

**DIC - DONG TIEN JOINT STOCK COMPANY**

**DOCUMENTS OF  
ANNUAL GENERAL  
MEETING OF  
SHAREHOLDERS 2025**

**Nhon Trach, May 28, 2025**



*Dong Nai, April, 24, 2025*

**PROGRAM OF  
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
DIC - DONG TIEN JOINT STOCK COMPANY**

**Time:** 08:00 AM, Wednesday, May 28, 2025

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

Time	Agenda	Implemented by
08:00 – 08:35 AM	Welcome delegates attending the congress, check out shareholder status, receive documents and votes.	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 2024	Chairman of Board of Directors
	- Report on the results of production and business activities in 2024	General Director
	- 2024 Control Report of the Board of Supervisors	Board of Supervisors
	<b>* Approval of submissions from the Board of Directors:</b>	
	1-Item 01: Approval of the 2025 production, business and investment plan.	General Director
	2- Item 02: Approval of the audited 2024 financial statements.	General Director
	3- Item 03: Approval of the 2024 profit distribution plan and the 2025 plan.	Member of Board of Directors
	4- Item 04: Approval of the final settlement of remuneration for the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors for 2024, and the 2025 remuneration plan.	Member of Board of Directors
	5- Item 05: Approval of the selection of the auditors the 2025 financial statements.	Member of Board of Directors
	6- Item 06: Approval of the Internal Regulations on Corporate Management, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors.	Member of Board of Directors
	7- Item 07: Approval of the election of members for the Board of Directors and the Board of Supervisors for the next 5-year term 2025-2030.	Member of Board of Directors
	8- Item 08: Approval of the election results for members of the Board of Directors and the Board of Supervisors for the next 5-year term 2025-2030.	Member of Board of Directors
	9- Other matters within the authority of the General Meeting of Shareholders (if any).	Presidium
10:05 – 10:15 AM	Break	
10:15-10:45 AM	<ul style="list-style-type: none"> <li>- Congress discussion, Q&amp;A session</li> <li>- Submitting items to the General Meeting for voting and approval</li> <li>- The Vote Counting Committee works and announces the results</li> </ul>	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**  
**CÔNG TY CỔ PHẦN  
DIC-ĐÔNG TIẾN**  
**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.: 2404/TM-  
DIC.DT/DHCD

*Dong Nai, April 24, 2025*

### INVITATION LETTER

**2025 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 2025 Annual General Meeting of Shareholders of the Company.

**1. Time** : At 08:00 AM, Wednesday, May 28, 2025

**2. Location** : Office of DIC - Dong Tien Joint Stock Company - Lot 17, Street 25B, Nhon Trach 2 Industrial Park, Dong Nai

**3. Participants of the Congress:**

- All shareholders owning shares of DIC - Dong Tien Joint Stock Company according to the shareholder list finalized on April 15, 2025, 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 2024
- Report on the results of production and business activities in 2024
- 2024 Control Report of the Board of Supervisors
- Approval of the audited 2024 Financial Statements
- Approval of the Production and Business Plan and Investment Plan for 2025
- Approval of the 2024 Profit Distribution Plan and the 2025 Plan
- Approval of the final settlement of remuneration for the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors for 2024, and the proposed remuneration for the Board of Directors, Supervisory Board, and Secretary of the Board of Directors for 2025
- Approval of the selection of the Auditors for the 2025 Financial Statements
- Approval of the Internal Regulations on Corporate Management, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors





- Approval of the election of members for the Board of Directors and the Board of Supervisors for the next 5-year term 2025-2030
- Approval of the election results for members of the Board of Directors and the Board of Supervisors for the next 5-year term 2025-2030
- 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 23, 2025, at the following address:

DIC - Dong Tien Joint Stock Company

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

Or contact Ms. Yen directly to register your attendance via phone number: 0909006400. **GT**

**6. When attending the General Meeting, esteemed shareholders or authorized attendees are kindly requested to bring the following:** The invitation letter to the 2025 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 2025 Annual General Meeting of Shareholders are posted on the website:: <http://dicdongtien.vn>**

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, Street 25B, Nhon Trach 2 Industrial Park, Dong Nai  
TEL: (0251) 3521752 – (0251) 3521945, Fax: (0251) 3521953.  
Website: <http://dicdongtien.vn>

Dong Nai, May 28, 2025

### CONFIRMATION LETTER ATTENDANCE/ AUTHORIZATION TO ATTEND THE 2025 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 2025 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 2025 Annual General Meeting of Shareholders of DIC - Dong Tien Joint Stock Company, to be held on May 28, 2025.





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 15, 2025.
- 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 23, 2025**, to the following address:

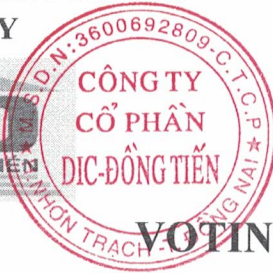
*Recipient: Tran Hai Yen – Mobile phone: 0909006400*

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

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







Dong Nai, May 28, 2025

**VOTING FORM**  
**2025 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			
		Agree	Disagree	No opinion	
1	Approval of the Report on the Results of Production and Business Activities in 2024				
2	Approval of the Production and Business Plan and Investment Plan for 2025				
3	Approval of the Report on the Activities of the Board of Directors in 2024				
4	Approval of the Report on the Activities of the Supervisory Board in 2024				
5	Approval of the Audited 2024 Financial Statements				
6	Approval of the 2024 Profit Distribution Plan and the 2025 Distribution Plan				
7	Approval of the Remuneration for the Board of Directors, Board of Supervisors, and Company Secretary for 2024, and the 2025 Remuneration Plan				
8	Approval of the Selection of the Auditors for the 2025 Financial Statements				
9	Approval of the Internal Regulations on Corporate Management, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors				
10	Approval of the Election of Members for the Board of Directors and the Board of Supervisors for the next 5-year term 2025-2030				

*\* 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 2025**

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# VOTING BALLOT

*Shareholder Code:*

*Shareholder Full name:*

*Number of Shares Held:*

*Dong Nai, May 28, 2025*



*Dong Nai, April, 24, 2025*

**SUBMISSION TO THE 2025 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 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- 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. Tran Hai Yen | Secretary of the Board of Directors |
|---------------------|-------------------------------------|

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

- |                             |                      |
|-----------------------------|----------------------|
| 1. Ms. Nguyen Thi Oanh      | Administrative Staff |
| 2. Ms. Hoang Thi Thuy Trang | 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 25, 2025

## SUBMISSION TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

*Re: Approval of the working regulations for the 2025 Annual General Meeting of Shareholders  
DIC – Đồng Tiến Joint Stock CompanyV*

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- 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 2025 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:

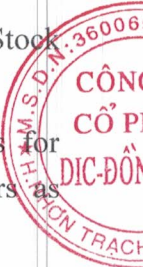
- Obtain the approval of the Presidium.
- The content of the speech must be concise and relevant to the General Meeting.
- The speaking time shall not exceed 03 minutes per turn.

### 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 21, 2025*

## PRINCIPLES, VOTING RULES, VOTE COUNTING

*Regarding the approval of matters at the 2024 Annual General Meeting of Shareholders*

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on organization and operation of DIC Dong Tien Joint Stock Company.
- Pursuant to the Working Regulations of the 2025 Annual General Meeting of Shareholders

The voting and vote counting through the reports, Submissions, and Resolutions of the 2025 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 DICDong 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





*Dong Nai, April 21, 2025*

**REPORT OF THE BOARD OF DIRECTORS  
ON THE ACTIVITIES OF THE YEAR 2024  
AND OPERATIONAL DIRECTIONS FOR THE YEAR 2025**

*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 2024 together with numerous challenges and opportunities, so that today we can review and evaluate the achieved results of the past year 2024, as well as establish the operational directions for the year 2025.

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 2024:**

In 2024, amidst the Vietnamese economic context where the country had to continue overcoming the profound impacts of the Covid pandemic and simultaneously faced significant challenges from the volatility of the stock market, real estate, and currency... this had a considerable impact on the company's production and business activities in the fields of construction material supply, construction, and real estate trading. Additionally, the economic situation also affected the timely payments of customers, leading to difficulties in debt recovery.

In the context of a highly volatile business environment, the Company has always made timely adjustments to its business strategies and introduced appropriate solutions that are compatible with the circumstances, ensuring the stability of its production and business operations, considering business strategy as the top priority and the foundation for 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.

The Board of Directors agrees with the audited business results for 2024 and the data presented in the Management's Report and the data and report of the Board of Supervisors.

The results achieved in 2024 are as follows:



Indicator	2024 Plan	2024 Actual	Completion (%)
Revenue	290.000	238.440	82,2
After-tax profit	1.000	1.371	137

Revenue compared to the plan reached 82,2% compared to the same period last year, after-tax profit reached 137% compared to the set plan.

## 2. Activities of the BOD:

### a. Members:

- Board of Directors as of December 31, 2024:

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

- Board of Supervisors as of December 31, 2024:

NO.	Member of the BOD	Position	Year of birth	Professional Qualification
1	Ms. Truong Ngoc Khanh Tran	Head of the BOS	1987	Bachelor of Economics
2	Ms. Thai Thi My Diem	Member of the BOS	1991	College Degree in Maritime Economics
3	Ms. Luong Thi Thuy Trang	Member of the BOS	1990	Finance – Banking

All issues discussed by the BOD in 2024 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 2024, the BOD and the Executive Board (EB) of the company focused on implementing oversight and comprehensively directing the development of the company's business activities, strengthening risk management, especially in the context of the economy being deeply affected by the volatility of the real estate market

- 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 2024 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 2024:**

- 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 2025 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	2903/2024/TB-NDKCC	29/03/2024	Resolution regarding: the Final Registration Date to finalize the List of Shareholders eligible to attend the 2024 Annual General Meeting of Shareholders.
2	1504/NQ-HDQT	15/04/2024	Resolution regarding: Asset transfer.
3	1207/NQ-HDQT	27/07/2024	Resolution regarding: Audit services for the Financial Statements for the fiscal year ending December 31, 2024.

- In 2024, 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.



- 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 2024 remuneration for the BOD and the BOS:**

- Remuneration for the BOD: 102.000.000 VND;
  - Chairman of the BOD: 3.500.000 VND/month.
  - Member: 2.500.000 VND/person/month.
- Remuneration for the BOS: 60.000.000 VND
  - Head of the Board: 2.000.000 VND/month.
  - Member: 1.500.000 VND/person/month.
- Secretary of the Board of Directors: 1.200.000 VND/month.

The total remuneration expense for the BOD and the BOS in 2024 was: 176.400.000 VND (Not including 10% personal income tax deduction).

**e. Contracts or transactions with internal shareholders:**

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

*Source: Audited Financial Statements in 2023*

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. 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 2025 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 2025.

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 25, 2025

## REPORT ON BUSINESS PERFORMANCE IN 2024 AND PLAN FOR 2025

### *To Shareholders,*

The Board of Directors of DIC – Dong Tien Joint Stock Company respectfully submits the report on business performance in 2024 and the business plan for 2025 as follows:

### **I. Business Performance and Investment Situation in 2024**

#### **1.1. Business Performance**

*Currency: VND*

No.	Indicators	2023	2024	Change (%)
1	Total assets	335,937,326,404	391,433,055,019	16.5
2	Net revenue from sales	227,252,837,686	238,359,453,631	4.9
3	Net profit from business activities	149,741,055	1,613,993,231	977.9
4	Profit before tax	98,263,538	2,112,585,489	2049.9
5	Profit after tax	36,683,803	1,371,973,481	3640.0

*Source: Audited Financial Statements 2024*

The Company's after-tax profit in 2024 saw a substantial increase compared to 2023 (up 3,640% year-on-year). This surge was primarily due to the operational shift from a 100% manufacturing model to a combined model of manufacturing and trading effective from April 1, 2023. Additionally, the Company began leasing part of its assets. As a result, net revenue of 2024 increased by VND 11.106 billion. Interest expenses dropped by VND 2.244 billion compared to the previous year. Selling expenses decreased by VND 294 million, and general and administrative expenses were reduced by VND 1.860 billion.

#### **• 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	2023	2024
1. Liquidity Ratios			
+ Current ratio:	Time	0,61	1,07
+ Quick ratio:	Time	0,47	0,72
2. Capital Structure Ratios			
+ Debt/Total assets ratio:	%	45	53
+ Debt/Equity ratio:	%	83	112
3. Operating Capacity Ratios			
+ Inventory turnover: Cost of goods sold/Average inventory	Time	7,5	5,26
+ Net revenue/Total assets	Time	0,68	0,61
4. Profitability Ratios			
+ Profit after tax/Net revenue ratio:	%	0,12	0,58
+ Profit after tax/Equity ratio:	%	0,15	0,75
+ Profit after tax/Total assets ratio:	%	0,08	0,35
+ Operating profit/Net revenue ratio:	%	0,13	0,68

Source: Audited Financial Statements 2024

## 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 and payables
2	The Gioi Nha Construction Material Supermarket Joint Stock Company	Receivables and payables
3	Van Cat Construction Co., Ltd.	Receivables and payables

\* Details of the above transactions are presented in the Notes to the Audited Financial Statements for 2023.

## 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/QĐ-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/QĐ-UBND dated 11/06/2012.
  - Land use rights certificate issued by the People's Committee of Dong Nai Province on 04/10/2018.

### **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 16 officers and employees.



- 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
  - 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 2025*
  - Revenue: VND 366 billion
  - Post-tax profit: at least VND 1.8 billion
- *Investment Plan*
  - Expansion of new investments in 2025, 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: Ho Chi Minh City Branch – Vaco Auditing Company Limited

Head Office: 11th Floor, HUD Building, 159 Dien Bien Phu, Ward 15, Binh Thanh District, 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 31/12/2024, 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**  
**CÔNG TY CỔ PHẦN**  
**DIC-ĐÔNG TIỀN**  
**GENERAL DIRECTOR**  
**HUYNH TRUNG HIEU**





Dong Nai, April 25, 2025

# REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS DIC - ĐÔNG TIỀN JOINT STOCK COMPANY

## Based on:

- Law No. 59/2020/QH14 dated June 17, 2020
- 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 2024 as follows:

## **I. Activities of the Board of Supervisors in 2024**

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 2024, the Board of Supervisors conducted oversight of the operational aspects of DIC - Dong Tien Joint Stock Company:

- Appraisal of the financial statements audited by the Ho Chi Minh City Branch - Vaco 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 2025 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 the Ho Chi Minh City Branch - Vaco Auditing Company Limited as the independent auditing unit to audit the semi-annual financial statements and the 2024 annual financial statements

## **III. Appraisal of the 2024 Financial Statements**

- The 2024 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	2023	2024	Increase/Decrease (%)
1	Total asset value	335.937.326.404	391.433.055.019	16,5
2	Net sales revenue	227.252.837.686	238.359.453.631	4,9
3	Profit from business activities	149.741.055	1.613.993.231	977,9
4	Profit before tax	98.263.538	2.112.585.489	2049,9
5	Profit after tax	36.683.803	1.371.973.481	3640,0

*Source: Audited Financial Statements in 2024*

The Company's after-tax profit in 2024 increased compared to 2023 (an increase of 3640% compared to the same period last year). This was due to the change in business model from 100% manufacturing to a combination of manufacturing and trading starting from April 1, 2023. Simultaneously, the company leased out a portion of its assets. As a result, net revenue in 2024 increased by 11.106 million VND. Interest expenses decreased by 2.244 million VND compared to the same period. Selling expenses decreased by 294 million VND, and general and administrative expenses decreased by 1.860 million VND.

*Contracts or transactions with insider shareholders*

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

*Source: Audited Financial Statements in 2024*

- 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 2024 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 2024**

- 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 2025 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 2024**

- It is necessary to further promote sales policies to create more favorable conditions and better revenue in 2025.
- 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**



*Dong Nai, April 25, 2025*

## ANNOUNCEMENT

### RE: NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS AND SUPERVISORY BOARD FOR THE 2025–2030 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 Decree No. 71/2017/ND-CP dated June 6, 2017, providing guidance on corporate governance applicable to public companies; Circular No. 95/2017/TT-BTC dated September 22, 2017, guiding the implementation of several provisions of Decree 71/2017/ND-CP dated June 6, 2017;
- 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 for the 2025–2030 term as follows:

Shareholders or groups of shareholders who are eligible to nominate or stand as candidates for the Board of Directors 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 23, 2025**, to the following address:

#### OFFICE OF DIC – DONG TIEN JOINT STOCK COMPANY

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

Eligibility criteria for nominees/candidates to the Board of Directors and Supervisory Board for the 2025–2030 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 2025 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.





No.: 04/2025/QC-DHDCD

**ELECTION REGULATIONS**  
**FOR MEMBERS OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD**  
**At the 2025 Annual General Meeting of Shareholders**

- Pursuant to the Law on Enterprises 2014 and its guiding documents;
- 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 2025–2030 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 15/04/2025) 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 2025–2030 term is 03 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 2025–2030 term is 03 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:**

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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 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:**

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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./.

**BOARD OF DIRECTORS**  
**CHAIRMAN**  
**CÔNG TY CỔ PHẦN**  
**DIC-ĐÔNG TIẾN**  
**NGUYỄN NGOC THUONG**



**CÔNG TY CỔ PHẦN**  
**DIC-ĐÔNG TIẾN**  
**H. NHƠN TRẠCH T. ĐỒNG NAI**



## APPENDIX

### GUIDELINES FOR CUMULATIVE VOTING FOR THE BOARD OF DIRECTORS AND SUPERVISORY BOARD TERM 2025-2030

#### 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

## NOMINATION / CANDIDACY FORM

For Member of the Board of Directors or Supervisory Board for the 2025–2030 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 2025

(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)





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 2025–2030 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 TIỀN JOINT STOCK COMPANY**

**TERM 2025–2030**

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 2025*  
**Declarant**  
(Signature, full name)



DIC DONG TIEN JOINT STOCK

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

May 28, 2025

**BALLOT FOR ELECTION OF MEMBERS  
OF THE BOARD OF DIRECTORS  
TERM 2025–2030**

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		
Total		

(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**



May 28, 2025

**BALLOT FOR ELECTION OF MEMBERS  
OF THE SUPERVISORY BOARD  
TERM 2025–2030**

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		
Total		

(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 24, 2025

## PROPOSAL

*(Items submitted for voting at the 2025 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. 2403/NQ-HDQT dated March 24, 2025, regarding the record date for finalizing the list of shareholders eligible to attend the 2025 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 2024 Financial statements audited by HCMC Branch – Vaco Auditing Company Limited**

*We respectfully submit this proposal to the General Meeting of Shareholders to review and approve the 2024 Financial Statements audited by HCMC Branch – Vaco Auditing Company Limited.*

**2/ Item 02: Approval of the 2024 profit distribution plan and the 2025 distribution plan**

**2.1/ 2024 Profit distribution:**

Based on the Company's 2024 business performance, dividends for 2024 will not be distributed. Profits will be retained for reinvestment in 2025.

**2.2/ 2025 Profit distribution plan:**

*Currency: Million dong*

No.	Category	2025 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 %



(1) 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.

(2) 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 2024 and the proposed distribution plan for 2025 as outlined above.

**3/ Item 03: Approval of remuneration for the Board of Directors, the Supervisory Board, and the Company Secretary for 2024 and the remuneration plan for 2025**

***3.1/ Remuneration for the Board of Directors, the Supervisory Board, and the Company Secretary in 2024:***

- 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 2024: VND 176,400,000 (excluding 10% personal income tax withholding)

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

The Board of Directors proposes that the General Meeting of Shareholders consider and approve the following remuneration scheme for 2025:

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 2024 remuneration and the 2025 remuneration plan as detailed above.*

**4/ Item 04: Approval of Internal Corporate Governance Regulations, the Operational Regulations of the Board of Directors, and the Operational Regulations of the Supervisory Board**

*We respectfully submit to the General Meeting of Shareholders for review and approval of the Internal Corporate Governance Regulations, the Operational Regulations of the Board of Directors, and the Operational Regulations of the Supervisory Board.*

**5/ Item 05: Approval of Election of Members to the Board of Directors for the Next 5-Year Term (2025–2030)**

*We respectfully submit to the General Meeting of Shareholders for review and approval of the election of Board members for the upcoming 5-year term from 2025 to 2030.*

5.1/ Additional election of Board Members:

- Number of Board Members: 03
- Term: 2025–2030
- 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.

5.2/ Approval of the List of Candidates for Additional Election to the Board of Directors for the 2025–2030 Term:

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

Other matters related to the additional election of members to the Board of Directors for the 2025–2030 term shall be carried out in accordance with the Election Regulations of the Board of Directors at the 2025 Annual General Meeting of Shareholders.

**6. Item 06: Approval of the Election of Members to the Supervisory Board for the Next 5-Year Term (2025–2030)**

*We respectfully submit to the General Meeting of Shareholders for review and approval of the election of members to the Supervisory Board for the next 5-year term from 2025 to 2030.*

6.1/ Election of the Supervisory Board for the 2025–2030 term as follows:

- Number of Supervisory Board Members : 03 persons
- Term : 2025–2030
- Maximum Number of Candidates : Unlimited
- Candidate Qualifications: In accordance with Article 169 of the Law on Enterprises No. 59/2020/QH14 and Article 286 of Decree No. 155/2020/ND-CP

6.2. Approval of the List of Candidates for the Supervisory Board for the 2025–2030 Term:

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



- Other matters related to the election of the Supervisory Board for the 2025–2030 term shall be implemented in accordance with the Election Regulations of the Supervisory Board at the 2025 Annual General Meeting of Shareholders.

Respectfully submitted by the Board of Directors.

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

**CHAIRMAN**



**NGUYEN NGOC THUONG**





**DIC - DONG TIEN**  
**JOINT STOCK COMPANY**  
No.: 2504/TT-DIC.DT-HDQT

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

*Dong Nai, April 25, 2025*

**SUBMISSION**

*((Selection of Auditor for the 2025 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 2025 financial statements:

- Sao Viet Auditing Co.,Ltd.
- NVA Auditing Co.,Ltd.
- FAC Auditing Co., Ltd.
- Vietvalues Assurance & Consulting Co., Ltd.
- VACO Auditing Co., Ltd.

Respectfully submitted to the General Meeting of Shareholders for consideration and voting on the selection of the aforementioned Auditors to audit the 2025 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, Street 25B, Nhon Trach 2 Industrial Park, Dong Nai

TEL: 02513.521752 – 02513.521945, Fax: 02513.521953

Website: <http://dicdongtien.vn>

No.: 2805/NQ.DHDCD-DIC-DT

*Dong Nai, May 28, 2025*

### DRAFT RESOLUTION

#### 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

#### DIC - DONG TIEN JOINT STOCK COMPANY

- Pursuant to the Enterprise Law passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Securities Law No. 70/2006/QH11 dated June 29, 2006 of the National Assembly stipulating securities and the securities market;
- Pursuant to the Organisation and Operation Charter of DIC Dong Tien Joint Stock Company;
- Pursuant to the discussion results and voting at the 2025 Annual General Meeting of Shareholders of DIC - Dong Tien Joint Stock Company on May 28, 2024;

### RESOLVE

**Article 1:** The 2025 Annual General Meeting of Shareholders of DIC Dong Tien Joint Stock Company unanimously approved the Resolution of the General Meeting with the following main contents:

#### **1/ Item 01: Approval of the Report on the Results of Production and Business Activities in 2024**

Based on the Report on the Results of Production and Business Activities in 2024 and the attached reports (Audited 2024 Financial Statements), the General Meeting of Shareholders approves the Report on the Results of Production and Business Activities in 2024.

##### Voting section:

- Total number of voting shares at the Congress: ... shares
- Number of agree shares: ... shares, representing 100%
- Number of disagree shares: 0 shares, representing 0%
- Number of shares with no opinion: 0 shares, representing 0%

#### **2/ Item 02: Approval of the 2025 Production, Business, and Investment Plan**

##### **2.1/ 2025 Business Plan:**



*Currency Unit: Million VND*

NO.	Indicator	2025 Plan
1	Total Revenue	366.000
2	Profit After Tax	1.800

### **2.2/ 2025 Investment Plan:**

- Invest in a new factory and upgrade machinery and equipment to serve production and business operations in 2025.

**Authorization:** The General Meeting of Shareholders authorizes the Board of Directors to decide on investment matters during the year at appropriate times to bring the highest efficiency and be consistent with the provisions of law.

#### **Voting section:**

- Total number of voting shares at the Congress: ... shares
- Number of agree shares: ... shares, representing 100%
- Number of disagree shares: 0 shares, representing 0%
- Number of shares with no opinion: 0 shares, representing 0%

### **3/ Item 03: Approval of the Board of Directors' Activity Report in 2024**

#### **Voting section:**

- Total number of voting shares at the Congress: ... shares
- Number of agree shares: ... shares, representing 100%
- Number of disagree shares: 0 shares, representing 0%
- Number of shares with no opinion: 0 shares, representing 0%

### **4/ Item 04: Approval of the Board of Supervisors' Activity Report in 2024**

#### **Voting section:**

- Total number of voting shares at the Congress: ... shares
- Number of agree shares: ... shares, representing 100%
- Number of disagree shares: 0 shares, representing 0%
- Number of shares with no opinion: 0 shares, representing 0%



**5/ Item 05: Approval of the 2024 Audited Financial Statements by the Ho Chi Minh City Branch - Vaco Auditing Company Limited**

The General Meeting of Shareholders unanimously approves the 2024 audited financial statements by the Ho Chi Minh City Branch - Vaco Auditing Company Limited.

Voting section:

- Total number of voting shares at the Congress: ... shares
- Number of agree shares: ... shares, representing 100%
- Number of disagree shares: 0 shares, representing 0%
- Number of shares with no opinion: 0 shares, representing 0%

**6/ Item 06: Approval of the 2024 Profit Distribution Plan and the 2025 Profit Distribution Plan**

***6.1/ 2024 Profit Distribution:***

Based on the 2024 business performance results, the Company will not distribute dividends for 2024 in order to reinvest in 2025.

***6.2/ 2025 Profit Distribution Plan:***

*Currency Unit: Million VND*

NO.	Indicator	2025 Plan
1	Appropriation of Funds	
	+ Bonus and Welfare Fund	10% <sup>(1)</sup>
	+ Financial Reserve Fund	5% <sup>(2)</sup>
2	Dividend Payment/Par Value per Share	0 %

*(1) Appropriation for Bonus and Welfare Fund: 10% of profit after tax, the appropriation rate may change based on the Board of Directors' recommendation and approval by the General Meeting of Shareholders.*

*(2) Appropriation for Financial Reserve Fund: 5% of profit after tax, and this appropriation will continue until the fund equals 10% of the charter capital.*

Voting section:

- Total number of voting shares at the Congress: ... shares
- Number of agree shares: ... shares, representing 100%
- Number of disagree shares: 0 shares, representing 0%
- Number of shares with no opinion: 0 shares, representing 0%



**7/ Item 07: Approval of the Remuneration for the Board of Directors, Board of Supervisors and Company Secretary for 2024 and the Remuneration Plan for 2025**

**7.1/ *Remuneration for the Board of Directors, Board of Supervisors, and Company Secretary in 2024:***

- Remuneration for the Board of Directors (BOD): 102.000.000 VND;
  - Chairman of the BOD: 3.500.000 VND/month.
  - Members viên: 2.500.000 VND/person/month.
- Remuneration for the Board of Supervisors (BOS): 60.000.000 VND
  - Head of the Board: 2.000.000 VND/month.
  - Members: 1.500.000 VND/person/month.
- Secretary of the Board of Directors: 1.200.000 VND/month.

The total remuneration for the Board of Directors and the Board of Supervisors in 2024 is: VND 176.400.000 (Before deducting personal income tax of 10%).

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

The Board of Directors proposes that the General Meeting of Shareholders consider and approve the remuneration regime for the Board of Directors, Board of Supervisors, and Company Secretary in 2024 as follows:

No.	Details	Number of People	Maximum Remuneration (VND/month)	Total (VND/ 12 months)
I	Board of Directors			
1	Chairman	1	3.500.000	42.000.000
2	Member	2	2.500.000	60.000.000
	Total			102.000.000
II	Board of Supervisors			
1	Head of Board	1	2.000.000	24.000.000
2	Member	2	1.500.000	36.000.000
	Total			60.000.000



<b>III</b>	<b>Secretary of the 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 decide on the specific monthly remuneration level in accordance with other regulations, but not exceeding the maximum amounts stated above.

**Voting section:**

- Total number of voting shares at the Congress: ... shares
- Number of agree shares: ... shares, representing 100%
- Number of disagree shares: 0 shares, representing 0%
- Number of shares with no opinion: 0 shares, representing 0%

**8/ Item 08: Approval of the Selection of the Auditors for the 2025 Financial Statements**

The Board of Supervisors proposes that the General Meeting of Shareholders authorize the Board of Directors, together with the Board of Supervisors, to discuss and select one (01) of the following auditing firms as the auditor for the 2025 financial statements of the Company:

Sao Viet Auditing Co.,Ltd.

NVA Auditing Co.,Ltd.

FAC Auditing Co., Ltd.

Vietvalues Assurance & Consulting Co., Ltd.

VACO Auditing Co., Ltd.

**Voting section:**

- Total number of voting shares at the Congress: ... shares
- Number of agree shares: ... shares, representing 100%
- Number of disagree shares: 0 shares, representing 0%
- Number of shares with no opinion: 0 shares, representing 0%

**9/ Item 09: Approval of the Internal Regulations on Corporate Management, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors**

**Voting section:**

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



- Number of agree shares: ... shares, representing 100%
- Number of disagree shares: 0 shares, representing 0%
- Number of shares with no opinion: 0 shares, representing 0%

**10/ Item 10: Approval of the Election of Board of Directors Members for the Next 5-Year Term 2025-2030.**

The Board of Directors for the term 2019 - 2023 has completed its term. The Board respectfully submits to the General Meeting of Shareholders for consideration and approval the resolution on the election of the Board of Directors for the term 2025 - 2030.

10.1/ Election of Additional Board of Directors Members:

- Number of Board of Directors members: 03 people
- Term: 2025 – 2030
- Maximum number of Board of Directors candidates: Unlimited
- Criteria for candidates participating in the Board of Directors (According to Clause 1, Article 155 of the Enterprise Law No. 59/2020/QH14 and Article 275 of Decree No. 155/2020/ND-CP)

10.2/ Approval of the List of Nominated Candidates for Election as Additional Members of the Board of Directors for the Term 2025 – 2030.

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

Other related matters concerning the election of additional Board of Directors members for the term 2025 - 2030 will be applied by the Election Regulations of the Board of Directors at the 2025 Annual General Meeting of Shareholders.

**Voting section:**

- Total number of voting shares at the Congress: ... shares
- Number of agree shares: ... shares, representing 100%
- Number of disagree shares: 0 shares, representing 0%
- Number of shares with no opinion: 0 shares, representing 0%

**11/ Item 11: Approval of the election of Board of Supervisors Members for the next 5-year term 2025-2030.**

The Board of Supervisors for the term 2019 – 2023 has completed its term. The Board respectfully submits to the General Meeting of Shareholders for consideration and approval the resolution on the election of the Board of Supervisors for the term 2025 – 2030.

11.1/ Election of the Board of Supervisors for the term 2025 – 2030 as follows:

- Number of Board of Supervisors members : 3 people



- Term : 2025 – 2030
- Maximum number of Board of Supervisors candidates : Unlimited
- Criteria for Board of Supervisors Candidates (According to Article 169 of the Enterprise Law No. 59/2020/QH14 and Article 286 of Decree No. 155/2020/ND-CP)

11.2/ Approval of the List of Board of Supervisors candidates for the Term 2025 – 2030:

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

Other related matters concerning the election of the Board of Supervisors for the term 2025 – 2030 will be applied by the the Election Regulations of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders.

Voting section:

- Total number of voting shares at the Congress: ... shares
- Number of agree shares: ... shares, representing 100%
- Number of disagree shares: 0 shares, representing 0%
- Number of shares with no opinion: 0 shares, representing 0%

**12/ Item 12: Approval of the Election Results for the Board of Directors and Board of Supervisors for the Next 5-Year Term 2025-2030.**

Election Results for Members of the Board of Directors for the Term 2025 – 2030:

No.	Full name	Number of Votes	Voting Percentage
1	...	...	...%
2	...	...	...%
3	...	...	...%

Election Results for Members of the Board of Supervisors for the Term 2025 – 2030

No.	Full name	Number of Votes	Voting Percentage
1	...	...	...%
2	...	...	...%
3	...	...	...%

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



The resolution was adopted at the 2025 Annual General Meeting of DIC - Đồng Tiến Joint Stock Company, held on May 28, 2024.

**Article 3:** The Board of Directors, the Company's Board of General Director, and relevant departments are responsible for implementing this Resolution. This Resolution takes effect from the date of signing.

**Recipients:**

- As Article 3
- Archive documents

**ON BEHALF OF SHAREHOLDERS' MEETING  
CHAIRMAN OF BOARD OF DIRECTORS**

**NGUYEN NGOC THUONG**





## COMBINED BALANCE SHEET

As of 31 December 2024

ASSETS	Codes	Notes	Unit: VND	
			Closing balance	Opening balance (Restated)
<b>A - CURRENT ASSETS</b>	<b>100</b>		<b>161,959,384,873</b>	<b>89,710,857,694</b>
<b>I. Cash and cash equivalents</b>	<b>110</b>	<b>4</b>	<b>180,645,368</b>	<b>3,347,673,111</b>
1. Cash	111		180,645,368	2,247,673,111
2. Cash equivalent	112		-	1,100,000,000
<b>II. Short-term receivables</b>	<b>130</b>		<b>109,137,481,250</b>	<b>53,085,904,495</b>
1. Short-term trade receivables	131	5	126,161,399,180	62,247,414,292
2. Short-term advances to suppliers	132		1,374,602,952	1,641,780,978
3. Other short-term receivables	136	6	137,130,575	2,792,885,846
4. Provision for short-term doubtful debts	137	7	(18,535,651,457)	(13,596,176,621)
<b>III. Inventories</b>	<b>140</b>	<b>8</b>	<b>52,606,233,720</b>	<b>31,928,411,180</b>
1. Inventories	141		52,606,233,720	31,928,411,180
<b>IV. Other short-term assets</b>	<b>150</b>		<b>35,024,535</b>	<b>1,348,868,908</b>
1. Short-term prepayments	151	9	2,792,969	85,599,502
2. Value added tax deductibles	152		-	1,263,269,406
3. Taxes and other receivables from the State budget	153	16	32,231,566	-
<b>B - NON-CURRENT ASSETS</b>	<b>200</b>		<b>229,473,670,146</b>	<b>246,226,468,710</b>
<b>I. Fixed assets</b>	<b>220</b>		<b>187,395,362,691</b>	<b>136,878,968,161</b>
1. Tangible fixed assets	221	10	187,395,362,691	136,878,968,161
- Cost	222		354,822,458,811	284,848,383,401
- Accumulated depreciation	223		(167,427,096,120)	(147,969,415,240)
2. Intangible assets	227	11	-	-
- Cost	228		36,337,500	36,337,500
- Accumulated amortisation	229		(36,337,500)	(36,337,500)
<b>II. Long-term assets in progress</b>	<b>240</b>	<b>12</b>	<b>41,363,496,851</b>	<b>109,093,209,518</b>
1. Long-term work in progress	241		41,271,911,851	41,033,388,370
2. Long-term construction in progress	242		91,585,000	68,059,821,148
<b>III. Long-term financial investments</b>	<b>250</b>	<b>13</b>	<b>80,738,079</b>	<b>151,500,000</b>
1. Equity investments in other entities	253		151,500,000	151,500,000
2. Provision for impairment of long-term financial investments	254		(70,761,921)	-
<b>IV. Other long-term assets</b>	<b>260</b>		<b>634,072,525</b>	<b>102,791,031</b>
1. Long-term prepayments	261	9	634,072,525	102,791,031
<b>TOTAL ASSETS (270 = 100 + 200)</b>	<b>270</b>		<b>391,433,055,019</b>	<b>335,937,326,404</b>

The accompanying notes are an integral part of these financial statements



## COMBINED BALANCE SHEET (CONTINUED)

As of 31 December 2024

RESOURCES	Codes	Notes	Unit: VND	
			Closing balance	Opening balance (Restated)
<b>C. LIABILITIES</b>	<b>300</b>		<b>206,859,681,505</b>	<b>152,735,926,371</b>
<b>I. Current liabilities</b>	<b>310</b>		<b>151,756,622,195</b>	<b>123,635,926,371</b>
1. Short-term trade payables	311	14	83,491,308,573	35,919,951,936
2. Short-term advances from customers	312	15	1,170,586,416	17,483,132,732
3. Taxes and amounts payable to the State budget	313	16	507,680,555	331,651,483
4. Payables to employees	314		151,211,012	290,706,096
5. Other current payables	318	17	1,780,465,984	1,717,437,311
6. Short-term loans and obligations under finance leases	319	18	64,600,000,000	67,837,677,158
7. Bonus and welfare funds	322		55,369,655	55,369,655
<b>II. Long-term liabilities</b>	<b>330</b>		<b>55,103,059,310</b>	<b>29,100,000,000</b>
1. Long-term trade payables	331	14	33,044,565,509	-
2. Other long-term payables	337	17	18,558,493,801	21,000,000,000
3. Long-term loans and obligations under finance leases	338	18	3,500,000,000	8,100,000,000
<b>D - EQUITY</b>	<b>400</b>		<b>184,573,373,514</b>	<b>183,201,400,033</b>
<b>I. Owner's equity</b>	<b>410</b>	<b>19</b>	<b>184,573,373,514</b>	<b>183,201,400,033</b>
1. Owner's contributed capital	411		156,225,520,000	156,225,520,000
- Ordinary shares carrying voting rights	411a		156,225,520,000	156,225,520,000
2. Share premium	412		7,176,000,000	7,176,000,000
3. Investment and development fund	418		1,126,570,906	1,126,570,906
4. Retained earnings	421		20,045,282,608	18,673,309,127
- Retained earnings accumulated to the prior year end	421a		18,673,309,127	18,636,625,324
- Retained earnings of the current year	421b		1,371,973,481	36,683,803
<b>TOTAL RESOURCES (440 = 300+ 400)</b>	<b>440</b>		<b>391,433,055,019</b>	<b>335,937,326,404</b>



Huynh Trung Hieu  
General Director

Dong Nai, 24 March 2025

Tran Thi Truc Lan  
Chief accountant/ Preparer



## INCOME STATEMENT

For the year ended 31 December 2024

Unit: VND

ITEMS	Codes	Notes	Current year	Prior year (Restated)
1. Gross revenue from goods sold and services rendered	01	21	238,440,888,006	227,252,837,686
2. Deductions	02		81,434,375	-
3. Net revenue from goods sold and services rendered (10 = 01 - 02)	10	21	238,359,453,631	227,252,837,686
4. Cost of sales	11	22	222,386,677,121	210,962,234,131
5. Gross profit from goods sold and services rendered (20 = 10 - 11)	20		15,972,776,510	16,290,603,555
6. Financial income	21	24	19,456,583	2,565,741,967
7. Financial expenses	22	25	4,893,089,475	7,067,100,791
- In which: Interest expense	23		4,822,327,554	7,067,100,791
8. Selling expenses	25	26	642,323,842	936,650,525
9. General and administration expenses	26	26	8,842,826,545	10,702,853,151
10. Operating profit {30 = 20 + (21 - 22) - (25 + 26)}	30		1,613,993,231	149,741,055
11. Other income	31		504,727,192	201,502,385
12. Other expenses	32		6,134,934	252,979,902
13. Profit from other activities (40 = 31 - 32)	40		498,592,258	(51,477,517)
14. Accounting profit before tax (50 = 30 + 40)	50		2,112,585,489	98,263,538
15. Current corporate income tax expense	51	27	740,612,008	61,579,735
16. Net profit after corporate income tax (60 = 50 - 51)	60		1,371,973,481	36,683,803
17. Basic earnings per share	70	28	88	2



Huynh Trung Hieu  
General Director

Dong Nai, 24 March 2025

Tran Thi Truc Lan  
Chief accountant/ Preparer



## COMBINED CASH FLOW STATEMENT

(Indirect Method)

For the year ended 31 December 2024

Unit: VND

CHỈ TIÊU	Mã số	Năm nay VND	Năm trước VND
<b>I. Cash flows from operating activities</b>			
1. Gains from sales of goods, services and other gains	01	178,000,305,308	269,212,590,978
2. Payments to suppliers	02	(158,181,747,931)	(253,027,052,914)
3. Payments to employees	03	(2,690,937,161)	(12,464,139,517)
4. Interest paid	04	(4,822,327,554)	(7,067,100,791)
5. Corporate income tax paid	05	(295,417,656)	(52,275,127)
6. Other cash inflows	06	2,931,670,109	25,975,992,556
7. Other cash outflows	07	(3,493,866,377)	(11,139,734,796)
<b>Net cash generated by/ (used in) operating activities</b>	<b>20</b>	<b>11,447,678,738</b>	<b>11,438,280,389</b>
<b>II. Cash flows from investing activities</b>			
1. Acquisition and construction of fixed assets and other long-term assets	21	(6,814,667,724)	(1,714,380,471)
2. Cash outflow for lending, buying debt instruments of other entities	22	18,181,818	-
3. Interest earned, dividends and profits received	27	19,456,583	58,512,444
<b>Net cash generated by/ (used in) investing activities</b>	<b>30</b>	<b>(6,777,029,323)</b>	<b>(1,655,868,027)</b>
<b>III. Cash flows from financing activities</b>			
1. Proceeds from borrowings	33	115,958,031,022	134,153,365,326
2. Repayment of borrowings	34	(123,795,708,180)	(145,737,067,442)
<b>Net cash generated by / (used in) financing activities</b>	<b>40</b>	<b>(7,837,677,158)</b>	<b>(11,583,702,116)</b>
<b>Net increase/(decrease) in cash (50 = 20 + 30 + 40)</b>	<b>50</b>	<b>(3,167,027,743)</b>	<b>(1,801,289,754)</b>
<b>Cash and cash equivalents at the beginning of the year</b>	<b>60</b>	<b>3,347,673,111</b>	<b>5,148,962,865</b>
<b>Cash and cash equivalents at the end of the year (70 = 50 + 60)</b>	<b>70</b>	<b>180,645,368</b>	<b>3,347,673,111</b>



Huynh Trung Hieu  
General Director

Dong Nai, 24 March 2025

Trần Thị Trúc Lan  
Chief accountant/ Preparer