

**DIN CAPITAL INVESTMENT GROUP JOINT STOCK COMPANY**

Address: 4th Floor, 76-78 Bach Dang, Hai Chau Ward, Da Nang City

Phone: (0236) 3737973 – Email: [info@dincapital.com](mailto:info@dincapital.com)

Website: <http://dincapital.com>

No: 10/2026/TB-HĐQT

Da Nang, March 20<sup>th</sup> 2026

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

**To: Shareholders of Din Capital Investment Group Joint Stock Company**

The Board of Directors of Din Capital Investment Group Joint Stock Company respectfully invites our shareholders to attend the 2026 Annual General Meeting of Shareholders with the following details:

**1. Time:** 08:30 AM, Saturday, April 11<sup>th</sup> 2026

**2. Address:** 2nd Floor, Office of Dinco Engineering & Construction JSC – Danabook Building, 76-78 Bach Dang Street, Da Nang City.

**3. Participants:** All shareholders listed as of the record date March 16<sup>th</sup> 2026.

**4. Meeting Agenda:**

- Report on business performance in 2025 and plan for 2026
- Report on activities of the Board of Directors (BOD) in 2025 and plans for 2026
- Report on activities of the Supervisory Board (SB) in 2025 and plans for 2026
- Audited Financial Statements for 2025
- Appointment of the auditing firm for the semi-annual and annual financial statements of 2026
- Profit distribution plan for 2025 and proposed plan for 2026
- Remuneration for the BOD and SB in 2025 and plan for 2026
- Approval of the change in ownership percentage of a major shareholder, Dinco Engineering and Construction Joint Stock Company, through the transfer of shares from other shareholders.
- Amendments to the Company Charter
- Other matters within the authority of the General Meeting

**5. Registration and Confirmation Deadline:**

Shareholders must register to attend at the Administration Department no later than 5:00 PM, April 09<sup>th</sup> 2026.

In case a shareholder cannot attend in person, they may authorize a representative or a member of the BOD to attend on their behalf.

**6. Registration Method:**

- Send registration by mail to: Din Capital Investment Group Joint Stock Company – 4th Floor, 76-78 Bach Dang, Hai Chau Ward, Da Nang City
- Phone: (0236) 3737973
- Contact person: Ms. Phan Thien Dung – Phone: 0903347540  
Email: [info@dincapital.com](mailto:info@dincapital.com)

Shareholders or authorized representatives attending the meeting are required to bring their ID card or passport and the original authorization letter (if authorized by a shareholder) for verification of shareholder status.

The agenda and meeting documents will be published on the Company's website at <http://dincapital.com>, under the Investor Relations section, prior to March 21<sup>st</sup> 2026.

Sincerely,

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



**LE TRUONG KY**

**DIN CAPITAL INVESTMENT GROUP JOINT STOCK CORPORATION**

Address: 4th Floor, 76-78 Bach Dang, Hai Chau Ward, Da Nang City

Tel: (0236) 3737973

Website: <http://dincapital.com>**PROGRAMME of MEETING****THE ANNUAL GENERAL SHAREHOLDERS' MEETING 2026  
DIN CAPITAL INVESTMENT GROUP JOINT STOCK CORPORATION****Date on April 11<sup>th</sup> 2026**

Schedule	Contents
8.00am – 8.30am	1. Welcome shareholders and Guests
	2. Register of shareholders attending the meeting
8.30am – 8.40am	3. Report on shareholders verification
	4. Report on meeting reason and introduce the attendance.
	5. Introduce The Chairman and the Presidium. Introduce Secretaria and Board of Counting to shareholders choose for approval.
	6. Approval of the Meeting Agenda, Meeting Regulations, Voting and Election Rules.
8.40am-9.50am	7. Report on 2025 business performance and 2026 business plan
	8. Report on the Board of Directors' (BOD) activities in 2025 and 2026 operational plan
	9. Report on the Supervisory Board's activities in 2025 and 2026 operational plan.
	10. Audited 2025 Financial Statements.
	11. Proposals for General Meeting approval
	12. Discussion on contents submitted by the BOD: - Reports on 2025 results and 2026 plans of the Board of Management, BOD, Independent BOD members, and the Supervisory Board. - Audited 2025 Financial Statements. - Selection of an audit firm for 2026 semi-annual review and 2026 audit. - 2025 profit distribution plan and 2026 profit distribution plan. - Remuneration for the BOD and Supervisory Board in 2025 and 2026 budget. - Approval of the change in ownership ratio of a major shareholder (Dinco Engineering and Construction JSC) through the transfer of shares from other shareholders. - Amendments to the Company's Charter. - Other matters for General Meeting approval.
9.50am-10.10am	13. Voting process.
10.10am-10.20am	14. Approval of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders.
10.20am	15. Closing of the Meeting



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

**LETTER OF ATTORNEY**  
**(TO ATTEND THE ANNUAL GENERAL SHAREHOLDERS' MEETING 2026**  
**OF DIN CAPITAL INVESTMENT GROUP JOINT STOCK**  
**COMPANY)**  
(Use for individual shareholder)

1. My name is:..... - shareholder of Din Capital Investment Group Joint Stock Corporation.

ID Card No:.....date of issue:.....at:.....

Address: .....

Number of holding shares (10,000 VND/1 share) :.....

In words :.....

**Hereby Authorizes:**

2. Mr/Ms: .....

Shareholder's code (if any): .....

ID Card No:.....date of issue:.....at:.....

Or authorize a member of the Board of Directors belows (*please tick on the authorized member*):

1. Mr. Le Truong Ky

Chairman of the B.O.D

☐

2. Mrs. Huynh Phuoc Huyen Vy

Vice Chairwoman of the B.O.D

☐

3. Mr. Dang Tien Duc

Member of the B.O.D

☐

To attend the Annual General Shareholders' Meeting 2026 of Din Capital Investment Group Joint Stock Corporation and to vote with all my shares owned on the Record date by the rule.

Mr/Ms ..... shall comply with the rules of the Meeting and shall not authorize any other third party.

This letter of attorney is just valid for attending the mentioned Annual General Shareholders' Meeting.

....., ..... 2026

**Attorney**

(Signature and full name)

**Mandator**

(Signature and full name)

**Notes:**

Authorized Representative attending the Annual General Shareholders' Meeting 2026 must carry identity papers



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

**LETTER OF ATTORNEY**

**(TO ATTEND THE ANNUAL GENERAL SHAREHOLDERS' MEETING 2022  
OF DIN CAPITAL INVESTMENT GROUP JOINT STOCK CORPORATION)**

(Use for institutional shareholders)

1. Our name is:..... - shareholder of Din Capital Investment Group Joint Stock Corporation.

Business registration certificate No:.....

Issued by:.....dated on:.....

Main office Address: .....

Number of holding shares (10.000 vnd/1 share) :.....

In words :.....

**Hereby Authorizes:**

2. Mr/Ms: .....

Shareholder's code (if any): .....

ID Card No:.....date of issue:.....at:.....

Or authorize one member of the Board of Directors belows (*please tick on the authorized member*):

1. Mr. Le Truong Ky	Chairman of the B.O.D	<input type="checkbox"/>
2. Mrs. Huynh Phuoc Huyen Vy	Vice Chairwoman of the B.O.D	<input type="checkbox"/>
3. Mr. Dang Tien Duc	Member of the B.O.D	<input type="checkbox"/>

To attend the Annual General Shareholders' Meeting 2026 of Din Capital Investment Group Joint Stock Corporation and to vote with all my shares owned on the Record date by the rule.

Mr/Ms ..... shall comply with the rules of the Meeting and shall not authorize any other third party.

This letter of attorney is just valid for attending the mentioned Annual General Shareholders' Meeting.

....., ..... 2026

**Attorney**  
(Signature and full name)

**Mandator**  
(Signature and full name)

**Notes:**

Authorized Representative attending the Annual General Shareholders' Meeting 2026 must carry identity papers

**WORKING REGULATIONS**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**DIN CAPITAL INVESTMENT GROUP JOINT STOCK COMPANY**

Pursuant to Resolution No. 02/2026/NQ-BOD dated February 24<sup>th</sup> 2026 of the Board of Directors regarding the organization of the 2026 Annual General Meeting of Shareholders;

Pursuant to Announcement No. 10/2026/TB-BOD dated March 20<sup>th</sup> 2026 of the Board of Directors regarding the “Invitation to the 2026 Annual General Meeting of Shareholders”;

In order to ensure the success of the meeting, follow the planned agenda, and comply with the Company's Charter, the Board of Directors of Din Capital Investment Group JSC hereby establishes the following Working Regulations for the Meeting:

### Objectives:

- Ensure openness, fairness, and democracy.
- Facilitate effective organization and implementation of the General Meeting of Shareholders.

## CHAPTER I

### GENERAL PROVISIONS

## Article 1. Scope of Application:

1. These Regulations are applicable to the organization of the Annual General Meeting of Shareholders held on April 11<sup>th</sup> 2026, of Din Capital Investment Group Joint Stock Company (hereinafter referred to as the “Company”).
2. These Regulations specifically define the rights and obligations of parties participating in the Meeting, as well as the conditions and procedures for conducting the Meeting.

## Article 2. Subjects of Application:

Shareholders and other participants are responsible for complying with the provisions of these Regulations.

## CHAPTER II

### RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE MEETING

### **Article 3. Participants in the Annual General Meeting on April 11<sup>th</sup> 2026:**

Shareholders who own shares of the Company listed on the record date of March 16<sup>th</sup> 2026.

#### **Article 4. Rights and Obligations of Shareholders:**

- #### 4.1. Rights of shareholders attending the Meeting:

4.1.1. All shareholders of the Company have the right to attend and vote on matters within the authority of the General Meeting of Shareholders.

4.1.2. In case of absence, a shareholder may authorize another person to attend and vote on their behalf. The authorization must be made in writing using the form attached to the invitation letter of the Meeting.

4.1.3. In addition to documents distributed during the Meeting, each attending shareholder will receive 01 Voting Ballot and 01 Election Ballot, which indicate the shareholder code and the number of voting shares held or represented by proxy. The Voting Ballot will be used when the Chair calls for votes on matters discussed or proposed.

4.1.4. Shareholders arriving late may register and immediately participate in and vote at the Meeting. However, the Chair is not required to pause the Meeting for registration, and previous voting results shall remain effective.

4.2. Obligations of ordinary shareholders attending the Meeting:

4.2.1. Shareholders must dress respectfully and appropriately.

4.2.2. Fully participate in the Meeting. In case of absence, a proxy must be properly authorized.

4.2.3. Shareholders or their proxies must complete registration procedures with the Organizing Committee.

4.2.4. Comply with the conditions and procedures set forth in the Company Charter and these Regulations.

4.2.5. Strictly adhere to the rules of the Meeting and respect its outcomes.

#### **Article 5. Rights and Obligations of the Chair of the Meeting:**

5.1. The Chair is the Chairman of the Board of Directors or a person authorized by the Chairman who must be a member of the Board.

5.2. The Chair has the following rights and obligations:

a) Direct the Meeting in an orderly and proper manner according to the approved agenda.

b) In case of unexpected issues, the Chair shall consult with the Organizing Committee or Presidium. If opinions differ, the Chair's decision is final.

c) Take necessary actions to maintain order and properly reflect the will of the majority.

d) Postpone the Meeting (even when quorum is met) to another time and place without prior vote, if:

- The venue lacks sufficient seating for attendees.

- There is disruption or risk affecting legality and fairness.

- A postponement is necessary for proper proceedings. The delay must not exceed three days from the scheduled start date.

#### **Article 6. Rights and Obligations of the Presidium:**

6.1. The Presidium comprises members of the Board of Directors and Company leadership.

6.2. Responsibilities of the Presidium:

- Act as the highest governing body during the Meeting.
- Provide guidance and address shareholder queries.
- Preside over and conduct voting in compliance with legal and Charter provisions.

#### **Article 7. Rights and Obligations of the Secretary of the Meeting:**

7.1. The Secretary is appointed by the Presidium and approved by the Meeting; responsible for supporting the Chair and drafting the Meeting Minutes.

7.2. Accountable for the truthfulness, accuracy, and completeness of the 2026 AGM Minutes.

7.3. Perform other tasks assigned by the Chair during breaks (if any).

#### **Article 8. Rights and Obligations of the Shareholder Eligibility Verification Committee and Vote Counting Committee:**

8.1. The Shareholder Eligibility Committee is established by the Organizing Committee and is responsible for:

- a) Preparing and posting the list of attending shareholders.
- b) Collecting and checking invitations and proxies.
- c) Verifying shareholder eligibility.
- d) Presenting the eligibility report to the Meeting.
- e) Distributing meeting materials and voting ballots before entry.

8.2. The Vote Counting Committee is nominated by the Chair and approved by the Meeting. It comprises 3 members elected from among the delegates. Members of this committee must not be the Meeting Secretary. Responsibilities include supervising voting, counting votes, reporting results, and submitting the report to the Chair.

8.3. The Vote Counting Committee is responsible for the accuracy and integrity of the results.

### **CHAPTER III PROCEEDINGS OF THE MEETING**

#### **Article 9. Conditions for Holding the Meeting:**

The General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent at least 51% of the total voting shares of the Company according to the list of shareholders invited to the Meeting upon issuance of the convocation decision.

#### **Article 10. Method of Conducting the Meeting:**

10.1. The Meeting is expected to take place within half a day.

10.2. The Meeting will discuss and approve the agenda items as listed in the Program of the Meeting.

10.3. The sequence of the Meeting shall follow the approved agenda.

**Article 11. Adoption of Resolutions at the 2026 AGM:**

11.1. Resolutions and decisions of the Meeting shall only be valid when approved by shareholders holding or representing at least 51% of the total voting shares of all shareholders attending the Meeting.

11.2. Decisions related to amendments to the Charter or plans for increasing the Company's charter capital shall only be approved when at least 65% of the total voting shares of shareholders present in person or by proxy approve.

**Article 12. Handling of an Unsuccessful Meeting:**

12.1. If within 30 minutes of the scheduled start time the required quorum under Article 8 of these Regulations is not met, the Meeting must be reconvened within 30 days from the date of the first unsuccessful Meeting.

12.2. The reconvened Meeting (second Meeting) must have shareholders representing at least 33% of the voting shares. If quorum is still not met within 30 minutes of the second Meeting, a third Meeting must be called within 20 days.

12.3. At the third Meeting, any number of attending shareholders shall constitute a quorum and may make decisions on all matters of the 2026 AGM.

**Article 13. Meeting Minutes of the 2026 AGM:**

All contents of the Meeting must be recorded by the Secretary. The Minutes shall be read and approved before the Meeting closes and shall be archived in the Company's minutes book.

## **CHAPTER IV OTHER PROVISIONS**

**Article 14. Miscellaneous:**

14.1. Shareholders who wish to speak must receive approval from the Chair. Comments should be brief, focused, and relevant to the approved agenda. The Chair shall arrange speaking order and respond to inquiries accordingly.

14.2. The Presidium may revoke a shareholder's right to attend the Meeting if they deliberately violate the Meeting's regulations, cause disorder, or interfere with the proceedings.

## **CHAPTER V IMPLEMENTATION PROVISIONS**

**Article 15. Effectiveness of the Regulations:**

These Regulations consist of 5 chapters and 15 articles and are issued by the Board of Directors of Din Capital Investment Group Joint Stock Company to apply to the 2026 Annual General Meeting of Shareholders on April 11<sup>th</sup> 2026. They take effect immediately upon approval by the Meeting.

**ON BEHALF OF THE AGM ORGANIZING COMMITTEE  
CHAIRMAN OF THE BOARD OF DIRECTORS**



**LE TRUONG KY**

*Số: 11/PDB/2026*

*Da Nang, April 11<sup>th</sup>, 2026*

**PRINCIPLES AND PROCEDURES FOR VOTING AND SPEAKING  
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
DIN CAPITAL INVESTMENT GROUP JOINT STOCK COMPANY  
(Organized on April 11<sup>th</sup>, 2026)**

**I. PRINCIPLES FOR SPEAKING AT THE GENERAL MEETING**

**1. Shareholders who wish to make proposals at the General Meeting must adhere to the following principles:**

- Only allowed to express opinions during the discussion session of the General Meeting.
- Must raise their hand to request permission from the Chairperson and only speak when granted permission. Only one shareholder may speak at a time.
- If multiple shareholders request to speak at the same time, the Chairperson will invite each shareholder in turn to present their opinions.
- The Chairperson has the right to interrupt any shareholder's speech if deemed necessary.
- All feedback and questions will be gathered and answered sequentially.

**2. Conditions for Proposals:**

- Must be concise and clear. For complex issues requiring more time, shareholders may submit written proposals to the Organizing Committee at least **three (3) days** before the General Meeting.
- Must not repeat issues already discussed.
- Must not violate the law, involve personal matters, or exceed the company's authority.

**II. PRINCIPLES FOR VOTING AT THE GENERAL MEETING**

**1. Voting Principles.**

- In accordance with the Charter, in accordance with the law and accurate.
- Shareholders or authorized representatives of shareholders vote by casting ballots according to the instructions of the Vote Counting Board. In the case of voting to approve the Presidium Members, Secretariat, Vote Counting Board, the content of the Congress will be voted on by a show of hands at the Congress.
- Each shareholder has the number of voting shares equal to the number of shares that person owns and represents ownership by authorization.

- Ballots are only valid if they are valid in accordance with regulations.
- The voting result is calculated according to the percentage (%) between the total number of shares of valid ballots and the total number of shares of all attending shareholders.

## **2. Voting Procedure**

- Voting on reports and resolutions is conducted publicly and directly under the direction of the Presidium, using ballots provided by the Organizing Committee.
  - Shareholders or their authorized representatives (hereinafter referred to as shareholders) entitled to vote and attending the General Meeting of Shareholders shall be provided with one (01) Voting Ballot to cast their votes on the contents presented at the Meeting.
- Ballots are collected by members of the Vote Counting Board and counted, and minutes are made immediately after collection.
- Information printed on the ballot:
  - Full name of the shareholder, or authorized representative of the shareholder.
  - Number of shares owned or represented: is the total number of voting shares represented by the shareholder.
  - Voting content.
  - Seal of Din Capital Investment Group Joint Stock Company.
- Ballot Classification.
  - Valid ballot: is a ballot pre-printed according to the form issued by the Organizing Committee, stamped with the Company's seal, the ballot is not torn, erased, or modified, and has a voting mark in accordance with the regulations on the ballot.
  - Invalid ballot: is a ballot that does not comply with the regulations of a valid ballot.
- Regarding the voting item "Approval of the change in ownership percentage of a major shareholder, Dinco Engineering and Construction Joint Stock Company, through the transfer of shares from other shareholders," both the transferor and the transferee shall not be entitled to vote.

## **2. Voting Instructions.**

- If the shareholder agree with the issue requiring a vote, the shareholder marks an X in column (1) and must leave columns (2) (3) blank
- If the shareholder disagree with the issue requiring a vote, the shareholder marks an X in column (2) and must leave columns (1) (3) blank
- If the shareholder have no opinion on the issue requiring a vote, the shareholder marks an X in column (3) and must leave columns (1) (2) blank.

- For issues put to a vote, each shareholder only uses one ballot, on which the contents to be voted on at the Congress are clearly stated.
- Choose one of three voting options: **Agree, Disagree or No opinion.**

### **III. Approval of Voting Results.**

- Issues put to a vote at the General Meeting of Shareholders must be approved by at least 51% of the total number of voting shares of shareholders entitled to vote, present in person or through authorized representatives present at the General Meeting of Shareholders.
- Issues related to the organization and administration of the General Meeting of Shareholders: the decision of the Chair is final and all attending shareholders must comply.

### **III. Effectiveness.**

These principles, voting rules and speaking take effect immediately upon approval at the General Meeting of Shareholders of Din Capital Investment Group Joint Stock Company.

**ON BEHALF OF THE AGM ORGANIZING COMMITTEE  
CHAIRMAN OF THE BOARD OF DIRECTORS**




**LE TRUONG KY**

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*Da Nang, April 11<sup>th</sup>, 2026*

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No: 12/2026/BC-BGD

**BUSINESS PERFORMANCE REPORT FOR 2025  
AND IMPLEMENTATION PLAN FOR 2026**

**A. BUSINESS PERFORMANCE REPORT FOR 2025:**

Dear General Meeting of Shareholders!

Building on the growth momentum of 2024, the construction and real estate markets experienced a strong breakthrough in 2025. Consequently, the ready-mixed concrete sector also recorded remarkable growth.

**1. Business Results:**

Unit: Million VND

Items	2025 Plan	2025 Actual	2024 Actual	% Achieved vs. 2025 Plan	% Achieved vs. 2024
Net Revenue	280,000	425,715	307,927	152.04	138.25
Profit Before Tax (PBT)	17,000	65,115	15,929	383.03	408.79
Consolidated PAT attributable to shareholders of the Parent Company	14,000	52,039	9,445	371.71	450.94

Din Capital experienced a successful year with robust growth in both revenue and profit. The 2025 actual revenue exceeded the target by 52% and increased by 38% compared to 2024, demonstrating strong momentum in the Company's business activities. Profit after tax (PAT) surpassed the plan by 271% and surged by 450% year-on-year, reflecting a significant improvement in operational efficiency and profitability.

**2. Market Overview:**

In 2025, ready-mixed concrete remained the core production sector for Din Capital and its subsidiaries, with operations spanning from Da Nang to Quang Ngai.

- Da Nang City Region: In 2025, Din Capital participated in numerous large-scale projects that serve as key drivers for the city's economic, tourism, and urban infrastructure development. These include: Sun Olalani, Nam O Resort, The Nam Khang Resort Residences, Nobu Danang (Commercial, Hotel, and Tourist Apartment Complex), Danang Landmark (Commercial and Apartment Complex), Aqua Tower, HH3 High-rise Building,

Han Riverside Apartment Complex, ICT Vina III Manufacturing Plant, and the Tuy Loan – Hoa Lien Expressway project, among others.

- Quang Ngai Region: In 2025, Din Capital focused its resources on supplying concrete for two major projects within the VSIP Industrial Park: the Amazing Ecotech Textile Quang Ngai Plant and the Mahang Dung Quat Yarn and Fabric Manufacturing Plant. Other significant projects include the VNT19 Pulp Mill and the Zigui Jisheng Wangsheng Dung Quat Fabric Factory.

- Nui Thanh Region: Nui Thanh remains Din Capital's smallest market, operated by a subsidiary. Although it accounts for a modest proportion, this market contributed over 3% of the Company's 2025 consolidated profit. Key projects in this area include: the Chu Lai Truong Hai Automotive Mechanical Industrial Park, Tam Anh Nam Resettlement Area Infrastructure, and the Rural Road Hardening project in Tam Xuan I Commune.

### 3. Financial Ratios:

Indicators	Unit	2025	2024
+ Net Profit After Tax / Net Revenue	%	12.23	3.07
+ Net Profit After Tax / Equity	%	30.45	7.09
+ Net Profit After Tax / Total Assets	%	20.76	4.58
+ Operating Profit / Net Revenue	%	15.18	6.01

### 4. Management & Human Resources in 2025:

In 2025, Din Capital continued to maintain its management and operations with a focus on enhancing governance efficiency, optimizing resources, and ensuring the stable operation of the enterprise.

Regarding management, the Company's Leadership focused on reviewing and perfecting internal governance processes, strengthening control over financial activities, and increasing the accountability of each department. Simultaneously, emphasis was placed on cost control, supply schedule management, and product quality to ensure the efficiency of production and business operations.

Regarding the human resources situation in 2025, recruitment efforts faced numerous challenges, particularly the increasing scarcity of skilled labor. Labor shifts between industries and regions also heightened recruitment pressure for technical positions and skilled workers.

In response to these difficulties, the Company proactively implemented various solutions to stabilize and enhance the efficiency of human resource utilization. These included strengthening internal training, enhancing welfare benefits, and improving working conditions for employees. Furthermore, in 2025, the Company step-by-step integrated technological tools and Artificial Intelligence (AI) into management and support activities, such as data synthesis, reporting, information processing, and workflow optimization. The initial application of these tools contributed to reducing manual workloads, increasing labor productivity, and improving management effectiveness.

Additionally, the Company continued to fully implement salary, insurance, and welfare policies in accordance with statutory regulations, thereby ensuring the well-being

of employees and fostering long-term commitment to the enterprise. The average income of employees in 2025 improved significantly due to performance-based pay linked to the year's business results, reaching VND 18.4 million per person, an increase of 38% compared to 2024.

Overall, despite facing many challenges regarding human resources and the labor market, through proactive management and the gradual application of technology in operations, Din Capital maintained a stable personnel structure and effectively supported the Company's production and business activities in 2025.

## **B. BUSINESS PLAN TARGETS FOR 2026:**

### **1. 2026 Consolidated Business and Production Plan Targets:**

In 2025, the Company's business plan achieved high results due to its involvement in several large-scale projects; however, these projects have now entered the completion stage. In 2026, the pipeline of new projects in the market tends to be slower. Additionally, the Company is proactively rebalancing its production plan to control cost and resource risks amid increasing competition. Therefore, the 2026 plan is developed at a level consistent with market conditions, while still leaving room for effort to exceed targets when more favorable conditions arise.

2026 Consolidated Production and Business Plan:

Unit: Million VND

<b>No.</b>	<b>Indicator</b>	<b>2026 Plan</b>	<b>% vs. 2025</b>
1	Total Revenue	291,500	68.47%
2	Profit Before Tax	40,000	61.4%
3	Net Profit After Tax (Parent Co.)	32,000	61.5%

### **2. Key Execution Strategies for 2026:**

In 2026, the construction market is forecasted to continue its growth; however, it still harbors various volatile factors such as material and fuel costs, industry competition, and the real estate market situation. Based on the evaluation of 2025 operations and the Company's development orientation, the Management Board of Din Capital has identified the following key solutions to achieve the 2026 production and business targets:

**Market Expansion and Customer Development:** The Company will continue to expand its market and customer base by maintaining relationships with major developers and contractors. We will seek further opportunities to supply concrete for infrastructure, urban area, and industrial park projects within the region. Simultaneously, we aim to upgrade the customer service experience to stabilize our existing client base and develop high-quality customers for the future.

**Product Quality and Innovation:** We are committed to continuous research to improve product quality and develop specialized products for high-technical requirement projects, such as high-strength ready-mixed concrete (> 80Mpa), among others.

**Human Resource Stabilization:** The Company focuses on stabilizing the workforce by strengthening professional training and enhancing remuneration packages to attract and retain high-performing experts. We will continue to improve the working environment to boost the Employee Satisfaction Index.

**Cost Optimization and Operational Efficiency:** Emphasis will be placed on optimizing costs and enhancing production efficiency through stricter control of raw materials, operating expenses, and transportation costs. The Company will also strengthen risk management, ensure occupational safety and environmental hygiene, and comply with all business regulations, aiming for stable, sustainable, and eco-friendly development.

**Technological Integration and AI Application:** In 2026, the Company intends to further expand the application of Information Technology (IT) and Artificial Intelligence (AI) in data management, production planning, project progress tracking, and internal governance. The integration of technology will enhance information accuracy, shorten processing times, and support the Board in timely decision-making.

**Sustainable Development and Green Technology:** For stable and sustainable growth, Din Capital continues to research production technologies for recycled products from construction waste and surplus concrete—such as backfill materials, leveling materials, unburnt bricks, and manufactured sand—to minimize construction waste and protect the environment.

With the aforementioned solutions, the Management Board is confident that the Company will maintain effective operations and establish a solid foundation for robust development in the coming period.

The above is a summary report on the Company's production and business operations in 2025, as well as the business plan and strategic orientation for 2026.

Respectfully submitted for approval by the General Meeting of Shareholders.



**CEO**

**DANG TIEN DUC**

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No: 14/2026/BC-HĐQT

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*Da Nang, April 11<sup>th</sup>, 2026*

**REPORT OF THE BOARD OF DIRECTORS  
AT THE 2025 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

**To: The General Meeting of Shareholders, Din Capital Investment Group JSC**

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders the report on the Company's 2025 performance and corporate governance, as well as the BOD's strategic orientation and operational plan for 2026:

**1. Evaluation of the Company's Operations in 2025:**

In 2025, Din Capital continued to focus its core operations on the ready-mix concrete sector, effectively seizing market opportunities while steadily strengthening operational capacity and adapting to adverse factors.

The Board of Directors (BOD), in coordination with the Board of Management, implemented business plans aligned with the strategy approved by the General Meeting of Shareholders. Operations were oriented toward enhancing efficiency and risk control amidst significant market volatility. Thanks to this appropriate strategic direction and effective implementation, the Company achieved a profit of VND 52 billion, exceeding the target by 272%.

More importantly, over the past year, the Company demonstrated flexible adaptability to fluctuations in raw materials and labor, maintaining production operations and steady growth .

2025 was a year in which the Company not only exceeded its targets but also enhanced its operational and innovative capabilities, creating a solid foundation for sustainable growth in the upcoming period.

**2. Key Activities of the Board of Directors (BOD) in 2025:**

In 2025, the BOD held 8 meetings with the participation of almost all members, approving the following key contents:

- Approving the execution of contracts and transactions between the Company and related parties of internal persons; and the transfer of assets from the Parent Company to subsidiaries and branches.
- Organizing the 2025 Annual General Meeting of Shareholders (AGM).
- Assigning duties to BOD members for the 2025–2029 term and approving contracts/transactions between the Quang Ngai Branch of DIN Capital Investment Group JSC and Dinco Engineering and Construction JSC.

- Selecting the auditing firm for the 2025 Financial Statements.
- Paying cash dividends to shareholders.
- Allocating the Bonus Fund to branches and approving the profit distribution plan for the subsidiary — Dufago Concrete One Member Co., Ltd.
- Approving the H1 2025 performance results and the operational orientation for H2 2025.
- Approving the strategy and key objectives for 2026.

In addition to the aforementioned meetings, the BOD implemented the resolutions of the 2025 Annual General Meeting of Shareholders, while performing its duties of directing, supervising, and providing timely oversight of the Board of Management's activities.

### **3. The Board of Directors' Evaluation of the Board of Management and Other Managers:**

The Board of Directors (BOD) recognizes and highly appreciates the flexible leadership of the Board of Management (BOM) and the management team in maintaining growth and exceeding the targets assigned by the General Meeting of Shareholders. Specifically, 2025 revenue reached VND 425 billion (exceeding the plan by 52%), and profit after tax reached VND 52 billion (exceeding the plan by 272%). This impressive growth reflects the BOM's efficiency in production organization, cost management, and market opportunity exploitation.

The BOD evaluates that the BOM successfully executed its key focus areas:

- **Business Operations Management:** Despite limited resources due to aging and frequently malfunctioning machinery, as well as scarce and volatile raw material supplies, the BOM focused on optimizing the allocation of equipment, personnel, and production schedules. By flexibly adjusting to each stage and market segment—focusing on key projects and items—the BOM enhanced resource efficiency, ensured timely and uninterrupted product supply, and maintained technical standards and product quality, leading to high customer satisfaction.
- **Risk Management:** By promptly identifying risks related to raw material fluctuations and labor supply, the BOM implemented effective response solutions and optimized input costs, thereby maintaining positive profit margins. Furthermore, selecting reputable customers with strong financial capacity minimized financial risks, resulting in strong growth without the occurrence of bad debts.
- **Other Areas of Operation:** The BOM and the management team maintained effective internal governance and financial control, ensuring legal compliance and enhancing transparency in the Company's operations. The BOM coordinated effectively with the BOD in managing and operating the Company, implementing timely and appropriate solutions to achieve planned targets, while ensuring capital development and shareholders' interests. The BOM provided full,

accurate, and timely reports on business activities to the BOD for information disclosure to Shareholders and regulatory authorities in accordance with the law.

#### **4. Remuneration of the BOD, Supervisory Board, Internal Audit Board, and Board of Management:**

The 2025 report on remuneration, salaries, bonuses, and other income for the Board of Directors (BOD), the Supervisory Board, the Internal Audit Board, and the Board of Management is as follows:

No.	Body / Department	Total Amount
1	Board of Directors (BOD)	906,000,000
2	Supervisory Board	232,000,000
3	Internal Audit Board	66,000,000
4	Board of Management (BOM)	4,300,283,504

*Details for each individual member are disclosed in Section "8. Related Party Transactions and Balances" of the 2025 Audited Consolidated Financial Statements.*

#### **5. Report on Related Party Transactions Executed in 2025:**

The sequence and procedures for approving transactions between the Company and related parties were strictly implemented in accordance with the provisions of the Law on Enterprises, the Law on Securities, the Company's Charter, and the Internal Corporate Governance Regulations.

The list of the Company's related parties and the transactions between the Company and these related parties approved by the Board of Directors (BOD) are listed and disclosed in the 2025 Corporate Governance Report, specifically in Section VII.2 and Section VII.3.

#### **6. Activities of Independent Board Members and their Evaluation of the BOD's Performance:**

Independent Board members fulfilled their oversight and advisory roles by fully participating in the Board of Directors' (BOD) activities and providing independent opinions on the following key aspects:

- **Strategic Orientation:** The BOD made timely adjustments in response to market developments, shifting the focus toward efficiency and risk control.
- **Operational Oversight:** The supervision of the Board of Management was conducted strictly, ensuring that the implementation of resolutions remained aligned with the strategic direction.
- **Transparency and Compliance:** Information disclosure and related-party transactions were executed in accordance with regulations, ensuring transparency and protecting the interests of both the Company and its shareholders.
- **Risk Management:** The BOD's decisions demonstrated prudence amidst volatility

in input costs and resources.

Based on these observations, the Independent Board members evaluated that the BOD operated effectively and with proper control, progressively enhancing governance quality. They further recommended continuing to refine the corporate governance system to align with advanced standards in the capital market.

#### **7. 2026 Strategic Orientation and Operational Plan of the Board of Directors:**

In 2026, the Board of Directors (BOD) aims to steer the Company toward sustainable growth, efficiency, and flexible adaptation to market fluctuations.

The strategic focus will shift from scale-driven growth to quality-driven growth, focusing on efficiency, profit margins, and cash flow management. Concurrently, the Company will progressively enhance its internal capabilities, including operational management, risk governance, and the development of a successor management team.

The BOD identifies the application of technology, particularly Artificial Intelligence (AI), as a core pillar to improve productivity and competitive advantage in the coming period.

Furthermore, the Company will continue to strengthen its corporate governance system toward transparency, standardization, and alignment with best practices, creating a foundation for stable, long-term development and increasing shareholder value.

- 2026 Consolidated Revenue Target: VND 291 billion.
- 2026 PAT Attributable to Shareholders of the Parent Company: VND 32 billion.

Dear Shareholders, the above is the Report of the Board of Directors to the 2026 Annual General Meeting of Shareholders. On behalf of the Board, I would like to express our sincere gratitude for the trust and support of our partners and investors, as well as the relentless efforts of all employees, which have been vital to the Company's development in 2025.

Thank you respectfully, and I wish our General Meeting great success.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**LE TRUONG KY**

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No: 13/2025/TTr-HĐQT

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Da Nang, April 11<sup>th</sup>, 2025

## **PROPOSAL**

*To the 2026 Annual General Meeting of Shareholders*

**Kindly to:        2026 Annual General Meeting of Shareholders**  
**Din Capital Investment Group JSC**

The Board of Directors respectfully requests the General Meeting of Shareholders to discuss and vote on the following matters:

**1. Approval of the Board of Directors' Report on 2025 Business Results and the 2026 Business Plan.**

Unit: million VND

<b>Items</b>	<b>2025 Plan</b>	<b>2025 Actual</b>	<b>Completion Rate (%)</b>	<b>2026 Plan</b>
<b>Net Revenue</b>	280,000	425,715	152.04%	291,500
<b>Profit Before Tax (PBT)</b>	17,000	65,115	383.03%	40,000
<b>Consolidated PAT attributable to shareholders of the Parent Company</b>	14,000	52,039	371.71%	32,000

**2. Approval of the Board of Directors' Report on 2025 performance and the 2026 operational plan**

**3. Approval of the Supervisory Board's Report on its 2025 performance and 2026 operational plan.**

**4. Approval of the 2025 Audited Financial Statements**

The Board of Directors of DIN Capital Investment Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the 2025 Financial Statements, audited by ECOVIS AFA Vietnam Auditing - Valuation and Consulting Co., Ltd (including the 2025 Separate Financial Statements and the 2025 Consolidated Financial Statements).

**5. Approval of the Authorization for the Board of Directors to select an auditing firm for the 2026 Semi-annual Financial Statements review and the 2026 Financial Statements audit**

Upon agreement with the Supervisory Board, the Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders for approval the authorization for the BOD to select an independent auditing firm. This firm must meet the standards for auditing listed companies as approved by the State Securities Commission of Vietnam

(SSC) to perform the review of the 2026 Semi-annual Financial Statements and the audit of the 2026 Financial Statements of the Company.

## 6. Approval of the 2025 Profit Distribution Plan and the 2026 Profit Distribution Plan.

### ❖ 2025 Profit Distribution

Unit: VND

No.	Content	Amount
1	Beginning accumulated undistributed PAT	21,695,398,673
2	2025 Consolidated PAT attributable to shareholders of the Parent Company	52,038,914,943
3	Total undistributed profit as of December 31, 2025	73,734,313,616
4	Profit distribution:	35,639,924,000
	<i>Dividend payment (40% of Owner's Equity)</i>	35,639,924,000

### ❖ 2026 Profit Distribution Plan

No.	Content	Amount
1	2026 Consolidated PAT attributable to shareholders of the Parent Company	32,000,000,000
2	2026 Profit distribution	
-	<i>Bonus Fund</i>	<i>1% of Profit After Tax</i>
-	<i>Welfare Fund</i>	<i>1% of Profit After Tax</i>
-	<i>2026 Dividend payment</i>	<i>15% of Owner's Equity</i>

## 7. Approval of the 2025 Remuneration for the Board of Directors (BOD) and the Supervisory Board, and the 2026 Remuneration Plan

### ❖ 2025 Remuneration for the BOD and the Supervisory Board:

No.	Position	No. of People	No. of Months	Total 2025 Remuneration	Total 2025 Bonus
1	<b>Board of Directors</b>	4	12	336,000,000	570,000,000
2	<b>Supervisory Board</b>	3	12	132,000,000	100,000,000
<b>Total</b>				<b>468,000,000</b>	<b>670,000,000</b>

Total remuneration and bonuses for the Board of Directors (BOD) and the Supervisory Board in 2025: VND 1,138,000,000. *(In words: One billion, one hundred and thirty-eight million Vietnamese Dong).*

The detailed remuneration for each member is listed and disclosed in the 2025 Audited Financial Statements.

### ❖ 2026 Estimated Remuneration for the BOD and the Supervisory Board:

No.	Position	No. of People	No. of Months	Estimated Remuneration (VND/person/month)	Total 2026 Estimated Remuneration
1	Chairman of the BOD	1	12	10,000,000	120.000.000
2	<b>BOD Member</b>	3	12	6,000,000	216.000.000
3	Head of the Supervisory Board	1	12	5,000,000	60.000.000
4	Supervisory Board Member	2	12	3,000,000	72.000.000
<b>Total</b>					<b>468,000,000</b>

**8. Approval of the change in shareholding ratio of a major shareholder, Dinco Engineering and Construction Joint Stock Company, to 31.45% through the acquisition of 865,092 shares from shareholders Nguyen Thi Thu Trang and Bui Thi Thanh Van. Transaction Method: Put-through transaction. Transaction Period: During the year 2026.**

**9. Approval of amendments to the Company's Charter**

*Attached Summary Table of Charter Amendments*

***The Board of Directors respectfully submits the contents set out in this Proposal to the 2026 Annual General Meeting of Shareholders for consideration and approval.***

**Sincerely thank you!**

**Recipient:**

- As respectfully addressed;
- File (Documents).

**ON BEHALE OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**LE TRUONG KY**

**SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE CHARTER  
DIN CAPITAL INVESTMENT GROUP JOINT STOCK COMPANY**

(Attached to Proposal No. 13/2026/TT-HĐQT dated April 11<sup>th</sup>, 2026 by the Board of Directors)

The Board of Directors of Din Capital Investment Group Joint Stock Company submits to the Annual General Meeting of Shareholders on April 11<sup>th</sup>, 2026, for approval the amendment and supplementation of several articles of the Company's Charter as follows:

No.	Content	Current Charter	Amended and Supplemented Charter
1	Article 2 Clause 3	3. The registered head office of the Company is: - Address: 4th Floor, 76-78 Bach Dang, Hai Chau Ward, Hai Chau District, Da Nang City, Vietnam. - Tel: 0236.3737973 - Website: <a href="http://dincapital.com">http://dincapital.com</a> - Email: info@dufago.com.vn / info@dincapital.com	3. The registered head office of the Company is: - Address: 4th Floor, 76-78 Bach Dang, Hai Chau Ward, Da Nang City, Vietnam. - Tel: 0236.3737973 - Website: <a href="http://dincapital.com">http://dincapital.com</a> - Email: info@dufago.com.vn / info@dincapital.com
2	Article 2 Clause 5.b	5. Legal Representative of the Company: b. The rights and obligations of the legal representative are prescribed in Article 12 and Article 13 of the Law on Enterprises.	5. Legal Representative of the Company: b. The rights and obligations of the legal representative are prescribed in Article 12 and Article 13 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Clause 4, Article 29 of the Company's Charter.
3	Article 3 Clause 1	1. Business sectors of the Company: (Existing business lines)	1. Business sectors of the Company: (Existing business lines and additional business lines): Scrap recycling (Details: Recycling of construction and demolition waste (concrete, bricks, mortar, soil, stone, etc.))
4	CHAPTER VIII	CHAPTER VIII CHIEF EXECUTIVE OFFICER (CEO), OTHER MANAGERS, COMPANY SECRETARY, AND PERSON IN CHARGE OF CORPORATE GOVERNANCE	CHAPTER VIII NGƯỜI ĐẠI DIỆN PHÁP LUẬT, TỔNG GIÁM ĐỐC ĐIỀU HÀNH, CÁN BỘ QUẢN LÝ KHÁC, THƯ KÝ CÔNG TY VÀ NGƯỜI PHỤ TRÁCH QUẢN TRỊ CÔNG TY
5	Article 29 Clause 4	Article 29. Business Managers 4. None	Article 29. Legal Representatives and Business Managers 4. The Company has two (02) legal representatives: the Chairman of the Board of Directors and the General Director. Each legal representative shall represent the Company in exercising rights and performing obligations arising from the Company's transactions; represent the Company as the applicant for resolution of civil matters, plaintiff, defendant, or person with related interests and obligations before Arbitration or Courts, and exercise other rights and obligations in accordance with the Law

No.	Content	Current Charter	Amended and Supplemented Charter
			<p>and this Charter. The powers and responsibilities of each person are defined within the following scopes of work:</p> <p>a. Chairman of the Board of Directors: Decides on strategy, governance, and investment:</p> <ul style="list-style-type: none"> <li>- Sign documents and certificates regarding shares, shareholder relations, documents related to shareholders, General Meetings of Shareholders, dividend payments, and information disclosure documents on the stock market.</li> <li>- Sign documents and dossiers related to increasing/decreasing charter capital, capital mobilization dossiers, issuance of bonds, shares, etc.</li> <li>- Decide on and sign contracts and documents related to project investment, procurement, and liquidation of fixed assets with a value exceeding VND 2 billion.</li> <li>- Be responsible to the Board of Directors, the General Meeting of Shareholders, and before the law for the contents and scopes of work mentioned above.</li> </ul> <p>b. General Director: Decides on all matters related to the Company's regular production and business activities:</p> <ul style="list-style-type: none"> <li>- Sign economic contracts, credit contracts, tax dossiers, accounting records, and financial statements.</li> <li>- Promulgate regulations and rules serving the management of production, organization, finance, control, legal, personnel, and other necessary documents/regulations to ensure the operations of the parent company, subsidiaries, and branches.</li> <li>- Decide on recruitment, salaries, allowances, bonus schemes, benefits, remuneration policies, disciplinary actions, and general labor-related issues for the entire company, and sign labor contracts.</li> <li>- Be responsible for business results and provide periodic reports to the BOD on business performance.</li> <li>- Other matters related to the Company's operations that do not fall within the scope of powers and responsibilities of the Chairman of the BOD as specified in Section (a).</li> <li>- Be responsible to the Board of Directors, the General Meeting of Shareholders, and before the law for the contents and scopes of work mentioned above.</li> </ul>

**CHAIRMAN OF THE BOARD OF DIRECTORS**

A red circular stamp is positioned over a blue ink signature. The stamp contains the text "CÔNG TY CỔ PHẦN ĐẦU TƯ DIN CAPITAL" around the top inner edge, "DIN CAPITAL" in the center, and "MST: 0401333013" around the bottom inner edge. The signature is a stylized blue ink mark.

**LE TRUONG KY**

No: ...../2026/BB-DHDCD

*Da Nang, April 11<sup>th</sup> 2026*

**MINUTES OF THE MEETING**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**DIN CAPITAL INVESTMENT GROUP JOINT STOCK COMPANY**  
**Minutes of The Meeting Annual General Meeting of Shareholders 2026**

**Organization name :** Din Capital Investment Group JSC

**Head office:** 4th Floor, 76-78 Bach Dang, Hai Chau Ward, Da Nang City

**Business registration certificate :** No. 0401333013 issued by Da Nang Department of Planning and Investment on October 18<sup>th</sup>, 2010 (14th amendment on Jul 31<sup>st</sup>, 2026)

Today, April 11<sup>th</sup>, 2026, Din Capital Investment Group Joint Stock Company held The 2026 Annual General Meeting of Shareholders.

Meeting Time: 08:30 AM, April 11<sup>th</sup>, 2026

Meeting Location: 2<sup>nd</sup> Floor, Danabook Building, 76-78 Bach Dang Street, Hai Chau Ward, Da Nang City.

**PART 1: OPENING OF THE GENERAL MEETING OF SHAREHOLDERS**

**1. Attendees of the General Meeting**

**1.1 Shareholders and Authorized Representatives of Shareholders**

The General Meeting heard .....– Head of the Shareholder Eligibility Verification Committee announce the results of the verification of the eligibility of shareholders and authorized representatives attending the meeting as follows:

The total number of shareholders and authorized representatives of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders is 577 shareholders, owning and representing a total of 8,909,981 shares, equivalent to 100% of the total voting shares.

The total number of shareholders and authorized representatives of shareholders actually attending the 2026 Annual General Meeting of Shareholders is ..... shareholders (including ..... shareholders attending in person and .... shareholders attending by proxy), owning or representing ownership of ..... shares, equivalent to .....% of the total voting shares of Din Capital Investment Group Joint Stock Company.

According to the provisions of the Enterprise Law and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Din Capital Investment Group Joint Stock Company has met the necessary conditions to proceed. The attending shareholders and authorized representatives of shareholders have the right to vote according to the number of shares they own or represent.

## 1.2 Guests:

.....

## 2. Opening Remarks

The General Meeting proceeded with the following procedures:

- Declaration of the reasons for holding the General Meeting
- Introduction of **Mr. Le Truong Ky** - Chairman of the Board of Directors as the Chairman presiding over the meeting.
- Introduction of the Presidium, the Secretary, and the Ballot Counting Committee for the General Meeting to elect.

### 2.1. Presidium Members:

The Presidium consisted of 03 members:

Mr. Le Truong Ky	Chairman of the Board of Directors - Chairman of the General Meeting
Mrs. Huynh Phuoc Huyen Vy	Vice Chairwoman of the Board of Directors
Mr. Dang Tien Duc	Member of the Board of Directors cum General Director

### 2.2. Secretary of the General Meeting

The Secretariat consisted of 02 members:

- ..... - Head of the Secretariat
- ..... - Member

### 2.3. Ballot Counting Committee

The Ballot Counting Committee consisted of 02 members:

- ..... - Head of the Committee
- ..... - Member

The General Meeting unanimously approved (100% of the voting shares present at the Meeting) the list of the Presidium, the Secretary, and the Ballot Counting Committee.

### 2.4. Opening Remarks:

Mr. Le Truong Ky, Chairman of the General Meeting, delivered the opening speech for the 2026 Annual General Meeting of Shareholders.

## 3. Agenda and Regulations of the General Meeting

A representative of the Presidium presented the Agenda of the 2026 Annual General Meeting of Shareholders; the Regulations of the General Meeting; the Principles and Procedures for Voting and Speaking applicable at the General Meeting.

The General Meeting unanimously approved (100%) the content of the Agenda of the General Meeting; the Regulations of the General Meeting; and the Principles and Procedures for Voting and Speaking applicable at the General Meeting.

## PART 2: MATTERS PRESENTED AT THE GENERAL MEETING

1. ...., on behalf of the Board of Directors, presented *the Report on the Activities of the Board of Directors in 2025 and the Plan for 2026*
2. ...., on behalf of the Board of Management, presented *the Report on the*

*Business and Production Performance in 2025 and the Business and Production Plan for 2026.*

3. ...., on behalf of the Supervisory Board, presented *the Report on the Activities of the Supervisory Board in 2025 and the Operational Plan for 2026.*

4. .... presented *the Audited Financial Statements for 2025 of the parent company and the consolidated financial statements.*

5. ...., on behalf of the Presidium, presented *the Proposals for the matters submitted to the General Meeting*

### **PART 3: SHAREHOLDER DISCUSSIONS AT THE GENERAL MEETING.**

.....

### **PART 4: VOTING BY THE GENERAL MEETING.**

- Approval of the Board of Directors' Report on 2025 Business Results and the 2026 Business Plan.
- Approval of the Board of Directors' Report on 2025 performance and the 2026 operational plan.
- Approval of the Supervisory Board's Report on its 2025 performance and 2026 operational plan.
- Approval of the 2025 Audited Financial Statements.
- Approval of the Authorization for the Board of Directors to select an auditing firm for the 2026 Semi-annual Financial Statements review and the 2026 Financial Statements audit.
- Approval of the 2025 Profit Distribution Plan and the 2026 Profit Distribution Plan.
- Approval of the 2025 Remuneration for the Board of Directors (BOD) and the Supervisory Board, and the 2026 Remuneration Plan.
- Approval of the change in shareholding ratio of a major shareholder, Dinco Engineering and Construction Joint Stock Company.
- Approval of amendments to the Company's Charter.

### **PART 5: VOTING RESULTS AT THE GENERAL MEETING**

..... - Head of the Ballot Counting Committee announced the voting results at the General Meeting.

#### **1. Approval of the Board of Directors' Report on 2025 Business Results and the 2026 Business Plan.**

Unit: million VND

Items	2025 Plan	2025 Actual	Completion Rate (%)	2026 Plan
Net Revenue	280,000	425,715	152.04%	291,500
Profit Before Tax (PBT)	17,000	65,115	383.03%	40,000
Consolidated PAT attributable to shareholders of the Parent Company	14,000	52,039	371.71%	32,000

*The General Meeting agreed to approve with the following voting ratio:*

- *Agree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *Disagree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *No opinion: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*

## **2. Approval of the Board of Directors' Report on 2025 performance and the 2026 operational plan**

*The General Meeting agreed to approve with the following voting ratio:*

- *Agree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *Disagree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *No opinion: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*

## **3. Approval of the Supervisory Board's Report on its 2025 performance and 2026 operational plan.**

*The General Meeting agreed to approve with the following voting ratio:*

- *Agree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *Disagree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *No opinion: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*

## **4. Approval of the 2025 Audited Financial Statements**

The Board of Directors of DIN Capital Investment Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the 2025 Financial Statements, audited by ECOVIS AFA Vietnam Auditing - Valuation and Consulting Co., Ltd (including the 2025 Separate Financial Statements and the 2025 Consolidated Financial Statements).

*The General Meeting agreed to approve with the following voting ratio:*

- *Agree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *Disagree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *No opinion: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*

**5. Approval of the Authorization for the Board of Directors to select an auditing firm for the 2026 Semi-annual Financial Statements review and the 2026 Financial Statements audit**

Upon agreement with the Supervisory Board, the Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders for approval the authorization for the BOD to select an independent auditing firm. This firm must meet the standards for auditing listed companies as approved by the State Securities Commission of Vietnam (SSC) to perform the review of the 2026 Semi-annual Financial Statements and the audit of the 2026 Financial Statements of the Company.

*The General Meeting agreed to approve with the following voting ratio:*

- *Agree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *Disagree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *No opinion: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*

**6. Approval of the 2025 Profit Distribution Plan and the 2026 Profit Distribution Plan.**

**❖ 2025 Profit Distribution**

*Unit: VND*

No.	Content	Amount
1	Beginning accumulated undistributed PAT	21,695,398,673
2	2025 Consolidated PAT attributable to shareholders of the Parent Company	52,038,914,943
3	Total undistributed profit as of December 31, 2025	73,734,313,616
4	Profit distribution:	35,639,924,000
	<i>Dividend payment (40% of Owner's Equity)</i>	35,639,924,000

**❖ 2026 Profit Distribution Plan**

No.	Content	Amount
1	2026 Consolidated PAT attributable to shareholders of the Parent Company	32,000,000,000
2	2026 Profit distribution	
-	<i>Bonus Fund</i>	<i>1% of Profit After Tax</i>
-	<i>Welfare Fund</i>	<i>1% of Profit After Tax</i>
-	<i>2026 Dividend payment</i>	<i>15% of Owner's Equity</i>

*The General Meeting agreed to approve with the following voting ratio:*

- *Agree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*

- *Disagree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *No opinion: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*

## 7. Approval of the 2025 Remuneration for the Board of Directors (BOD) and the Supervisory Board, and the 2026 Remuneration Plan

### ❖ 2025 Remuneration for the BOD and the Supervisory Board:

No.	Position	No. of People	No. of Months	Total 2025 Remuneration	Total 2025 Bonus
1	Board of Directors	4	12	336,000,000	570,000,000
2	Supervisory Board	3	12	132,000,000	100,000,000
<b>Total</b>				<b>468,000,000</b>	<b>670,000,000</b>

Total remuneration and bonuses for the Board of Directors (BOD) and the Supervisory Board in 2025: VND 1,138,000,000. *(In words: One billion, one hundred and thirty-eight million Vietnamese Dong).*

The detailed remuneration for each member is listed and disclosed in the 2025 Audited Financial Statements.

### ❖ 2026 Estimated Remuneration for the BOD and the Supervisory Board:

No.	Position	No. of People	No. of Months	Estimated Remuneration (VND/person/month)	Total 2026 Estimated Remuneration
1	Chairman of the BOD	1	12	10,000,000	120.000.000
2	<b>BOD Member</b>	3	12	6,000,000	216.000.000
3	Head of the Supervisory Board	1	12	5,000,000	60.000.000
4	Supervisory Board Member	2	12	3,000,000	72.000.000
<b>Total</b>					<b>468,000,000</b>

*The General Meeting agreed to approve with the following voting ratio:*

- *Agree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *Disagree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *No opinion: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*

**8. Approval of the change in shareholding ratio of a major shareholder,** Dinco Engineering and Construction Joint Stock Company, to 31.45% through the acquisition of 865,092 shares from shareholders Nguyen Thi Thu Trang and Bui Thi Thanh Van. Transaction Method: Put-through transaction. Transaction Period: During the year 2026.

*The General Meeting agreed to approve with the following voting ratio:*

- *Agree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *Disagree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *No opinion: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*

**9. Approval of amendments to the Company's Charter**

*Attached Summary Table of Charter Amendments*

*The General Meeting agreed to approve with the following voting ratio:*

- *Agree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *Disagree: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*
- *No opinion: ..... shares, accounting for .....% of the total voting shares present at the General Meeting.*

**PART 6: PROCEDURES FOR CONCLUDING THE GENERAL MEETING**

..... – Head of the Secretariat – read the draft Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders.

100% of shareholders present agreed to approve the Minutes and Resolutions of the Meeting.

This Minutes was made at ....., on April 11<sup>th</sup>, 2026, at the 2026 Annual General Meeting of Shareholders of DIN Capital Investment Group Joint Stock Company.

**ON BEHALF OF THE SECRETARIAT  
HEAD OF SECRETARIAT**

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**

**LE TRUONG KY**

No: ...../2026/NQ-ĐHĐCĐ

Da Nang, April 11<sup>th</sup>, 2026

## RESOLUTION

### OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS DIN CAPITAL INVESTMENT GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter on organization and operation of Din Capital Investment Group Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Din Capital Investment Group Joint Stock Company dated April 11<sup>th</sup>, 2026.

The 2026 Annual General Meeting of Shareholders of Din Capital Investment Group Joint Stock Company, was held at 08.30 am on April 11<sup>th</sup>, 2026, at the 2nd Floor, Danabook Building, 76-78 Bach Dang Street, Hai Chau Ward, Da Nang City.

## RESOLUTION

### **Article 1: Approval of the Board of Directors' Report on 2025 Business Results and the 2026 Business Plan.**

Unit: million VND

Items	2025 Plan	2025 Actual	Completion Rate (%)	2026 Plan
Net Revenue	280,000	425,715	152.04%	291,500
Profit Before Tax (PBT)	17,000	65,115	383.03%	40,000
Consolidated PAT attributable to shareholders of the Parent Company	14,000	52,039	371.71%	32,000

### **Article 2: Approval of the Board of Directors' Report on 2025 performance and the 2026 operational plan.**

### **Article 3: Approval of the Supervisory Board's Report on its 2025 performance and 2026 operational plan.**

### **Article 4: Approval of the 2025 Audited Financial Statements**

The Board of Directors of DIN Capital Investment Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the 2025 Financial Statements, audited by ECOVIS AFA Vietnam Auditing - Valuation and Consulting Co., Ltd (including the 2025 Separate Financial Statements and the 2025 Consolidated Financial Statements)

**Article 5: Approval of the Authorization for the Board of Directors to select an auditing firm for the 2026 Semi-annual Financial Statements review and the 2026 Financial Statements audit**

Upon agreement with the Supervisory Board, the Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders for approval the authorization for the BOD to select an independent auditing firm. This firm must meet the standards for auditing listed companies as approved by the State Securities Commission of Vietnam (SSC) to perform the review of the 2026 Semi-annual Financial Statements and the audit of the 2026 Financial Statements of the Company.

**Article 6: Approval of the 2025 Profit Distribution Plan and the 2026 Profit Distribution Plan.**

**❖ 2025 Profit Distribution**

*Unit: VND*

No.	Content	Amount
1	Beginning accumulated undistributed PAT	21,695,398,673
2	2025 Consolidated PAT attributable to shareholders of the Parent Company	52,038,914,943
3	Total undistributed profit as of December 31, 2025	73,734,313,616
4	Profit distribution:	35,639,924,000
	<i>Dividend payment (40% of Owner's Equity)</i>	35,639,924,000

**❖ 2026 Profit Distribution Plan**

No.	Content	Amount
1	2026 Consolidated PAT attributable to shareholders of the Parent Company	32,000,000,000
2	2026 Profit distribution	
-	<i>Bonus Fund</i>	<i>1% of Profit After Tax</i>
-	<i>Welfare Fund</i>	<i>1% of Profit After Tax</i>
-	<i>2026 Dividend payment</i>	<i>15% of Owner's Equity</i>

**1. Article 7: Approval of the 2025 Remuneration for the Board of Directors (BOD) and the Supervisory Board, and the 2026 Remuneration Plan**

**❖ 2025 Remuneration for the BOD and the Supervisory Board:**

No.	Position	No. of People	No. of Months	Total 2025 Remuneration	Total 2025 Bonus
1	<b>Board of Directors</b>	4	12	336,000,000	570,000,000
2	<b>Supervisory Board</b>	3	12	132,000,000	100,000,000
<b>Total</b>				<b>468,000,000</b>	<b>670,000,000</b>

Total remuneration and bonuses for the Board of Directors (BOD) and the Supervisory Board in 2025: VND 1,138,000,000. *(In words: One billion, one hundred and thirty-eight million Vietnamese Dong).*

The detailed remuneration for each member is listed and disclosed in the 2025 Audited Financial Statements.

❖ **2026 Estimated Remuneration for the BOD and the Supervisory Board:**

No.	Position	No. of People	No. of Months	Estimated Remuneration (VND/person/month)	Total 2026 Estimated Remuneration
1	Chairman of the BOD	1	12	10,000,000	120,000,000
2	<b>BOD Member</b>	3	12	6,000,000	216,000,000
3	Head of the Supervisory Board	1	12	5,000,000	60,000,000
4	Supervisory Board Member	2	12	3,000,000	72,000,000
<b>Total</b>					<b>468,000,000</b>

**Article 8: Approval of the change in shareholding ratio of a major shareholder,** Dinco Engineering and Construction Joint Stock Company, to 31.45% through the acquisition of 865,092 shares from shareholders Nguyen Thi Thu Trang and Bui Thi Thanh Van. Transaction Method: Put-through transaction. Transaction Period: During the year 2026.

**Article 9: Approval of amendments to the Company's Charter**

*Attached Summary Table of Charter Amendments*

**Article 10: Implementation Provisions**

This resolution was adopted by the General Meeting and takes effect from April 11<sup>th</sup>, 2026.

The Board of Directors, General Director, Supervisory Board, and relevant departments are responsible for implementing this Resolution in compliance with regulations and ensuring shareholder and company interests.

**Recipients:**

- State Securities Commission, Hanoi Stock Exchange;
- Board of Directors, Executive Board, Supervisory Board;
- Shareholders
- Filing: Admin.

**ON BEHALF OF THE GENERAL MEETING**

**CHAIRMAN**



**LE TRUONG KY**

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**ON BEHALF OF THE GENERAL MEETING  
CHAIRMAN**

**LE TRUONG KY**

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No: ...../2026/BC-BKS

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Danang, ... March, 2026

**REPORT OF THE BOARD OF SUPERVISORS  
DIN CAPITAL INVESTMENT GROUP JOINT STOCK COMPANY**

**To: The 2026 Annual General Meeting of Shareholders.**

Pursuant to:

- The duties, powers and responsibilities of the Board of Supervisors as stipulated in the Charter of Din Capital Investment Group Joint Stock Company (hereinafter referred to as the “Company”);
- The audited consolidated financial statements for 2025 audited by Ecovis AFA Vietnam Auditing - Valuation and Consulting Co., Ltd.;
- The inspection and supervisory results of the Board of Supervisors in 2025.

The Board of Supervisors respectfully submits to the 2026 Annual General Meeting of Shareholders its report on the Company’s operations as follows:

**I. Report on the Operations of the Board of Supervisors**

***1. Composition of the Board of Supervisors in 2025***

The current members of the Board of Supervisors are as follows:

- |                       |                                    |
|-----------------------|------------------------------------|
| - Mr. Le Anh Long     | Head of the Board of Supervisors   |
| - Mr. Chu Van Tuan    | Member of the Board of Supervisors |
| - Mr. Tran Canh Thanh | Member of the Board of Supervisors |

***2. Activities of the Board of Supervisors in 2025***

In 2025, the Board of Supervisors performed its functions and duties in accordance with applicable laws and the Company’s Charter, with key activities as follows:

- Attended all meetings of the Board of Directors and the Board of Management, and provided comments and recommendations on the Company’s operations during 2025.
- Examined and supervised compliance with laws, the Company’s Charter and internal regulations in the management and operation of the Company by the Board of Directors and the Board of Management, including:
  - + Reviewing the monthly, quarterly and annual financial statements for 2025 to assess the truthfulness and reasonableness of the financial data.

- + Reviewing and evaluating the implementation of the 2025 business and production plan.
- Reviewing accounting records and other relevant documents during 2025.
- Held 05 meetings to assess the operating results of the Company and its subsidiaries/affiliated units.
- Supervised compliance with the 2025 Resolution of the General Meeting of Shareholders, the Company's Charter, applicable laws and the resolutions/decisions of the Board of Directors and the Board of Management in the performance of management and executive duties.
- Submitted the Report on the Activities of the Board of Supervisors and the Supervisory Reports on the Board of Directors and the Board of Management to the Annual General Meeting of Shareholders.

## **II. Supervisory Report on the Activities of the Board of Directors**

Based on its supervisory activities, the Board of Supervisors considers that the Board of Directors performed its functions and duties within its authority and organized regular as well as extraordinary meetings in accordance with the Company's Charter, thereby meeting the Company's governance and business direction requirements in 2025.

During the year, the Board of Directors reviewed, discussed and decided on important matters relating to the Company's operations, including:

- Approval of the agenda and contents of the 2025 Annual General Meeting of Shareholders.
- Approval of the appointment of Ecovis AFA Vietnam Auditing - Valuation and Consulting Co., Ltd. to conduct the semi-annual financial statements review and the audit of the 2025 annual financial statements.
- Directing the Board of Management and relevant departments to strengthen receivables collection and cost management.

## **III. Supervisory Report on the Activities of the Board of Management**

The Board of Supervisors noted that the Board of Management fully implemented the resolutions and decisions of the Board of Directors in accordance with its assigned functions, duties and authority. Specifically:

- Managed and operated production and business activities in line with the targets and plans approved by the General Meeting of Shareholders.
- Successfully organized the 2025 Annual General Meeting of Shareholders.
- Implemented the payment of remuneration to the Board of Directors and the Board of Supervisors for 2025.

- Executed the engagement contract with Ecovis AFA Vietnam Auditing - Valuation and Consulting Co., Ltd. for the semi-annual review and annual audit of the 2025 financial statements.
- Entered into credit agreements with banks in accordance with the authorization granted by the Board of Directors.

#### **IV. Assessment of the Coordination among the Board of Supervisors, the Board of Directors and the Board of Management in 2025**

In 2025, the Board of Supervisors, the Board of Directors and the Board of Management maintained close and effective coordination in the governance, management and supervision of the Company's operations. In particular:

- The Board of Supervisors coordinated with the Board of Directors and the Board of Management in supervising and reviewing investment and business activities; regularly exchanged information, reviewed operating data and proposed measures to improve performance while mitigating risks, with a view to achieving the targets approved by the General Meeting of Shareholders.
- The Board of Directors and the Board of Management were invited to attend meetings of the Board of Supervisors to ensure timely updates on the Company's operations, identify arising issues and discuss proposed solutions.
- The Board of Supervisors highly appreciates the efforts of the Board of Directors and the Board of Management in implementing business plans, controlling receivables, seeking business opportunities, preserving capital and protecting shareholders' interests.
- The Board of Supervisors, together with the Board of Directors, the Board of Management and the Company's functional departments, coordinated in the implementation of the Company's 2025 OKRs, which served as key operating guidelines for the year.
- In the course of supervision, the Board of Supervisors received favorable cooperation and support from the Board of Directors, the Board of Management and other managers, who provided complete, accurate and timely information and documents as requested.

#### **V. Review of the 2025 Financial Statements**

##### ***1. Financial Position***

The 2025 financial statements were prepared in accordance with Circular No. 200/2014/TT-BTC and Circular No. 202/2014/TT-BTC dated 22 December 2014 of the Ministry of Finance, as well as other applicable regulations. The financial data fairly and accurately reflect the Company's financial position, were approved by the Board of

Directors and the Board of Management, and were independently audited by Ecovis AFA Vietnam Auditing - Valuation and Consulting Co., Ltd.

Key financial indicators:

Unit: VND million

No.	Item	31/12/2025	01/01/2025
<b>1</b>	<b><u>Total assets</u></b>	<b><u>250.838</u></b>	<b><u>206.562</u></b>
-	Current assets	222.008	166.917
-	Non-current assets	28.829	39.645
<b>2</b>	<b><u>Total equity and liabilities</u></b>	<b><u>250.838</u></b>	<b><u>206.562</u></b>
-	Total liabilities	79.814	73.031
+	<i>Current liabilities</i>	<i>79.814</i>	<i>72.557</i>
+	<i>Non-current liabilities</i>	<i>0</i>	<i>474</i>
-	Owners' equity	171.024	133.531
+	<i>Contributed capital</i>	<i>89.100</i>	<i>89.100</i>
+	<i>Investment and development fund and other funds</i>	<i>8.031</i>	<i>8.031</i>
+	<i>Undistributed earnings after tax</i>	<i>73.734</i>	<i>36.246</i>
+	<i>Non-controlling interests</i>	<i>159</i>	<i>154</i>

The Board of Supervisors notes that the Company's financial structure improved significantly in 2025, as evidenced by the following:

- Total assets increased by more than 20% compared with the beginning of the year.
- Owners' equity increased substantially, mainly due to the growth in undistributed earnings after tax.
- The debt structure remained at a prudent level, with current assets nearly three times current liabilities and no outstanding non-current liabilities at year-end.

## **2. Operating Results**

Unit: VND million

No.	Item	2025 Plan	2025 Actual	2024 Actual	% Actual/ Plan	% Actual/ 2024
1	Revenue	280.000	425.715	307.927	152%	138%
2	Profit before tax	17.000	65.115	15.929	383%	409%
3	Profit after tax attributable to owners of the parent company	14.000	52.039	9.445	372%	551%
4	Basic earnings per share (VND/share)	1.445	5.373	901	372%	596%

Revenue in 2025 reached 152% of the annual plan and 138% of 2024 actual revenue.

Profit before tax in 2025 reached 383% of the annual plan and 409% of 2024 actual profit before tax.

The ratio of profit before tax to revenue in 2025 was approximately three times that of 2024 (15% compared with 5%), mainly due to the following factors:

- The ratio of cost of goods sold to revenue in 2025 decreased by 9 percentage points compared with 2024 (81% versus 90%).
- Finance expenses in 2025 decreased by 55% compared with 2024, of which interest expenses decreased by 75%.
- The ratios of selling expenses to revenue and general and administrative expenses to revenue in 2025 did not increase materially compared with 2024.
- Other income increased and other expenses decreased in 2025 compared with 2024; however, these were not the principal drivers of profit growth. This indicates that the quality of earnings was strong and primarily derived from the Company's core operating activities rather than non-recurring items.

In summary, 2025 marked a year of exceptional growth in both scale and operational efficiency. The Company not only expanded revenue but also significantly improved its profit margin, particularly through pricing adjustments and effective cost control.

## **VI. Key Observations and Recommendations:**

The Board of Supervisors acknowledges that in 2025 the Company achieved positive business results, as reflected in the strong growth in revenue and profit, together with notable improvements in financial management and cost control. These results demonstrate the efforts of the Board of Directors, the Board of Management and all employees in

proactively adapting to market conditions, expanding business activities and enhancing management effectiveness.

To sustain the results achieved and pursue sustainable development in the coming period, the Board of Supervisors recommends that the Company focus on the following:

- Continuing to maintain and improve the effectiveness of management, periodic maintenance and repair of batching plants, transport vehicles and production equipment in order to ensure stable operations and extend asset useful life.
- Strengthening quality control over input materials such as sand, aggregates, cement and admixtures through the selection of reputable suppliers, periodic quality inspections and the application of appropriate technical standards. Strict control over input quality will help ensure stable ready-mix concrete quality, minimize non-conforming products, reduce additional costs and reinforce the Company's reputation in the market.
- Further enhancing risk management, closely monitoring fluctuations in raw material prices and transportation costs, and promoting the application of technology in production management and batching plant operations so as to improve productivity, optimize costs and strengthen competitiveness in the coming period.

## **VII. Operational Plan of the Board of Supervisors for 2026**

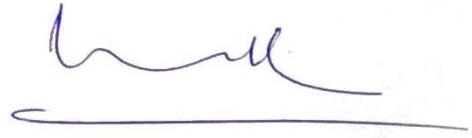
In 2026, the Board of Supervisors will continue to perform its supervisory function in accordance with applicable laws and the Company's Charter, with focus on the following key areas:

- Supervising compliance with the 2026 Resolution of the General Meeting of Shareholders, the Company's Charter, applicable laws and the decisions of the Board of Directors and the Board of Management in the management and operation of the Company.
- Coordinating with the Board of Directors, the Board of Management and management personnel in monitoring and controlling business operations to ensure the achievement of the approved targets and plans.
- Reviewing revenue, expenses and financial position on a quarterly and annual basis; reviewing the semi-annual and annual financial statements prepared and reviewed/audited by the independent auditor.
- Reviewing and evaluating the implementation of the 2026 business and production plan at the Company and its affiliated units.
- Inspecting and urging the recovery of trade receivables from customers.

The foregoing constitutes the Board of Supervisors' report on the Company's operating results in 2025 and the Board of Supervisors' operational plan for 2026.

Yours sincerely!

**ON BEHALF OF THE BOARD OF SUPERVISORS**

A handwritten signature in blue ink, consisting of a stylized 'L' followed by a series of loops and a long horizontal stroke at the end.

**LE ANH LONG**