

## REPORT OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

### Production and business activities of the Board of Directors in 2025 and plans for 2026

On behalf of the Board of Directors, the Board of Directors reports to the General Meeting of Shareholders on the results of production and business activities in 2025 and the Company's plan for 2026 as follows:

#### I- PRODUCTION AND BUSINESS RESULTS IN 2025

##### 1. Major financial indicators

Unit: Million VND

TT	Criteria	Plan 2025	Implementati on Year 2025	Compare Implementati on/Plan 2025 (%)	Year 2024	+/- 2025/2024 (%)
1	Revenue	1.000.000	293.613	29,4	294.137	(0,18)
2	Profit pre-tax	10.000	(724.897)	-	(462.544)	-
3	Short-term assets	-	2.060.501	-	2.310.228	(10,81)
4	Liabilities	-	3.192.805	-	3.053.171	4,57
5	Short-term loans	-	2.722.786	-	2.454.517	10,93
6	Charter capital	-	800.000	-	800.000	0

##### 2. Assessment of the Company's performance

###### a. Production and business activities

In 2025, the Company will achieve revenue of more than VND 293 billion, completing 29.4% of the plan set in 2025 and down 0.18% over the same period in 2024. Profit before tax in 2025 is negative VND 724.9 billion. In addition, the Company's short-term assets have decreased by about 10.81% compared to 2024. The Company's debts are mainly concentrated in loans and financial leases. The capital from the loan is used for the purpose of maintaining and expanding the Company's production and business.

###### b. Investment situation, implementation of projects

- Large investments
- Large investments are mainly concentrated in long-term assets including: fixed assets, unfinished assets. Fixed assets are invested at a historical cost of more than VND 896 billion, and the remaining value is nearly VND 451 billion.
- In addition, the Company is currently investing and implementing the construction of Dua Fat Kim Son Multi-functional Service Port in Ninh Binh with a total investment of VND 450 billion to improve the Company's competitiveness and production and business.

- Subsidiaries and associated companies:

From 04/11/2025, Dua Fat Technology Joint Stock Company is no longer a subsidiary of Dua Fat Group Joint Stock Company

### ***c. Policies for employees***

#### *Number of employees in the company*

As of 31/12/2025, the Company has 06 employees.

#### *Policies for employees:*

The human factor has long been considered the most valuable resource of the Enterprise. Strong human resources not only give the Enterprise a competitive advantage but also a decisive factor for the success or failure of the Enterprise, so the Company's leaders have paid great attention to the recruitment and training of human resources.

#### *Recruitment Policy*

The Company recruits employees both internally and externally in order to find people with the capacity and qualifications to meet the requirements of the job and at the same time in line with the Company's development orientation.

#### *Attracting workers outside the enterprise*

Through the media, job placement centers, job exchanges, job fairs, recruitment announcements at universities, colleges, vocational training, etc. The company attracts workers in the fields of: technical workers, engineers, bachelors of economics, foreign languages, accounting, ... preference is given to individuals with work experience.

#### *Training Policy*



The training policy for employees is always focused by the Company with the goal of improving the professional and professional quality of human resources. The training process aims to ensure that the training is carried out in a scientific, systematic and highly effective manner. In addition, the Company always sends officials with excellent achievements and good capacity to participate in training and professional improvement classes organized by the Company or opened by universities and vocational training centers to improve skills, professionalism and professional knowledge.

#### *Working Mode*

The company implements the labor regime in accordance with the Labor Law and the provisions of the Law. Regarding working conditions: offices and factories are designed to be spacious and airy to ensure maximum occupational safety and health, creating the best conditions for working conditions for employees to promote labor efficiency.

#### *Salary, bonus and allowance policies for employees*

The company has issued a salary and bonus regulation based on the contribution of each employee to the development of the company. In addition to rewards during national holidays and Tet, the Company also has unexpected reward policies for individuals and collectives who make outstanding contributions or have creative ideas and solutions that bring efficiency in the production process. Salaries and salary allowances are based on the salary scale registered with the District Department of Labor, Invalids and Social Affairs with the agreement with the employee.

## **II-BUSINESS PLAN 2026**

### **Forecast of the socio-economic situation in 2026**

2026 is forecast to continue to be a challenging year for Vietnam's economy when facing unpredictable fluctuations in the world economy, geopolitical risks, trade protectionism trends in some major markets, and exchange rate pressure, etc inflation and cost of capital. In addition, uncertainties in the global supply chain and fluctuations in raw materials and energy prices may affect the Company's business activities due to the impact on the demand for construction of works, capital costs and the price of imported

equipment. Therefore, 2026 will be a challenging year for the Company in achieving the set business plan.

### **Evaluation of the Company's potential**

#### **a. The positive side**

- A team of skilled and experienced employees, united and attached to the company for many years;
- The company is being trusted by customers, and has high support from local authorities at all levels and especially the trust of investors;

#### **b. Drawbacks**

- As in other fields, construction enterprises continue to be affected by the general influence of the economy, the real estate market is almost frozen. Industrial park infrastructure business continues to stagnate due to lack of investors; Even many industrial parks are in a low occupancy rate.
- Because the construction industry is the main output of other construction materials production industries such as steel, cement, other auxiliary materials... so the influence is chain-based, the Company's input costs are highly dependent on external factors.
- The capital source has not met the investment requirements with the company's rapid development.

### **2. Business objectives and plans in 2026**

#### **a. Objectives:**

In 2026, the Company needs to make efforts to stabilize production and business activities, gradually overcoming the difficulties left by previous years.

The targets of the financial plan in 2026 need to be achieved as follows:

STT	Criteria	Unit	Values
1	Revenue	Copper	200.000.000.000
2	Profit before tax	Copper	2.000.000.000
3	Profit after tax	Copper	1.600.000.000
4	Dividend Rate	%	0

To achieve these goals, the Company will propose overall solutions to implement and complete the planned targets in 2026. In particular, the recovery of debts/receivables plays a very important role, contributing to improving the Company's cash flow and solvency.



**b. Investment plans for projects**

STT	Project Name	Expected investment value (VND)
1	Dua Fat Kim Son Multi-functional Service Port	450.000.000.000

**III- Measures to implement the 2026 plan**

- synchronize the capacity and equipment of production lines, improve the quality of works, build reputation in the market;
- Always adhere to the highest level of quality standards;
- Becoming a trusted unit in the field of infrastructure construction;
- Development goes hand in hand with responsibility to the community, towards sustainable development;
- Improve the capacity of management and construction at construction sites, improve productivity, progress, quality, reduce costs, increase profits;
- Accelerate the progress of acceptance and settlement of works;
- Invest in human resources, organization, for key officials to attend professional improvement classes, supplement technical staff for construction sites.

***Respectfully report to the Annual General Meeting of Shareholders in 2026.***

  
**GENERAL DIRECTOR**  
  
**DO QUỐC PHƯƠNG**

