Construction of a housing area for DIC – Dong Tien officers and employees.
  - Scale: 10,640 m<sup>2</sup>
  - Planning completed, investment certificate issued, land acquisition and site clearance completed.
  - Basic infrastructure construction completed (excluding sidewalks and greenery).
  - Land allocation decision issued by the People's Committee of Dong Nai Province under Decision No. 1545/QD-UBND dated 11/06/2012.
  - Land use rights certificate issued by the People's Committee of Dong Nai Province on 04/10/2018.
  - As of January 6, 2022, the People's Committee of Dong Nai Province issued Decision No. 50/QD-UBND on the recovery of land for the implementation of the housing project for employees of DIC Dong Tien.
- On October 23, 2025, DIC Dong Tien filed an administrative lawsuit challenging the administrative decision in the field of land management.
- On March 27, 2026, the People's Court of Area 2 issued Decision No. 09/2026/QDST-HC on the suspension of the administrative case.
- On April 3, 2026, DIC Dong Tien submitted an appeal to the People's Court of Area 2.

### **1.5. Development Orientation**

#### **a. Main Objectives of the Company:**

- Maintain stable business operations based on efficient capital use, strict debt control to limit overdue liabilities, and fulfillment of obligations in accordance with State regulations and resolutions of the General Meeting of Shareholders.
- Maximize the overall operational efficiency of the Company.

#### **b. Medium- and Long-Term Development Strategies:**

- Continue to build and refine the responsibility system, management mechanisms, benefit distribution mechanisms, and company operations to enhance accountability and encourage contributions from employees and shareholders.
- Continue to improve, amend, and issue regulations related to corporate governance, product quality management, and occupational safety.
- Establish a distinctive corporate culture and create a better working environment aimed at sustainable brand development for DIC – Dong Tien.
- Form joint ventures and partnerships with organizations and enterprises to facilitate capital mobilization, while seeking business opportunities and expanding the Company's operations.
- Focus on training to enhance the management, professional, and technical skills of staff, alongside investment in technological equipment to improve production and business efficiency.



- Strengthen customer care, maintain relationships with traditional clients, actively seek and engage potential new clients, and work toward establishing a Business Development department to proactively seek customers.
- c. *Environmental, Social, and Community Objectives:*
  - Build a corporate culture and standardize a professional working environment throughout the company.
  - Ensure sufficient employment, improve and enhance the material and spiritual well-being of employees.

## **II. Report on Organizational Structure and Corporate Management Policies:**

### **2.1. Organizational Structure**

- The Company currently has a total of 14 officers and employees.
- Of which, 14 people hold university degrees or higher, 1 is a technical worker, and 1 is a general laborer.
- The organizational structure is scientifically and effectively decentralized. At present, the Company is headed by the Board of Directors, the Executive Board, followed by departments and production units.
- The Board of Directors consists of 3 members: 1 Chairman and 2 members. The Board is the highest management body of the Company, with full authority to act on behalf of the Company to decide all matters related to its purposes and interests, except those under the authority of the General Meeting of Shareholders.
- The Supervisory Board represents shareholders to oversee all business activities, governance, and management of the Company. It comprises 3 members: 1 Head and 2 members.
- The Executive Board (General Director) and Chief Accountant: Comprising 1 General Director and 1 Chief Accountant appointed by the Board of Directors. The General Director is the legal representative of the Company in all transactions, responsible for managing and operating all business activities, and accountable to the Board of Directors and the General Meeting of Shareholders. The Chief Accountant assists the General Director according to assigned duties.
- The functional departments support the Executive Board in implementing the Company's business plans and operate effectively. The Company includes the following functional departments and subordinate units: Planning Department, Business Department, Financial Accounting Department, Administration and Human Resources Department, Materials Department, and Quality Management Department.
- Subordinate units:
  - Phu My Concrete Mixing Station
  - Nhon Trach Concrete Mixing Station
  - Dat Do Industrial Park Asphalt & Concrete Mixing Station

### **2.2. Management Policies**

- Management decentralization has been issued: defining functions, responsibilities, and powers of the General Director; company departments and subordinate units; construction site management boards and project management boards.
- Management policies and mechanisms have been issued, covering: Financial management; Technical and quality management; Occupational safety and labor protection; Planning management; Pricing and cost estimation management; Machinery, materials, and equipment management; Product cost management; Organizational and labor management; Salary and benefits policy management.
- All documents are prepared based on current laws, the Company's regulations, and unit characteristics. Before issuance, all documents are thoroughly discussed within the Company.



As a result, their implementation facilitates smooth company operations, enhances management accountability, and promotes productive, economically efficient business activities.

### **III. Implementation Measures:**

#### **3.1. Production Management**

- Develop realistic supply plans for ready-mixed concrete tailored to each specific project component.
- Ensure quality management of construction works in accordance with regulations issued by the Ministry of Construction.
- Propose timely and accurate quantities of materials needed for each project to ensure compliance with construction schedules and material usage standards.
- Organize inspections and acceptance testing of material quality and completed products in accordance with construction standards and procedures.
- Promptly and reasonably propose the allocation and use of equipment and tools for project execution.
- Ensure safe production management and operations.
- Execute construction quickly and efficiently, in close coordination with relevant departments to prepare complete, timely, and accurate documentation, accelerating payment settlements and capital recovery.

#### **3.2. Financial-Accounting Management**

- Carry out financial and accounting activities in accordance with State regulations, the Company Charter, and its financial management regulations.
- Manage revenues and expenditures efficiently, utilize assets effectively in compliance with current financial regimes, and preserve and grow capital for shareholders.
- Strengthen debt management and recovery, and enhance working capital turnover to achieve higher efficiency.

#### **3.3. Business Management**

- Establish business centers in various regions to optimize market management, customer development, and service.
- Focus on comprehensive management of markets, business activities, sales, and company-wide receivables.

#### **3.4. Future Development Plan**

- *Projected Plan for 2026*
  - Revenue: VND 459 billion
  - Post-tax profit: at least VND 2,732 billion
- *Investment Plan*
  - Expansion of new investments in 2026, including the construction of a showroom, trading in building materials or leasing, and the renovation and upgrading of the company's factories and equipment to support business operations.

### **IV. Financial Report**

#### **4.1. Audit Opinion**

Independent Auditor: NVA Auditing Company Limited

Head Office: 16 Vu Tong Phan, Binh Trung street, Ho Chi Minh City.

Qualified Opinion

In our opinion, except for the effects of the matters described in the "Basis for Qualified Opinion" section, the financial statements present fairly, in all material respects, the financial position of DIC – Dong Tien Joint Stock Company as of 31/12/2025, and the results of its operations and cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the corporate



accounting regime, and relevant legal regulations on the preparation and presentation of financial statements.

#### ***4.2. Audited Financial Statements***

Full text of the Financial Statements (see attached FS)

Website hosting the complete Financial Statements: [www.dicdongtien.vn](http://www.dicdongtien.vn)

  
**DIC - DONG TIEN JOINT STOCK COMPANY**  
**GENERAL DIRECTOR**   
  
  
**HUYNH TRUNG HIEU**





**DIC - DONG TIEN  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

*Dong Nai, April 18, 2026*

## **REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS DIC - DONG TIEN JOINT STOCK COMPANY**

### **Based on:**

- Pursuant to the Enterprise Law No. 59/2020/QH14 on June 17, 2020 and guiding documents on their amendments and supplements;
- Charter on organization and operation of DIC Dong Tien Joint Stock Company

The Board of Supervisors reports to the Annual General Meeting of Shareholders on the business performance, the performance of the Board of Directors (BOD), the Executive Board (EB), and the activities of the Board of Supervisors (BOS) in 2025 as follows:

### **I. Activities of the Board of Supervisors in 2025**

The Board of Supervisors consists of 3 members and there were no personnel changes:

- |                               |                   |
|-------------------------------|-------------------|
| 1. Ms. Truong Ngoc Khanh Tran | Head of the BOS   |
| 2. Ms. Luong Thi Thuy Trang   | Member of the BOS |
| 3. Ms. Thai Thi My Diem       | Member of the BOS |

In 2025, the Board of Supervisors conducted oversight of the operational aspects of DIC - Dong Tien Joint Stock Company:

- Appraisal of the financial statements audited by NVA Auditing Company Limited.
- Supervision and inspection of the implementation of the Resolutions of the Board of Directors and the Executive Board in the management and operation of the company and the implementation of production and business tasks according to the Resolution of the General Meeting of Shareholders.
- Providing opinions and recommendations to the Board of Directors (BOD) and the Executive Board (EB) of the company on issues related to the company's production and business activities.
- The Board of Supervisors was provided with documents and invited to attend meetings to supervise and contribute opinions on issues related to the company's production and business activities.

### **II. Report of the Board of Supervisors**

#### **1.1. Activities of the Board of Directors**

- The the Board of Directors has fully performed its responsibilities and functions in accordance with the Enterprise Law, the Securities Law, the Company's Charter, the Resolutions of the General Meeting of Shareholders, and other legal regulations.

- The Board of Directors has directed the Executive Board to fully implement the company's business orientation and objectives through Resolutions and Decisions. The BOD has consistently supported and facilitated the EB in completing the business plan, strengthening the organizational structure, and providing timely solutions to difficult or problematic situations.

## **1.2. Activities of the Executive Board**

### **a. Direction of the implementation of production and business plan targets**

- The General Director and the Executive Board have made significant efforts to direct and manage production and business activities, promptly issuing plans and decisions, and thoroughly implementing the resolutions of the 2026 General Meeting of Shareholders, ensuring stable employment and income for employees.
- The Executive Board has strictly directed the timely and accurate preparation of quarterly and annual financial statements in accordance with Vietnamese accounting standards and legal regulations.
- The Company's Board of General Director has periodically reported on the production and business performance to the Board of Directors. Improving the strict control departments to minimize risks in business operations..
- Developing procedures for managing materials, goods, assets, effectively managing accounting work, minimizing costs, and maximizing profits in the competitive market environment..
- The control of production and business operations and the management of revenues and expenditures are in accordance with financial regulations and are applied consistently throughout the Company.

### **b. Implementation of policies and regimes for employees**

Employees' regimes and benefits are always deeply invested in and cared for, and are always implemented in accordance with the Labor Law and the Company's Collective Labor Agreement. Promoting the role of motivation and encouragement of emulation and creativity in work.

### **c. Implementation of the audit regime**

The Company has selected NVA Auditing Company Limited as the independent auditing unit to audit the semi-annual financial statements and the 2024 annual financial statements

## **2. Remuneration for the BOS: 60.000.000 VND**

2.1.1. Head of the Board: 2.000.000 VND/month.

2.1.2. Member: 1.500.000 VND/person/month.

## **III. Appraisal of the 2025 Financial Statements**



- The 2025 financial statements audited by the Ho Chi Minh City Branch - Vaco Auditing Company Limited are audited by an independent auditing organization approved by the State Securities Commission of Vietnam to audit public interest entities in the securities sector.

- Unified confirmation of the following results: except for the impact of the issues mentioned in the "Basis for Qualified Opinion" section, the financial statements fairly and appropriately present, in all material respects, the financial position of the company, as well as its results of operations and cash flows for the financial year ended on the same date, in accordance with Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations on the preparation and presentation of financial statements

NO.	Indicator	2024	2025	Increase/Decrease (%)
1	Total asset value	391.433.055.019	280.352.240.321	28.38
2	Net sales revenue	238.359.453.631	421.938.554.872	77.02
3	Profit from business activities	1.613.993.231	-1.809.550.348	212.12
4	Profit before tax	2.112.585.489	2.288.693.727	5.5
5	Profit after tax	1.371.973.481	2.096.535.695	52.81

*Source: Audited Financial Statements in 2025*

The Company's after-tax profit in 2025 saw a substantial increase compared to 2024 (up 52,81% year-on-year). The reason for the decline in gross profit in 2025 was a decrease of 12,819 million VND compared to the same period last year. Interest expenses dropped by VND 617 billion compared to the previous year. Selling expenses increase by VND 791 million, and general and administrative expenses were reduced by VND 9.513 billion. Other income increased by 3,840 million VND and other expenses increased by 240 million VND.

#### *Contracts or transactions with insider shareholders*

NO.	Related parties	Business content
1	Nhon Trach 2 Reinforced Concrete Corporation	Receivables
2	The Gioi Nha Construction Material Supermarket Joint Stock Company	Receivables and payables

*Source: Audited Financial Statements in 2025*

- The above transactions were carried out through Resolution No. 2003/2023/NQ-HDQT dated March 20, 2023, regarding the approval of transactions between the company and insiders and related organizations and individuals.

- Remuneration for the Board of Directors and Supervisory Board: The remuneration for the Board of Directors and the Supervisory Board for the year 2025 has been accrued and paid in accordance with the levels approved by the General Meeting of Shareholders.

#### **IV. Orientations of the Board of Supervisors for 2026**

- Inspect and supervise the management and operational activities of the Board of Directors and the Executive Board, as well as business management, in accordance with the Law on Enterprises.
- Closely coordinate with the Board of Directors and the Executive Board to proactively develop and implement the Resolution of the Annual General Meeting of Shareholders 2026 in compliance with legal regulations and the company's charter;
- Focus on reviewing the company's financial statements.
- Strengthen the supervision of operating expense management and capital investment. Inspect the efficiency and safety of capital utilization, and oversee acceptance testing, finalization of accounts, etc.

#### **V. Recommendations of the Board of Supervisors for 2026**

- It is necessary to further promote sales policies to create more favorable conditions and better revenue in 2026.
- Continue to improve the efficiency of accounts receivable management: strengthen the recovery of bad debts, reduce receivables, increase cash flow and liquidity to alleviate interest expense pressure

The above is the Report of the Company's Board of Supervisors, respectfully submitted to the Annual General Meeting of Shareholders.

On behalf of the Board of Supervisors, I sincerely thank the Board of Directors, the Executive Board, relevant functional departments, and esteemed shareholders for their continued support and for facilitating the Board of Supervisors in fulfilling our duties effectively.

I wish all esteemed shareholders good health and success, and wish the general meeting great success.

#### ***Recipients:***

- *As above*
- *Board of Directors, Board of General Directors*
- *Archived in Board of Supervisors.*

**ON BEHALF OF THE BOARD OF  
SUPERVISORS**



**TRUONG NGOC KHANH TRAN**



DIC – DONG TIEN  
JOINT STOCK COMPANY  
No.: 1804/TB-DIC-HDQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Dong Nai, April 18, 2026

## ANNOUNCEMENT

**RE: NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS AND  
SUPERVISORY BOARD FOR THE 2026–2031 TERM  
DIC – DONG TIEN JOINT STOCK COMPANY**

**To: Esteemed Shareholders of DIC – Dong Tien Joint Stock Company**

- Pursuant to the Law on Enterprises No. 68/2014/QH13 passed by the National Assembly on November 26, 2014;
- Pursuant to the Enterprise Law No. 59/2020/QH14 on June 17, 2020 and guiding documents on their amendments and supplements;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding documents, amendments, and supplements; Decree No. 155/2020/ND-CP dated December 31, 2020, ELABORATING ON THE IMPLEMENTATION OF A NUMBER OF ARTICLES OF THE LAW ON SECURITIES,
- Pursuant to the Charter on the organization and operation of DIC – Dong Tien Joint Stock Company;

The Board of Directors of DIC – Dong Tien Joint Stock Company respectfully notifies shareholders of the nomination and candidacy process for members of the Board of Directors, the Board of Supervisors for the 2026–2031 term as follows:

Shareholders or groups of shareholders who are eligible to nominate or stand as candidates for the Board of Directors, the Board of Supervisors in accordance with the Company Charter are kindly requested to submit their nomination/candidacy applications using the prescribed form attached to the meeting materials and published on the website: <http://dicdongtien.vn>, no later than **4:00 PM on May 05, 2026**, to the following address:

No. 643, Hanoi Highway, Quarter 2, Long Binh Ward, Dong Nai Province.

Eligibility criteria for nominees/candidates to the Board of Directors and Board of Supervisors for the 2026–2031 term, as extracted from the Charter of DIC – Dong Tien Joint Stock Company, are detailed in the working rules, voting, and election regulations of the 2026 Annual General Meeting of Shareholders.

If no nomination/candidacy applications are received from shareholders by the deadline mentioned above, the incumbent Board of Directors will nominate qualified and eligible individuals to stand for election as members of the new Board of Directors, and the incumbent Supervisory Board will nominate qualified and eligible individuals to stand for election as members of the new Supervisory Board.

Respectfully announced.

**Recipients:**

- Shareholders;
- Company archive.

**O/B/O BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN NGOC THUONG**

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness



**NOMINATION / CANDIDACY FORM**

*For Member of the Board of Directors or Supervisory Board for the 2026–2031 Term*

**To: DIC – Dong Tien Joint Stock Company**

Shareholder: .....

Business License/ID/Passport No.: ..... Date of Issue: .....

Place of Issue: ... ..

(Full name of the legal representative for institutional shareholders): ... ..

.....

.....

Number of shares owned at the time of nomination/candidacy: ..... Percentage: .....

After reviewing the eligibility criteria for nomination/candidacy for members of the Board of Directors and Supervisory Board as stipulated in *Articles 24 and 33 of the Charter of DIC – Dong Tien Joint Stock Company*, I hereby propose the following:

1. Self-nomination for:

Board of Directors ☐

Supervisory Board ☐

2. Nominate another person for:

Board of Directors ☐

Supervisory Board ☐

Full name of nominee: .....

Nationality: .....

Date of birth: .....

ID/Passport No.: ..... Date of Issue: ..... Place of Issue: .....

Address: .....

Other information: .....

(Please tick the appropriate box next to the desired position. This nomination/candidacy form must be submitted to DIC – Dong Tien Joint Stock Company along with the nominee's application dossier.)

..., date ... month ... year 2026

*(Signature, full name, and seal if shareholder is a legal entity)*

Enclosed documents:

- Valid copy of ID/Passport
- Valid copies of relevant diplomas/certificates
- Candidate's résumé (using the prescribed form)



No.: 04/2026/QC-DHDCD

**ELECTION REGULATIONS  
FOR MEMBERS OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD  
At the 2026 Annual General Meeting of Shareholders**

- Pursuant to the Enterprise Law No. 59/2020/QH14 on June 17, 2020 and guiding documents on their amendments and supplements;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding documents, amendments, and supplements; Decree No. 155/2020/ND-CP dated December 31, 2020, ELABORATING ON THE IMPLEMENTATION OF A NUMBER OF ARTICLES OF THE LAW ON SECURITIES,
- Pursuant to the Charter of DIC - Dong Tien Joint Stock Company;

The General Meeting of Shareholders of DIC - Dong Tien Joint Stock Company hereby promulgates the Election Regulations for the Board of Directors (BOD) and Supervisory Board (SB) for the 2026–2031 term, as follows:

**Article 1. Election principles**

1.1. Elections shall comply with the law and the Company's Charter, ensuring democracy and the lawful rights and interests of all shareholders.

1.2. Each ordinary share entitles the holder to one vote. Voting rights and election results shall be calculated based on the number of shares owned and/or authorized.

**Article 2. Eligible voters**

Shareholders holding voting shares and their authorized representatives present at the meeting (according to the shareholder list finalized on 13/04/2026) are eligible to vote.

**Article 3. Conditions for nomination and candidacy for Board of Directors and Supervisory Board Members**

3.1. Conditions for Nomination and Candidacy for the Board of Directors:

According to Section VII, Article 24 of the Charter of DIC - Dong Tien Joint Stock Company:

(1) Shareholders holding voting shares continuously for at least six (06) months may aggregate their voting rights to nominate candidates for the BOD. Shareholders or groups of shareholders holding from 5% to under 10% of total voting shares may nominate one (01) candidate; from 10% to under 30% may nominate up to two (02) candidates; from 30% to under 40% may nominate up to three (03) candidates; from 40% to under 50% may nominate up to four (04) candidates; from 50% to under 60% may nominate up to five (05) candidates; from 60% to under 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to under 90% may nominate up to eight (08) candidates.

(2) If the number of candidates nominated and self-nominated is insufficient, the incumbent Board of Directors may nominate or organize nominations according to the internal corporate governance regulations. The nomination mechanism and procedures must be clearly disclosed and approved by the General Meeting of Shareholders prior to the election.





### 3.2. Conditions for Nomination and Candidacy for the Supervisory Board:

According to Section IX, Article 33 of the Company Charter:

(1) Shareholders may aggregate their voting rights to nominate candidates for the Supervisory Board. Shareholders or groups of shareholders holding from 5% to under 10% of the total voting shares may nominate one (01) candidate; from 10% to under 30% may nominate up to two (02) candidates; from 30% to under 40% may nominate up to three (03) candidates; from 40% to under 50% may nominate up to four (04) candidates; from 50% to under 60% may nominate up to five (05) candidates.

(2) If the number of candidates for the Board of Supervisors through nomination and candidacy is still not insufficient, the incumbent Supervisory Board may nominate or organize nominations under the Company's internal regulations. The nomination process must be clearly disclosed and approved by the General Meeting of Shareholders before the election.

### 3.3. Application Documents for BOD and SB Nomination/Candidacy

- Application form for candidacy or nomination to the BOD or SB (as per the provided template)
- Candidate's Curriculum Vitae (as per the template)
- Certified copies of relevant academic/professional certificates
- Copy of ID card or passport
- Other relevant documents

3.4. Based on the nomination/candidacy documents submitted by shareholders or shareholder groups, the Meeting Organizing Committee shall prepare a list of qualified candidates (as per Article 3 and 4 of these Regulations) for submission to the General Meeting of Shareholders for approval.

### **Article 4. Number and criteria of members of the Board of Directors:**

4.1. The number of members of the Board of Directors for the 2026–2031 term is 01 members.

4.2. Members of the Board of Directors must meet the criteria and conditions as prescribed in Article 151 of the Law on Enterprises.

### **Article 5. Number and criteria of members of the Supervisory Board:**

5.1. The number of members of the Supervisory Board for the 2026–2031 term is 01 members.

5.2. Members of the Supervisory Board must meet the criteria and conditions as prescribed in Article 164 of the Law on Enterprises.

### **Article 6. Election method:**

The election of members of the Board of Directors and Supervisory Board shall be conducted by cumulative voting, whereby each shareholder has a total number of votes equal to the number of shares they own multiplied by the number of members to be elected to the Board of Directors or Supervisory Board, and shareholders may allocate all their votes to one or more candidates (pursuant to Clause 3, Article 144 of the Law on Enterprises).

### **Article 7. Voting regulations:**

7.1. Valid ballots: pre-printed ballots issued by the Meeting Organizing Committee. Each ballot contains the shareholder code, total number of shares (owned and authorized), and the total number of votes corresponding to the number of members to be elected to the Board of Directors and Supervisory Board.





7.2. Invalid ballots include: ballots not issued by the Organizing Committee; no candidate selected (blank ballots); ballots with erasures, corrections, additional writings, or incorrect names not on the approved candidate list of the General Meeting of Shareholders; ballots selecting more candidates than the approved number of BOD and SB members; ballots with total votes exceeding the voting rights owned or authorized by the shareholder.

**Article 8. Voting:**

8.1. Shareholders may allocate all their votes to one or more candidates by marking "x" in the cumulative voting column or by writing the number of votes allocated to each trusted candidate and summing the total votes in the designated column on the ballot.

8.2. In the case of valid authorization (with power of attorney), the authorized person retains full voting rights. If a shareholder makes a mistake while filling out the ballot and has not yet placed it into the ballot box, they may directly contact the Organizing Committee to exchange the ballot to ensure their rights.

**Article 9. Vote counting:**

9.1. The Vote Counting Committee shall inspect the ballot box in the presence of shareholders.

9.2. Voting shall begin upon instruction from the Chairperson of the Meeting and end when the last shareholder has cast their vote.

9.3. The Vote Counting Committee shall count the votes immediately after voting concludes.

9.4. The Committee must verify the validity of each ballot, review them one by one, and record the results.

9.5. Upon completion, the Committee shall prepare a vote counting report, including: total number of shareholders attending, total number of shareholders voting, percentage of voting rights compared to total voting rights of attending shareholders (under the cumulative voting method), number and percentage of valid and invalid ballots, number and percentage of votes for each candidate for the Board of Directors and Supervisory Board.

9.6. All counted ballots must be sealed and handed over to the Chairperson of the Meeting.

**Article 10. Regulations on election of members to the Board of Directors and Supervisory Board:**

10.1. Elected members of the Board of Directors and the Supervisory Board shall be determined based on the number of votes received, in descending order, starting from the candidate with the highest number of votes until the required number of members as stipulated in this Regulation is reached.

10.2. In the event that two or more candidates receive an equal number of votes for the final available position, the candidate who owns or represents ownership of a greater number of shares shall be elected; if neither candidate owns any shares, a re-election shall be held among the candidates with equal votes using the cumulative voting method.

**Article 11. Vote Counting Committee and its responsibilities:**

11.1. The Vote Counting Committee shall be nominated by the Chairperson of the Meeting and approved by the General Meeting.

11.2. The Vote Counting Committee is responsible for approving the election regulations; introducing and distributing the ballots; objectively and accurately verifying the

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election results; preparing the vote counting minutes; and announcing the vote counting and election results before the General Meeting.

Members of the Vote Counting Committee must not be listed among the nominees or candidates for the Board of Directors or the Supervisory Board.

11.3. The Vote Counting Committee must commit to and be responsible for the accuracy of the election results.

**Article 12. Complaint resolution:**

12.1. Any concerns or complaints regarding the election process (if any) shall be resolved by the Chairperson of the General Meeting of Shareholders.

12.2. Each shareholder has the right to raise questions before the General Meeting concerning matters related to the election process if there are signs of violations of the law or the Company's Charter.

12.3. This Regulation consists of 12 Articles and takes effect immediately upon approval by the General Meeting./.



**O/B/O BOARD OF DIRECTORS**

**CHAIRMAN**

**NGUYEN NGOC THUONG**





APPENDIX

GUIDELINES FOR CUMULATIVE VOTING FOR THE BOARD OF DIRECTORS AND  
SUPERVISORY BOARD

TERM 2026-2031

Regulations on Cumulative Voting:

According to Clause 3, Article 20 of the Company's Charter: Unless otherwise provided in the Charter, the election of members to the Board of Directors and the Supervisory Board must follow the cumulative voting method. Accordingly, each shareholder has a total number of votes equal to the number of shares they own multiplied by the number of members to be elected to the Board of Directors or Supervisory Board. The shareholder may allocate all or part of their total votes to one or several candidates.

The number of candidates selected in each ballot must not exceed the maximum number of allowable electees.

Voting Method:

a. Determining a shareholder's total voting rights:

The total number of voting rights of a shareholder (or shareholder representative) is determined as follows:

Total voting rights = Number of shares held or represented  $\times$  Number of members to be elected

Example: The number of members to be elected to the Board of Directors is 5 (out of 6 nominated), and to the Supervisory Board is 3 (out of 4 nominated). Mr. X holds 1,000 voting shares. Therefore, Mr. X's voting rights are:

For the Board of Directors:  $1,000 \times 5 = 5,000$  votes

For the Supervisory Board:  $1,000 \times 3 = 3,000$  votes

b. How to vote:

Essentially, voting is the act of distributing all or part of one's total voting rights among one or more candidates. The number of votes assigned to each candidate may vary depending on the level of confidence in each candidate. In the case of electing 5 out of 6 (or more) candidates, each shareholder or shareholder representative may assign votes to a maximum of 5 candidates. According to the example above, Mr. X can distribute his 5,000 votes for the Board of Directors as follows:

Cumulatively and evenly distribute votes among several candidates

Assign a specific number of votes to each candidate

Allocate all 5,000 votes to a single candidate



Evenly divide votes among a limited number of candidates, not exceeding the number of electees allowed

Note:

Mr. X may use all 5,000 votes to elect one or between two to five candidates; or may use fewer than 5,000 votes. However, if he uses more than 5,000 votes, the ballot will be invalid.

Each ballot must contain votes for no more than 5 candidates.

Each ballot will state the total number of voting rights the shareholder (or representative) holds. This number varies depending on the number of voting shares held or represented. The total votes assigned to candidates must not exceed this number.

Invalid Ballots:

A ballot shall be considered invalid if it violates any of the following conditions:

It is not issued by the Organizing Committee or lacks the company's stamp.

The number of candidates selected exceeds the allowable number (i.e., more than 5 for the Board of Directors or more than 3 for the Supervisory Board).

The total number of votes cast for the candidates (as calculated by the voter or the Vote Counting Committee) exceeds the pre-printed total number of voting rights on the ballot.

The ballot contains names not on the official list approved by the General Meeting or is tampered with (if a mistake is made, the voter must request a new ballot before casting the vote).







SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

## POWER OF ATTORNEY FOR FORMING A GROUP OF SHAREHOLDERS

**To: DIC – Dong Tien Joint Stock Company**

We, the undersigned shareholders, include:

1. Shareholder:.....  
Address:.....  
Number of shares held:.....
2. Shareholder:.....  
Address:.....  
Number of shares held:.....
3. Shareholder:.....  
Address:.....  
Number of shares held:.....

Total number of shares held by the group: ..... (accounting for: .....% of total shares)

We hereby agree to form a group of shareholders of DIC – Dong Tien Joint Stock Company and to nominate the following individual as the group's representative and candidate for election as a member of ..... of DIC – Dong Tien Joint Stock Company's Board of Directors/Supervisory Board for the 2026–2031 term.

Authorized candidate:

Full name: .....

Address: .....

Number of shares held: .....

Brief résumé:

- Educational background:
- Current position:
- Work experience and professional background:

Signatures of the authorizing shareholders:

1. ....
2. ....
3. ....

Signature of the authorized individual:

3x4 photo



## CURRICULUM VITAE

OF CANDIDATE FOR BOD/SB

**DIC - ĐỒNG TIẾN JOINT STOCK COMPANY**

**FOR THE REMAINING TERM OF 2026–2031**

1. Full name: .....
2. Gender: .....
3. ID (Passport) number: .....
4. Date of birth: .....
5. Place of birth: ..... Nationality: .....
6. Ethnicity: ..... Hometown: .....
7. Permanent address: .....
8. Contact phone number: .....
9. Educational background: .....
10. Professional qualifications: .....
11. Employment history (briefly list places of work, positions, and occupations):  
.....  
.....  
.....  
.....  
.....
12. Current position: .....  
Current positions held in other organizations: .....
13. Number of shares held: ..... shares.
14. Total number of shares held by the nominating group of shareholders: .....

I hereby certify that the information provided above is true and accurate. I take full legal responsibility for any incorrect declaration.

**CERTIFICATION FROM LOCAL  
AUTHORITY/WORK AGENCY**

(signature, seal)

*Date ... month ... year 2026*

**Declarant**

*(Signature, full name)*





DIC DONG TIEN JOINT STOCK  
COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

May 10, 2026

# BALLOT FOR ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS FOR THE REMAINING TERM OF 2026–2031

Shareholder Code: .....

Shareholder Name: .....

ID No.: ..... Date of Issue: ..... Place of Issue:.....

Number of shares held and represented	Number of BOD members to be elected	Total voting rights

- Pursuant to the Company's Charter of Organization and Operation;
- Pursuant to the Election Regulations approved at the General Meeting;
- After reviewing the competence, integrity, and ethics of the candidates for the Board of Directors, I hereby agree to vote for the following candidates to serve as members of the Board of Directors of DIC Dong Tien Joint Stock Company:

No.	List of Candidates	Number of Votes Cast
01		
02		
03		
<b>Total</b>		

(Note: The total number of votes cast for all candidates must not exceed the total number of votes to which the shareholder is entitled)

**Shareholder/Authorized Representative signs and states full name**



**DIC DONG TIEN JOINT STOCK  
COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

May 10, 2026

# **BALLOT FOR ELECTION OF MEMBERS OF THE SUPERVISORY BOARD FOR THE REMAINING TERM OF 2026–2031**

Shareholder Code: .....

Shareholder Name: .....

ID No.: .....Date of Issue: .....Place of Issue:.....

Number of shares held and represented	Number of SB members to be elected	Total voting rights

- Pursuant to the Company's Charter of Organization and Operation;
- Pursuant to the Election Regulations approved at the General Meeting;
- After reviewing the competence, integrity, and ethics of the candidates for the Supervisory Board, I hereby agree to vote for the following candidates to serve as members of the Supervisory Board of DIC Dong Tien Joint Stock Company:

No.	List of Candidates	Number of Votes Cast
01		
02		
03		
<b>Total</b>		

(Note: The total number of votes cast for all candidates must not exceed the total number of votes to which the shareholder is entitled)

**Shareholder/Authorized Representative signs and states full name**



*Dong Nai, April 18, 2026*

## **PROPOSAL**

*(Items submitted for voting at the 2026 General Meeting of shareholders)*

**To: THE GENERAL MEETING OF SHAREHOLDERS OF DIC – DONG TIEN 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 Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter on the Organization and Operation of DIC – Dong Tien Joint Stock Company;
- Pursuant to the 2024 Audited Financial Statements;
- Pursuant to Resolution No. 1903/NQ-HDQT dated March 19, 2026, regarding the record date for finalizing the list of shareholders eligible to attend the 2026 Annual General Meeting of Shareholders;

The Board of Directors of DIC – Dong Tien Joint Stock Company respectfully submits to the General Meeting of Shareholders the following items for approval:

**1/ Item 01: Approval of the 2025 business performance results report**

*We respectfully submit this proposal to the General Meeting of Shareholders to review and Approval of the 2025 business performance results report*

**2/ Item 02: Approval of the 2026 production, business and investment plan**

**2.1/ 2026 business plan::**

*Unit: VND million*

No.	Indicator	2026 Plan
1	Total revenue	459,000
2	Profit after tax	2,732

**2.2/ 2026 investment plan:**

- To expand new investments in the construction of showrooms for trading in construction materials or for lease; to upgrade and repair factories and equipment serving the Company's business operations in 2026.

*We respectfully submit this proposal to the General Meeting of Shareholders to review and Approval of the 2026 production, business and investment plan*

### **3/ Item 03: Approval of the Report on activities of the Board of Directors in 2025**

*We respectfully submit this proposal to the General Meeting of Shareholders to review and Approval of the Report on activities of the Board of Directors in 2025*

### **4/ Item 04: Approval of the Report on the activities of the Board of Supervisors in 2025**

*We respectfully submit this proposal to the General Meeting of Shareholders to review and Approval of the Report on the activities of the Board of Supervisors in 2025*

### **5/ Item 05: Approval of the 2025 Financial statements audited NVA Auditing Company Limited**

*We respectfully submit this proposal to the General Meeting of Shareholders to review and approve the 2025 Financial Statements audited by NVA Auditing Company Limited.*

### **6/ Item 06: Approval of the 2025 profit distribution plan and the 2026 distribution plan**

#### ***6.1/ 2025 Profit distribution:***

Based on the Company's 2025 business performance, dividends for 2025 will not be distributed. Profits will be retained for reinvestment in 2026.

#### ***6.2/ 2026 Profit distribution plan:***

*Currency: Million dong*

No.	Category	2026 Planned
1	Allocation to Funds	
	+ Bonus and Welfare Fund	10% <sup>(1)</sup>
	+ Financial Reserve Fund	5% <sup>(2)</sup>
2	Dividend/ par value per share	0 %

<sup>(1)</sup> *Appropriate 10% of after-tax profit for the bonus and welfare fund; the appropriation rate may be adjusted based on the recommendation of the Board of Directors and subject to approval by the General Meeting of Shareholders.*

<sup>(2)</sup> *Appropriate 5% of after-tax profit for the financial reserve fund until it reaches 10% of the charter capital.*

*We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval of the profit distribution plan for 2025 and the proposed distribution plan for 2026 as outlined above.*

### **7/ Item 03: Approval of remuneration for the Board of Directors, the Supervisory Board, and the Company Secretary for 2025 and the remuneration plan for 2026**

#### ***7.1/ Remuneration for the Board of Directors, the Supervisory Board, and the Company Secretary in 2025:***

- Remuneration for the Board of Directors: VND 102,000,000
  - Chairman of the Board: VND 3,500,000/month



- Members: VND 2,500,000/person/month
- Remuneration for the Supervisory Board: VND 60,000,000
  - Head of the Supervisory Board: VND 2,000,000/month
  - Members: VND 1,500,000/person/month
- Company Secretary: VND 1,200,000/month

Total remuneration for the Board of Directors and Supervisory Board in 2025: VND 176,400,000 (excluding 10% personal income tax withholding)

**7.2/ Remuneration Plan for the Board of Directors, the Supervisory Board, and the Company Secretary in 2026:**

The Board of Directors proposes that the General Meeting of Shareholders consider and approve the following remuneration scheme for 2026:

No.	Description	No. of Persons	Max. Remuneration (VND/month)	Total amount (VND/12 months)
<b>I</b>	<b>Board of Directors</b>			
1	Chairman	1	3,500,000	42,000,000
2	Members	2	2,500,000	60,000,000
	<b>Subtotal</b>			<b>102,000,000</b>
<b>II</b>	<b>Supervisory Board</b>			
1	Head	1	2,000,000	24,000,000
2	Members	2	1,500,000	36,000,000
	<b>Subtotal</b>			<b>60,000,000</b>
<b>III</b>	<b>BOD Secretary</b>	1	1,200,000	<b>14,400,000</b>
	<b>Total</b>			<b>176,400,000</b>

**Authorization:** The General Meeting of Shareholders authorizes the Board of Directors to determine the specific monthly remuneration levels in compliance with other applicable regulations, provided that the total does not exceed the above-mentioned limits.

*We respectfully submit this proposal to the General Meeting of Shareholders for review and approval of the 2025 remuneration and the 2026 remuneration plan as detailed above.*

**8/ Item 08: Approval of Election of Members to the Board of Directors for the Next 5-Year Term (2026–2031)**

*We respectfully submit to the General Meeting of Shareholders for review and approval of the election of Board members for 2026 to 2031.*

8.1/ Additional election of Board Members:

- Number of Board Members: 01
- Term: 2026–2031
- Maximum Number of Candidates: Unlimited

- Candidate Qualifications: In accordance with Clause 1, Article 155 of the Law on Enterprises No. 59/2020/QH14 and Article 275 of Decree No. 155/2020/ND-CP.

8.2/ Approval of the List of Candidates for Additional Election to the Board of Directors for the 2026–2031 Term:

- Mr./Ms.: .....
- Mr./Ms.: .....
- Mr./Ms.: .....

**9/ Item 9: Approval of the dismissal and election of members of the Board of Supervisors for the remaining term of 2026–2031**

The General Meeting of Shareholders is requested to consider and vote on the election of the Board of Supervisors for the remaining term of 2026–2031.

11.1/ Additional election of members of the Board of Supervisors:

- Number of members to be elected: 01
- Term : 2026 – 2031
- Maximum number of candidates: Unlimited
- Eligibility criteria for candidates to the Board of Supervisors: In accordance with Article 169 of the Law on Enterprises No. 59/2020/QH14 and Article 286 of Decree No. 155/2020/ND-CP

11.2/ Approval of the list of candidates for the Board of Supervisors for the remaining term of 2026–2031:

- Mr./Ms.: .....
- Mr./Ms.: .....
- Mr./Ms.: .....

*We respectfully submit to the General Meeting of Shareholders for review and Approval of the dismissal and election of members of the Board of Supervisors for the remaining term of 2026–2031*

Other matters relating to the election of the Board of Supervisors for the remaining term of 2026–2031 shall be implemented in accordance with the election regulations of the Board of Supervisors at the 2026 Annual General Meeting of Shareholders.

Other matters related to the additional election of members to the Board of Directors for the 2026–2031 term shall be carried out in accordance with the Election Regulations of the Board of Directors at the 2026 Annual General Meeting of Shareholders.

Respectfully submitted by the Board of Directors.

**O/B/O BOARD OF DIRECTORS  
CHAIRMAN**



**NGUYEN NGOC THUONG**





**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

*Dong Nai, April 18 , 2026*

**SUBMISSION**

***((Selection of Auditor for the 2026 Financial Statements))***

The Board of Supervisors proposes that the General Meeting of Shareholders authorize the Board of Directors and the Board of Supervisors to negotiate and select one (01) of the following auditing firms to be the auditor for the Company's 2026 financial statements:

- Nhan Tam Viet Auditing Co.,Ltd.
- NVA Auditing Co.,Ltd.
- FAC Auditing Co., Ltd.
- An Viet Auditing Co., Ltd.
- VACO Auditing Co., Ltd.
- Vietnam Auditing and Valuation Company Limited

Respectfully submitted to the General Meeting of Shareholders for consideration and voting on the selection of the aforementioned Auditors to audit the 2026 financial statements.

***Recipients:***

- *As above*
- *Board of Directors, Board of General Directors*
- *Archived in Board of Supervisors.*

**ON BEHALF OF THE BOARD OF  
SUPERVISORS**

  
**TRUONG NGOC KHANH TRAN**



## DIC – DONG TIEN JOINT STOCK COMPANY

Address: Lot 17, Nhon Trach 2 Industrial Park, Road 25B, Nhon Trach  
Commune, Dong Nai Province

Tel: 02513.521752 – 02513.521945 , Fax: 02513.521953

Website: <http://dicdongtien.vn>



No.: 1005/NQ.ĐHĐCĐ-DIC.ĐT

*Dong Nai, May 10, 2026*

### **DRAFT RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF DIC - DONG TIEN JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its guiding, amending and supplementing documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding, amending and supplementing documents, including Decree No. 155/2020/ND-CP dated December 31, 2020 on detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter on organization and operation of DIC Dong Tien Joint Stock Company;
- Based on the results of discussions and voting at the 2026 Annual General Meeting of Shareholders of DIC Dong Tien Joint Stock Company held on May 10, 2026;

### **HEREBY RESOLVES**

**Article 1:** The 2026 Annual General Meeting of Shareholders of DIC Dong Tien Joint Stock Company unanimously approves the Resolution of the General Meeting of Shareholders with the following principal contents:

#### **1/ Item 01: Approval of the 2025 business performance results report**

Based on the 2025 business performance results report and accompanying reports (the audited financial statements for 2025), the General Meeting of Shareholders approves the 2025 business performance results report.

#### **Voting results:**

- Total number of voting shares at the Meeting: ... shares
- Votes in favor: ... shares, representing 100%
- Votes against: 0 shares, representing 0%
- Abstentions: 0 shares, representing 0%



## **2/ Item 02: Approval of the 2026 production, business and investment plan**

### **2.1/ 2026 business plan::**

*Unit: VND million*

No .	Indicator	2026 Plan
1	Total revenue	459,000
2	Profit after tax	2,732

### **2.2/ 2026 investment plan:**

- To expand new investments in the construction of showrooms for trading in construction materials or for lease; to upgrade and repair factories and equipment serving the Company's business operations in 2026.

**Authorization:** The General Meeting of Shareholders authorizes the Board of Directors to decide on investment matters during the year at appropriate times in order to achieve optimal efficiency and ensure compliance with applicable laws.

#### **Voting results:**

- Total number of voting shares at the Meeting: ... shares
- Votes in favor: ... shares, representing 100%
- Votes against: 0 shares, representing 0%
- Abstentions: 0 shares, representing 0%

## **3/ Item 03: Approval of the Report on activities of the Board of Directors in 2025**

#### **Voting results:**

- Total number of voting shares at the Meeting: ... shares
- Votes in favor: ... shares, representing 100%
- Votes against: 0 shares, representing 0%
- Abstentions: 0 shares, representing 0%

## **4/ Item 04: Approval of the Report on the activities of the Board of Supervisors in 2025**

#### **Voting results:**

- Total number of voting shares at the Meeting: ... shares
- Votes in favor: ... shares, representing 100%
- Votes against: 0 shares, representing 0%

- Abstentions: 0 shares, representing 0%

**5/ Item 05: Approval of the 2025 audited financial statements as audited by NVA Auditing Company Limited**

The General Meeting of Shareholders unanimously approves the 2025 audited financial statements as audited by NVA Auditing Company Limited.

**Voting results:**

- Total number of voting shares at the Meeting: ... shares
- Votes in favor: ... shares, representing 100%
- Votes against: 0 shares, representing 0%
- Abstentions: 0 shares, representing 0%

**6/ Item 06: Approval of the profit distribution plan for 2025 and the profit distribution plan for 2026**

***6.1/ Profit distribution for 2025:***

Based on the 2025 business performance results, the Company will not declare or pay dividends for 2025 in order to retain earnings for reinvestment in 2026.

***6.2/ Profit distribution plan for 2026:***

*Unit: VND million*

No.	Indicator	2026 Plan
1	Appropriation to funds	
	+ Bonus and welfare fund	10% <sup>(1)</sup>
	+ Financial reserve fund	5% <sup>(2)</sup>
2	Dividend / par value of shares	0 %

<sup>(1)</sup> The bonus and welfare fund shall be appropriated at 10% of profit after tax; this rate may be adjusted based on proposals of the Board of Directors and subject to approval by the General Meeting of Shareholders.

<sup>(2)</sup> The financial reserve fund shall be appropriated at 5% of profit after tax until it reaches 10% of the charter capital.

**Voting results:**

- Total number of voting shares at the Meeting: ... shares



- Votes in favor: ... shares, representing 100%
- Votes against: 0 shares, representing 0%
- Abstentions: 0 shares, representing 0%

**7/ Item 07: Approval of remuneration for the Board of Directors, the Board of Supervisors and the Company Secretary for 2025, and the remuneration plan for 2026**

***7.1/ Remuneration for the Board of Directors, the Board of Supervisors and the Company Secretary in 2025::***

- Remuneration for Board of Directors: VND 102,000,000;
  - Chairman of the BOD: VND 3,500,000/month.
  - Members: VND 2,500,000/person/month.
- Remuneration for Board of Supervisors (BOS): VND 60,000,000
  - Head of BOS: VND 2,000,000/month.
  - Members: VND 1,500,000/person/month.
- Secretary of Board of Directors: VND 1,200,000/month.

Total remuneration for the BOD and BOS in 2025: VND 176,400,000 (before deduction of 10% personal income tax).

***7.2/ Remuneration plan for the Board of Directors, the Board of Supervisors and the Secretary of Board of Directors in 2026:***

The Board of Directors proposes that the General Meeting of Shareholders consider and approve the remuneration scheme for the Board of Directors, the Board of Supervisors and the Secretary of Board of Directors for 2026 as follows:

No.	Description	Number of persons	Maximum remuneration (VND/month)	Total (VND/12 months)
<b>I</b>	<b>Board of Directors</b>			
1	Chairman	1	3,500,000	42,000,000
2	Members	2	2,500,000	60,000,000
	<b>Subtotal</b>			<b>102,000,000</b>
<b>II</b>	<b>Board of Supervisors</b>			

1	Head	1	2,000,000	24,000,000
2	Members	2	1,500,000	36,000,000
	<b>Subtotal</b>			<b>60,000,000</b>
<b>III</b>	<b>Secretary of Board of Directors</b>	1	1,200,000	<b>14,400,000</b>
	<b>Total</b>			<b>176,400,000</b>

**Authorization:** The General Meeting of Shareholders authorizes the Board of Directors to determine the specific monthly remuneration levels in compliance with relevant regulations, provided that such amounts do not exceed the maximum levels stated above..

**Voting results:**

- Total number of voting shares at the Meeting: ... shares
- Votes in favor: ... shares, representing 100%
- Votes against: 0 shares, representing 0%
- Abstentions: 0 shares, representing 0%

**8/ Item 08: Approval of the selection of the auditing firm for the 2026 financial statements**

The Board of Supervisors proposes that the General Meeting of Shareholders authorize the Board of Directors, in coordination with the Board of Supervisors, to negotiate and select one (01) of the following auditing firms as the independent auditor for the Company's 2026 financial statements:

- Nhan Tam Viet Auditing Company Limited (NTV)
- NVA Auditing Company Limited
- FAC Auditing Company Limited
- An Viet Auditing Company Limited (An Viet)
- VACO Auditing Company Limited
- Vietnam Auditing and Valuation Company Limited (AVA)

**Voting results:**

- Total number of voting shares at the Meeting: ... shares
- Votes in favor: ... shares, representing 100%
- Votes against: 0 shares, representing 0%
- Abstentions: 0 shares, representing 0%



**9/ Item 09: Approval of the dismissal and election of members of the Board of Directors for the remaining term of 2026–2031**

The General Meeting of Shareholders is requested to consider and vote on the election of the Board of Directors for the remaining term of 2026–2031.

10.1/. Additional election of members of the Board of Directors:

- Number of members to be elected: 01

- Term: 2026–2031

- Maximum number of candidates: Unlimited

- Eligibility criteria for candidates to the Board of Directors: In accordance with Clause 1, Article 155 of the Law on Enterprises No. 59/2020/QH14 and Article 275 of Decree No. 155/2020/ND-CP

10.2/ Approval of the list of candidates for additional election to the Board of Directors for the term 2026–2031:

- Mr./Ms.: .....

- Mr./Ms.: .....

- Mr./Ms.: .....

Other matters relating to the additional election of members of the Board of Directors for the term 2026–2031 shall be implemented in accordance with the election regulations of the Board of Directors at the 2026 Annual General Meeting of Shareholders.

**Voting results:**

- Total number of voting shares at the Meeting: ... shares

- Votes in favor: ... shares, representing 100%

- Votes against: 0 shares, representing 0%

- Abstentions: 0 shares, representing 0%

**10/ Item 10: Approval of the dismissal and election of members of the Board of Supervisors for the remaining term of 2026–2031**

The General Meeting of Shareholders is requested to consider and vote on the election of the Board of Supervisors for the remaining term of 2026–2031.

11.1/ Additional election of members of the Board of Supervisors:

- Number of members to be elected: 01

- Term : 2026 – 2031

- Maximum number of candidates: Unlimited

- Eligibility criteria for candidates to the Board of Supervisors: In accordance with Article 169 of the Law on Enterprises No. 59/2020/QH14 and Article 286 of Decree No. 155/2020/ND-CP

11.2/ Approval of the list of candidates for the Board of Supervisors for the remaining term of 2026–2031:

- Mr./Ms.: .....

- Mr./Ms.: .....

- Mr./Ms.: .....

Other matters relating to the election of the Board of Supervisors for the remaining term of 2026–2031 shall be implemented in accordance with the election regulations of the Board of Supervisors at the 2026 Annual General Meeting of Shareholders.

Voting results:

- Total number of voting shares at the Meeting: ... shares
- Votes in favor: ... shares, representing 100%
- Votes against: 0 shares, representing 0%
- Abstentions: 0 shares, representing 0%

**11/ Item 11: Approval of the election results of members of the Board of Directors and the Board of Supervisors for the remaining term 2026–2031**

- Election results of members of the Board of Directors for the remaining term 2026–2031:

No.	Full name	Number of votes	Voting ratio
1	...	...	...%
2	...	...	...%
3	...	...	...%

- Kết quả bầu cử thành viên BKS thời gian còn lại nhiệm kỳ 2026 – 2031:

No.	Full name	Number of votes	Voting ratio
1	...	...	...%
2	...	...	...%
3	...	...	...%

**Article 2: Approval of the General Meeting Resolution**

This Resolution is adopted at the 2026 Annual General Meeting of Shareholders of DIC – Dong Tien Joint Stock Company, held on May 10, 2026.



**Article 3:** The Board of Directors, the Board of General Directors, and relevant departments and divisions of the Company shall be responsible for implementing this Resolution. This Resolution shall take effect from the date of signing.

***Recipients:***

- As stated in Article 3
- Archive: Filing

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

**NGUYEN NGOC THUONG**

**DIC – DONG TIEN JOINT STOCK COMPANY**

Lot 17, Nhon Trach 2 Industrial Park, Nhon Trach Commune, Dong Nai Province

**FINANCIAL STATEMENTS**

**BALANCE SHEET**

As at 31 December 2025

Unit: VND

ASSETS	Code	Note	Ending balance	Beginning balance
<b>A . CURRENT ASSETS</b>	<b>100</b>		<b>83.738.970.752</b>	<b>161.959.384.873</b>
<b>I. Cash and cash equivalents</b>	<b>110</b>		<b>32.719.028</b>	<b>180.645.368</b>
1. Cash	111	V.01	32.719.028	180.645.368
2. Cash equivalents	112		-	-
<b>II. Short-term investments</b>	<b>120</b>		<b>-</b>	<b>-</b>
<b>III. Short-term accounts receivable</b>	<b>130</b>		<b>40.970.952.244</b>	<b>109.137.481.250</b>
1. Short-term trade receivables	131	V.02	49.936.651.464	126.161.399.180
2. Short-term advances to suppliers	132		740.896.953	1.374.602.952
3. Other short-term receivables	136	V.03	162.422.037	137.130.575
4. Provisions for short-term bad debts	137	V.05	(9.869.018.210)	(18.535.651.457)
<b>IV. Inventory</b>	<b>140</b>	V.06	<b>42.735.299.480</b>	<b>52.606.233.720</b>
1. Inventory	141		42.735.299.480	52.606.233.720
2. Provision for devaluation of inventory	149		-	-
<b>V. Other current assets</b>	<b>150</b>		<b>-</b>	<b>35.024.535</b>
1. Short-term prepaid expenses	151	V.04	-	2.792.969
2. VAT deductibles	152		-	-
3. Taxes and other receivables from State	153	V.13	-	32.231.566
<b>B. NON- CURRENT ASSETS</b>	<b>200</b>		<b>196.613.269.569</b>	<b>229.473.670.146</b>
<b>I. Long-term receivables</b>	<b>210</b>		<b>-</b>	<b>-</b>
<b>II. Fixed assets</b>	<b>220</b>		<b>154.761.047.632</b>	<b>187.395.362.691</b>
1. Tangible fixed assets	221	V.07	154.761.047.632	187.395.362.691
- Cost	222		326.688.145.892	354.822.458.811
- Accumulated depreciation	223		(171.927.098.260)	(167.427.096.120)
2. Intangible fixed assets	227	V.08	-	-
- Cost	228		36.337.500	36.337.500
- Accumulated depreciation	229		(36.337.500)	(36.337.500)
<b>III. Investment properties</b>	<b>230</b>		<b>-</b>	<b>-</b>
<b>IV. Long-term assets in progress</b>	<b>240</b>	V.09	<b>41.369.068.511</b>	<b>41.363.496.851</b>
1. Long-term work in progress	241		41.277.483.511	41.271.911.851
2. Construction in progress	242		91.585.000	91.585.000
<b>V. Long-term investments</b>	<b>250</b>	V.10	<b>65.816.155</b>	<b>80.738.079</b>
1. Investments in other entities	253		151.500.000	151.500.000
2. Provision for long-term investments	254		(85.683.845)	(70.761.921)
<b>VI. Other long-term assets</b>	<b>260</b>		<b>417.337.271</b>	<b>634.072.525</b>
1. Long-term prepaid expenses	261	V.04	417.337.271	634.072.525
<b>TOTAL ASSETS</b>	<b>270</b>		<b>280.352.240.321</b>	<b>391.433.055.019</b>



**DIC – DONG TIEN JOINT STOCK COMPANY**

Lot 17, Nhon Trach 2 Industrial Park, Nhon Trach Commune, Dong Nai Province

**FINANCIAL STATEMENTS**

**BALANCE SHEET (continued)**

Unit: VND

RESOURCE	Code	Note	Ending balance	Beginning balance
<b>C. LIABILITIES</b>	<b>300</b>		<b>93.682.331.112</b>	<b>206.859.681.505</b>
<b>I. Current liabilities</b>	<b>310</b>		<b>74.723.837.311</b>	<b>151.756.622.195</b>
1. Short-term trade payables	311	V.12	7.566.958.268	83.491.308.573
2. Short-term advances from customers	312	V.11	400.896.000	1.170.586.416
3. Tax payables and statutory obligations	313	V.13	2.382.431.488	507.680.555
4. Payables to employees	314		250.741.933	151.211.012
5. Short-term accrued expenses	315		-	-
6. Other short-term payables	319	V.15	1.833.101.482	1.780.465.984
7. Short-term loans and finance lease liabilities	320	V.14	62.234.338.485	64.600.000.000
8. Bonus and welfare funds	322		55.369.655	55.369.655
<b>II. Long-term liabilities</b>	<b>330</b>		<b>18.958.493.801</b>	<b>55.103.059.310</b>
1. Long-term trade payables	331	V.12	-	33.044.565.509
2. Other long-term payables	337	V.15	18.558.493.801	18.558.493.801
3. Long-term loans and finance lease liabilities	338	V.14	400.000.000	3.500.000.000
<b>D. OWNER'S EQUITY</b>	<b>400</b>		<b>186.669.909.209</b>	<b>184.573.373.514</b>
<b>I. Equity</b>	<b>410</b>	<b>V.16</b>	<b>186.669.909.209</b>	<b>184.573.373.514</b>
1. Owners' capital	411		156.225.520.000	156.225.520.000
- Ordinary shares with voting rights	411a		156.225.520.000	156.225.520.000
- Preference shares	411b		-	-
2. Share capital surplus	412		7.176.000.000	7.176.000.000
3. Investment and development fund	418		1.126.570.906	1.126.570.906
4. Profit after tax retained	421		22.141.818.303	20.045.282.608
- Retained earnings accumulated by the end of the previous period	421a		20.045.282.608	18.673.309.127
- Retained earnings of current period	421b		2.096.535.695	1.371.973.481
<b>II. Other capital and funds</b>	<b>430</b>		<b>-</b>	<b>-</b>
<b>TOTAL RESOURCE</b>	<b>440</b>		<b>280.352.240.321</b>	<b>391.433.055.019</b>

Prepared by / Chief Accountant

*Tran Thi Truc Lan*

Tran Thi Truc Lan

Dong Nai, dated March 28, 2026



General Director

*Huynh Trung Hieu*

**DIC – DONG TIEN JOINT STOCK COMPANY**

Lot 17, Nhon Trach 2 Industrial Park, Nhon Trach Commune, Dong Nai Province

**FINANCIAL STATEMENTS****INCOME STATEMENT**

Year 2025

Unit: VND

Items	Code	Note	Current year	Previous year
1. Revenue from sale of goods and rendering of services	01	VI.01	442.553.845.832	238.440.888.006
2. Deductible items	02	VI.02	20.615.290.960	81.434.375
<b>3. Net revenue from sale of goods and rendering of services</b>	<b>10</b>	<b>VI.03</b>	<b>421.938.554.872</b>	<b>238.359.453.631</b>
4. Cost of goods sold	11	VI.04	418.785.683.317	222.386.677.121
<b>5. Gross profit from sale of goods and rendering of services</b>	<b>20</b>		<b>3.152.871.555</b>	<b>15.972.776.510</b>
6. Revenue from financial activities	21	VI.05	1.729.918	19.456.583
7. Financial expenses	22	VI.06	4.219.584.277	4.893.089.475
<i>In which: Interest expense</i>	23		4.204.662.353	4.822.327.554
8. Selling expenses	25	VI.07	1.433.531.469	642.323.842
9. Administrative expenses	26	VI.08	(688.963.925)	8.842.826.545
<b>10. Net profit from operating activities</b>	<b>30</b>		<b>(1.809.550.348)</b>	<b>1.613.993.231</b>
11. Other income	31	VI.09	4.345.310.065	504.727.192
12. Other expense	32	VI.10	247.065.990	6.134.934
<b>13. Other profit</b>	<b>40</b>		<b>4.098.244.075</b>	<b>498.592.258</b>
<b>14. Total profit before tax</b>	<b>50</b>		<b>2.288.693.727</b>	<b>2.112.585.489</b>
15. Current business income tax expenses	51	VI.11	192.158.032	740.612.008
16. Deferred business income tax expenses	52		-	
<b>17. Profit after tax</b>	<b>60</b>		<b>2.096.535.695</b>	<b>1.371.973.481</b>
<b>18. Basic earnings per Share</b>	<b>70</b>	<b>VI.12</b>	<b>134</b>	<b>88</b>
<b>19. Diluted earnings per share</b>	<b>71</b>	<b>VI.12</b>	<b>134</b>	<b>88</b>

Prepared by / Chief Accountant

Tran Thi Truc Lan

Dong Nai, dated March 28, 2026

General Director

Huynh Trung Hieu





**DIC – DONG TIEN JOINT STOCK COMPANY**

Lot 17, Nhon Trach 2 Industrial Park, Nhon Trach Commune, Dong Nai Province

**FINANCIAL STATEMENTS**

**CASH FLOWS STATEMENT**

(Under direct method)

Year 2025

Unit: VND

Items	Code	Current year	Previous year
<b>I. Cash flows from operating activities</b>			
1. Revenue from sale of goods and rendering services and other revenue	01	531.502.771.528	178.000.305.308
2. Cash paid to suppliers	02	(525.921.251.227)	(158.181.747.931)
3. Cash paid to employees	03	(2.080.609.893)	(2.690.937.161)
4. Interest paid	04	(4.204.662.353)	(4.822.327.554)
5. Business income tax paid	05	(499.807.887)	(295.417.656)
6. Other receipts from operating activities	06	4.142.861.125	2.931.670.109
7. Other expenses on operating activities	07	(2.415.551.929)	(3.493.866.377)
<b>Net cash flows from operating activities</b>	20	<b>523.749.364</b>	<b>11.447.678.738</b>
<b>II. Cash flow from investing activities</b>			
1. Purchase of fixed assets and other long-term assets	21	(170.925.926)	(6.814.667.724)
2. Proceeds from disposals of fixed assets and other long-term assets	22	4.963.181.819	18.181.818
3. Investments in other entities	25	-	-
4. Investment returns from other entities	26	-	-
5. Interest, dividends and profit received	27	1.729.918	19.456.583
<b>Net cash flows from investing activities</b>	30	<b>4.793.985.811</b>	<b>(6.777.029.323)</b>
<b>III. Cash flows from financing activities</b>			
1. Receipts from stocks issuing and capital contribution from equity owners	31	-	-
2. Long-term and short-term borrowings received	33	154.460.697.740	115.958.031.022
3. Loan repayment	34	(159.926.359.255)	(123.795.708.180)
4. Dividends, profit paid to equity owners	36	-	-
<b>Net cash flows from financing activities</b>	40	<b>(5.465.661.515)</b>	<b>(7.837.677.158)</b>
<b>Net cash flows within the period</b>	50	<b>(147.926.340)</b>	<b>(3.167.027.743)</b>
<b>Cash and cash equivalents at the beginning of year</b>	60	<b>180.645.368</b>	<b>3.347.673.111</b>
<b>Impact of foreign exchange fluctuation</b>	61	<b>-</b>	<b>-</b>
<b>Cash and cash equivalents at the end of year</b>	70	<b>32.719.028</b>	<b>180.645.368</b>

Prepared by / Chief Accountant

*Tran Thi Truc Lan*

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Dong Nai, dated March 28, 2026



General Director

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