



PROPOSAL OF THE BOARD OF DIRECTORS

(Re: The profit distribution plan in 2025 and the profit-sharing plan in 2026)

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 (“GSM”)
Design and Construction Joint Stock Company No. 1 (“DECOFI”)

Pursuant to

- The Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and its implementation guidelines;
- The Securities Law No. 54/2019/QH14 dated November 26, 2019 and its implementation guidelines;
- The Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law and its amending and supplementary documents
- The Organizational Charter of DECOFI



The Board of Directors (BOD) of DECOFI respectfully submits to the GSM for consideration and approval of the profit distribution plan in 2025 and the profit-sharing plan in 2026 as follows:

1. The profit distribution plan in 2025:

Following the Circular No. 200/2014/TT-BTC dated December 22nd, 2014, issued by the Ministry of Finance, a joint-stock company is only permitted to appropriate funds and pay dividends once it has fulfilled all tax and other financial obligations as prescribed by law, and has fully offset previous losses (if any) in compliance with legal regulations and the Company's Charter

Unit: VND

No.	Description	Value
I	Earnings after tax (EAT)	75.539.656.121
II	Allocation of funds	9.820.155.296
1	Development Investment Fund (5%EAT)	3.776.982.806
2	Reward Fund (8%EAT)	6.043.172.490

No.	Description	Value
III	Remuneration for the Board of Directors/ Supervisory Board	3.428.000.000
IV	Remaining profit (IV) = (I) - (II) - (III)	62.291.500.825
V	Retained earnings of previous years	10.304.613.189
VI	Stock dividend (12% Charter Capital)	63.598.669.200
VII	Total retained earnings after tax after allocation of funds, remuneration (VII = IV+ V-VI)	8.997.444.814

2. The profit- sharing plan in 2026:

- Revenue forecast: 2.800.000.000.000 VND
- Earnings after tax forecast: 100.000.000.000 VND

No.	Description	Estimated allocation rate for 2026
I	Earnings after tax (EAT)	100.000.000.000 VND
II	Allocation of funds	
1	Development Investment Fund	10%EAT
2	Reward and Welfare Fund	15%EAT
III	Maximum dividend profit	50%EAT
IV	Remaining earnings (V) = (I) - (II) - (III) – (IV)	Remaining earnings

Respectfully submitted to the GSM for consideration and approval./.

Recipient:

- Above;
- Save BOD's office.

**ON BEHALF OF THE BOD
CHAIRPERSON**

Signed

PHAM HUNG CUONG



No: 01/2026/NQ-ĐHĐCD

HCMC, April 14th 2026

RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

DESIGN AND CONSTRUCTION JOINT STOCK COMPANY NO. 1

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and its implementation guidelines;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019 and its implementation guidelines;
- Pursuant to the Charter of DECOFI;
- Pursuant to the Meeting minutes of the 2026 Annual General meeting of shareholders

RESOLVE

Article 1. Approval of the Board of Directors' report on the summary of Company's business result for 2025 and the Business plan for 2026 with the following key contents:

1. The Business result for 2025:
 - Total Asset: 1.685.829.401.598 VND.
 - Net Revenue: 1.969.711.686.292 VND.
 - Earnings before tax: 95.207.211.864 VND.
 - Earnings after tax: 75.539.656.121 VND
2. The Business plan for 2026:
 - Revenue: 2.800.000.000.000 VND.
 - Earnings before Tax: 100.000.000.000 VND.

Article 2. Approval of the Independence BOD member's report

Article 3. Approval of the Board of Supervisors' report.

Article 4. Approval of The General Director report about business performance

Article 5. Approval of the Audited Financial statement for 2025 (according to attached document).

Article 6. Approval of the profit distribution plan in 2025 and the profit-sharing plan in 2026, with the following contents:

1. The profit distribution plan in 2025:

Pursuant to Circular 200/2014/TT-BTC dated December 22, 2014, A joint stock company is only allowed to allocate its funds and pay dividends to shareholders after it has fulfilled its tax and financial obligations to the State Budget in accordance with the Law and has fully compensated for previous losses as per the regulations of the law and the Company's Charter

- Earnings after tax (EAT) in 2025: 75.539.656.121 VND
- EAT is distributed as follow:
 - + Development investment fund (5% EAT): 3.776.982.806 VND
 - + Reward fund (8% EAT): 6.043.172.490 VND
 - + Remuneration for the Board of Directors / Supervisory Board: 3.428.000.000 VND
 - + Remaining Profit: 62.291.500.825 VND
 - + Retained Earnings of previous years: 10.304.613.189 VND
 - + Stock dividend (12% of Charter Capital): 63.598.669.200 VND
 - + Total retained Earnings after allocation of funds, remuneration, stock dividend: 8.997.444.814 VND

2. The profit- sharing plan in 2026:

- Development Investment Fund allocation: 10% EAT.
- Reward and Welfare Fund allocation: 15% EAT
- Maximum dividend profit: 50% EAT.

Article 7. Approval of operating budget of the Board of Directors and Supervisory Board as follow:

- The operating budget includes: the remuneration, bonuses, other benefits and other costs for the BOD and BOS in the 2026 fiscal year is allocated from company expenses. Maximum expenditure is determined by 7% of the Earnings After Tax for the 2026 fiscal year, but not lower than 2 billion Vietnamese dong.

Article 8. Approval of the List of independent audit firms to conduct the audit and review the 2026 financial statements.

Article 9. Approval of the additional business lines of the Company.



Article 10. Approval of the policy on capital contribution and/or the acquisition of shares; and the establishment or acquisition of subsidiaries and associates.

Article 11. Approval of the listing of shares.

Article 12. Approve of the plan for shares issuance for dividend payment

Article 13. Approval of the plan for the offering of additional shares to existing shareholders.

Article 14. Approval of amendments and supplements to the Company Charter.

Article 15. Approval of amendments and supplements to the Company's Internal Governance Regulations.

Article 16. Approval of amendments and supplements to the Operating Regulations of the Board of Directors.

Article 17. Approval of amendments and supplements to the Operating Regulations of the Supervisory Board

Article 18. Approval of the dismissal of Mr. Vu Ngoc Tue from the position of Member of the Supervisory Board for the 2024–2029 term

Article 19. Approval of the List of Nominees for the supplementary election of Members of the Supervisory Board for the 2024–2029 term

Article 20. Approval of the results of the supplementary election of Members of the Supervisory Board for the 2024–2029 term

Newly elected Member of the Supervisory Board: Mr Le Cao Canh

Article 21. Enforcement Provisions:

This Resolution was approved by the 2026 Annual General Meeting of DECOFI's Shareholders signed April 14th, 2026 and takes effect from the date of signing hereof./.

Members of the Board of Directors, Board of Supervisors, Executive Board, and Shareholders are responsible for implementing this Resolution and organizing its implementation under their authorities and functions, following the Law and the Company's Charter.

**ON BEHALF OF THE BOD
CHAIRPERSON**

Recipient:

- Article 21;
- SSX. HNX;
- Save BOD's office.

(Signed)

PHAM HUNG CUONG