



**DUC THANH WOOD PROCESSING JOINT STOCK COMPANY**  
**221/4 Phan Huy Ich, An Hoi Tay Ward, HCM City**

# **ANNUAL GENERAL MEETING OF SHAREHOLDERS DOCUMENTS**

## **SUMMARY OF FISCAL YEAR 2025**

**Date: 18/04/2026**

**Stock code: GDT**



# THƯ MỜI

## THAM DỰ ĐẠI HỘI CỔ ĐÔNG THƯỜNG NIÊN TỔNG KẾT NĂM TÀI CHÍNH 2025

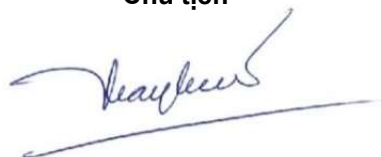
Kính gửi: Cổ đông : .....  
CCCD/số ĐKSH : .....  
Địa chỉ : .....  
Số cổ phần sở hữu tính đến ngày 20/03/2026: .....

Công ty Cổ phần Chế biến Gỗ Đức Thành (GDT), mã DN số 0301449014 trân trọng kính mời Quý cổ đông đến tham dự Đại hội đồng cổ đông thường niên tổng kết năm tài chính 2025 như sau:

- 1. Thời gian** : 8 giờ 00 sáng, thứ bảy, ngày 18/04/2026
- 2. Địa điểm** : KHÁCH SẠN KIM ĐÔ (ROYAL HOTEL SAIGON)  
133 Đường Nguyễn Huệ, Phường Sài Gòn, TP. HCM
- 3. Thành phần tham dự** : Cổ đông hiện hữu có tên trong danh sách Cổ đông của công ty chốt đến ngày 20/03/2026 do Tổng Công ty lưu ký và bù trừ chứng khoán Việt Nam cung cấp.
- 4. Nội dung** : Thảo luận, thông qua các vấn đề thuộc thẩm quyền của ĐHĐCĐ được nêu tại tài liệu họp, chi tiết tại [www.goducthanh.com](http://www.goducthanh.com), mục Dành cho cổ đông/Tài liệu họp cổ đông.
- 5. Tham dự Đại hội** : Đề nghị Quý cổ đông mang theo thư mời và CCCD/hộ chiếu bản chính.  
Đối với người được ủy quyền mang thêm Giấy ủy quyền bản chính.

Trân trọng kính mời Quý Cổ đông tham dự đầy đủ và đúng giờ.

Tp.HCM, ngày 23 tháng 3 năm 2026  
**TM. HỘI ĐỒNG QUẢN TRỊ**  
Chủ tịch



**LÊ HẢI LIỄU**

Nhận phúc đáp: Ms. Yến - ĐT: 0916 800 025

Xác nhận của Cổ đông: ☐ Tham dự ☐ Không tham dự

Cổ đông ký tên

**Thông tin ủy quyền:** Nay tôi đồng ý ủy quyền cho

☐ Bà : Lê Hải Liễu - Chủ tịch Hội đồng quản trị, hoặc

☐ Ông/Bà: .....Chức vụ : .....

Sinh năm : .....CCCD số : .....

Cấp ngày : .....Tại : .....

Thay mặt tôi tham dự, biểu quyết và bầu cử các vấn đề thuộc thẩm quyền của Cổ đông tại Đại hội.

Ngày .....tháng .... năm 2026

**Người được ủy quyền**  
(Ký và ghi rõ họ tên)

**Người ủy quyền**  
(Ký và ghi rõ họ tên)

Vui lòng xác nhận tham dự bằng cách điện thoại Ms. Yến – 0916 800 025 hoặc gửi Giấy ủy quyền đã ký về email: [yen@dtwoodvn.com](mailto:yen@dtwoodvn.com) trước ngày 18/04/2026 hoặc xuất trình khi Người được ủy quyền đến dự Đại hội.

## CONTENT

|   |              |
|---|--------------|
| <b>Submission to the General Meeting of Shareholders re: List of the Presidium, Secretariat, and Vote Counting Committee .....</b>              | <b>2</b>     |
| <b>Regulations of the General Meeting Quy chế làm việc Đại hội .....</b>  | <b>3-4</b>   |
| <b>Agenda of the 2025 Annual General Meeting of Shareholders .....</b>  | <b>5</b>     |
| <b>1. Four reports .....</b>  | <b>6</b>     |
| 1.1 Report of the Management .....  |              |
| 1.2 Report of the Supervisory Board .....   |              |
| 1.3 Report of the Independent Member of the Board of Directors .....  |              |
| 1.4 Report of the Board of Directors .....  |              |
| <b>2. Eleven submissions .....</b>  | <b>7-20</b>  |
| 2.1 Financial Statements for 2025 .....   | 7            |
| 2.2 Selection of the auditing firm for the financial year 2026 .....  | 8            |
| 2.3 Remuneration of the BOD and BOS for 2025 and proposal for 2026 .....  | 9            |
| 2.4 Profit distribution for 2025 and plan for 2026 .....  | 10-11        |
| 2.5 Report on the number of shares repurchased from employees under the employee share issuance scheme .....                                    | 12           |
| 2.6 Report on the non-implementation of the ESOP share issuance (ESOP 2025) .....   | 13           |
| 2.7 Plan for share issuance under the Employee Stock Ownership Plan .....   | 14-16        |
| 2.8 Exemption from public tender offer .....  | 17           |
| 2.9 Dismissal of a member of the BOD and list of additional candidates to replace members of the BOD for the remaining term of 2025–2029 .....  | 18           |
| 2.10 Dismissal of a member of the BOS and list of additional candidates to replace members of the BOS for the remaining term of 2025–2029 ..... | 19           |
| <b>3. Regulations on nomination and election of members of the Board of Directors and Supervisory Board for the 2025–2029 term .....</b>        | <b>21-24</b> |
| <b>4. Draft Resolution of the GMS for the financial year 2025 .....</b>   | <b>25-26</b> |

### ORGANIZING COMMITTEE OF THE CONGRESS

## **SUBMISSION TO THE GENERAL MEETING OF SHAREHOLDERS**

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

**To: THE GENERAL MEETING OF SHAREHOLDERS DUC THANH  
WOOD PROCESSING JOINT STOCK COMPANY**

*Pursuant to:*

- *Charter of Duc Thanh Wood Processing Joint Stock Company*

In order to commence the Meeting, the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Duc Thanh Wood Processing Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the personnel of the Presidium, the Secretariat, and the Vote Counting Committee as follows:

### **I. PRESIDIUM**

1. Ms. Le Hai Lieu : Chairwoman of the Board of Directors – Chair
2. Ms. Bui Phuong Thao : Member of the Board of Directors
3. Mr. Hoang Minh Khoi : Member of the Board of Directors

### **II. SECRETARIAT**

1. Mr. Nguyen Quoc Hiep : Head
2. Ms. Vo Thi Tra My : Member
3. Ms. Le Thi Quyen : Member

### **III. THE VOTE COUNTING COMMITTEE (CUM ELECTION COMMITTEE)**

1. Mr. Nguyen Ngoc Hai : Head
2. Mr. Nguyen Duc Tinh : Member
3. Mr. Thai Thanh Huy : Member

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

Respectfully.

On behalf of the Board of Directors  
Chairperson  
  
  
**LE HAI LIEU**

DRAFT

## REGULATIONS

### ANNUAL GENERAL MEETING OF SHAREHOLDERS FISCAL YEAR 2025 SUMMARY

Pursuant to: - Enterprise Law No. 59/2020/QH14 issued on June 17th, 2020;  
- Charter of Duc Thanh Wood Processing Joint Stock Company.

#### PART I: GENERAL PROVISIONS

##### Article 1. Scope and subjects of application

- 1.1 This Regulation applies to the organization of the Annual General Meeting of Shareholders summarizing the fiscal year 2025 ("AGM") of Duc Thanh Wood Processing Joint Stock Company (GDT).
- 1.2 This Regulation specifically stipulates the rights and obligations of shareholders, authorized representatives attending the meeting, and other participants in the AGM, as well as the conditions and procedures for conducting the AGM.
- 1.3 Shareholders, authorized representatives attending the meeting, and other participants in the AGM are responsible for complying with the provisions of this regulation.

#### PHẦN II: RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE GENERAL MEETING

##### Article 2. Rights and obligations of Shareholders or authorized representatives attending the general meeting

- 2.1 **Conditions for participation:** Shareholders or shareholder representatives holding voting shares listed in the shareholder register as of March 20th, 2026, are entitled to participate in the AGM.
- 2.2 **Rights of shareholders and authorized representatives when attending the general meeting:**
  - 2.2.1 Entitled to attend or authorize another person to attend the AGM in writing using the prescribed form; the authorized person attending the meeting is not allowed to reauthorize a third party to perform the authorized tasks;
  - 2.2.2 Entitled to discuss and vote on all matters within the authority of the AGM as stipulated by the Enterprise Law and the Company's Charter;
  - 2.2.3 Attending shareholders
    - Shall be informed by the Organizing Committee about the content and agenda of the AGM;
    - Shall receive Voting Cards, ballots, and documents immediately after registering to attend the AGM with the Shareholder Eligibility Verification Committee.

Shareholders or authorized representatives arriving late when the AGM has not yet concluded have the right to register and participate in voting immediately on issues that the AGM has not yet voted on; in such cases, the Chairperson is not responsible for stopping the AGM, and the results of previous votes remain unaffected.

- 2.3 **Obligations of shareholders and authorized representatives when attending the general meeting**
  - 2.3.1 Shareholders or shareholder representatives attending the AGM must complete the registration procedures with the Organizing Committee.
  - 2.3.2 Attend or authorize attendance at the AGM in accordance with the Charter of Duc Thanh Wood Processing Company and the provisions of this Regulation.
  - 2.3.3 Strictly comply with the Regulation and respect the outcomes of the AGM.
  - 2.3.4 Comply with the presiding authority of the Chairperson of the AGM.

### **Article 3. Rights and obligations of the Shareholder Eligibility Verification Committee (SEVC)**

- 3.1 The SEVC, nominated by the Board of Directors to attend the AGM, is responsible for receiving documents from shareholders attending the meeting, distributing documents, voting ballots, and reporting to the AGM on the verification of shareholder eligibility to participate in the AGM.
- 3.2 In cases where a person attending the meeting does not fully meet the eligibility requirements to participate in the AGM, the SEVC has the right to recommend denying that person's right to attend the meeting, refusing to issue voting ballots and AGM documents.

### **Article 4. Rights and obligations of the Vote Counting Committee (VCC)**

- 4.1 The VCC consists of one (01) Head and two (02) members proposed by the Chairperson and approved by the AGM through voting.
- 4.2 The VCC is responsible for guiding the use of voting ballots, conducting the vote count, calculating, and excluding related shareholders who do not have the right to vote (if any) for each voting issue.
- 4.3 The Head of the VCC reports to the AGM on the vote counting results. The VCC is responsible for the accuracy and truthfulness of the announced vote counting results.

### **Article 5. Rights and obligations of the chairperson and secretary of the general meeting**

- 5.1 The Board of Directors nominates the Organizing Committee, including the Presidium, the Secretariat, and the Vote Counting Committee, for the AGM to approve
- 5.2 The Chairman of the Board of Directors serves as the Chairperson of the AGM. The Presidium consists of the Chairperson and members of the Company's Management Board.
- 5.3 The Chairperson's decisions regarding the order, procedures, or events arising outside the AGM's agenda shall be final.
- 5.4 The Chairperson conducts the necessary tasks to manage the AGM in a lawful and orderly manner, ensuring that the AGM reflects the wishes of the majority of attending shareholders.
- 5.5 Without needing to seek the opinion of the AGM, the Chairperson may postpone the AGM to another time if it is deemed that:
  - 5.5.1 There are attendees obstructing or disrupting the order, posing a risk that the meeting cannot be conducted fairly and legally.
  - 5.5.2 The behavior of those present causes disorder to the extent that the AGM cannot proceed.
- 5.6 The Secretariat performs tasks as assigned by the Chairperson, accurately and truthfully reflecting the content recorded in the Minutes and Resolutions of the AGM.

## **PHẦN III: PROCEDURES FOR CONDUCTING THE GENERAL MEETING**

### **Article 6. Conditions for conducting the general meeting**

- 6.1 The AGM shall be conducted when the number of attending shareholders represents more than 50% of the total voting shares outstanding according to the shareholder list finalized on March 20th, 2026.
- 6.2 In the event that the AGM does not meet the conditions to proceed as stipulated, the convening and organization of subsequent AGMs shall be carried out in accordance with the Company's Charter and the Enterprise Law.

### **Article 7. Conducting the general meeting**

- 7.1 The AGM shall proceed in accordance with the agenda approved by the AGM.
- 7.2 The AGM shall discuss and approve each item on the agenda through the voting method specified in Article 11 of this Regulation.
- 7.3 The AGM shall conclude after the Minutes and Resolutions of the AGM are approved.

### **Article 8. Speaking at the general meeting**

Shareholders or authorized representatives wishing to speak at the AGM must:

- 8.1 Raise their Voting Card high
- 8.2 Obtain approval from the Presidium.
- 8.3 Ensure that the content of the speech is concise, not exceeding 5 minutes per speech, and relevant to the AGM's agenda.

#### **Article 9. Voting ballots and voting cards**

- 9.1 Voting ballots and voting cards must be stamped by the Company and issued by the Shareholder Eligibility Verification Committee to shareholders or authorized representatives attending the meeting..
- Voting ballots shall include the shareholder's code, name, signature, and the number of shares owned to facilitate accurate and convenient vote counting.
  - Voting cards shall include the shareholder's name, code, and the number of shares owned
- 9.2 The voting value of the voting ballots and voting cards shall be determined by the number of voting shares that the shareholder owns or is authorized to represent at the AGM.

#### **Article 10. Procedures for voting on decisions at the general meeting**

The voting on issues at the AGM shall be conducted by ballot. Shareholders voting on each issue shall raise their Voting Card high when asked by the Chairperson to indicate Agree/ Disagree/ No opinion on each specific content. Shareholders shall vote on each issue by marking an X in one of the three corresponding boxes (agree, disagree, no opinion) on the voting ballot and submitting it to the Organizing Committee after the AGM concludes.

#### **Article 11. Minutes and resolutions of the general meeting**

- 11.1 All contents of the AGM must be recorded by the Secretary in the Minutes and read at the AGM for voting to approve the Minutes before the AGM concludes.
- 11.2 The Minutes and Resolutions shall be kept at the Company's headquarters.

#### **Article 12. Enforcement of the regulation**

his Regulation, consisting of three (03) parts and twelve (12) articles, is approved by the AGM through voting and comes into effect for the organization of the Annual General Meeting of Shareholders summarizing the fiscal year 2025 on April 18, 2026.

Thank you very much to the AGM.

**ORGANIZING COMMITTEE OF THE CONGRESS**

## CONGRESS AGENDA

### GENERAL MEETING OF SHAREHOLDERS SUMMARY OF THE 2025 FISCAL YEAR OF DUC THANH WOOD PROCESSING JOINT STOCK COMPANY

Time : **8:00AM, Saturday, April 18th 2026**  
 Location : **Kim Do Hotel (Royal Hotel SaiGon)**  
 133 Nguyen Hue Street, Sai Gon Ward, HCM City. Tel: (028) 3556 6020

| TIME          | CONTENT   |
|---------------|---|
| 08h00         | <b>Welcome guests and registering shareholders:</b><br>Shareholders register with the Shareholder Qualification Examination Board and receive documents.  |
| 08h30 - 08h40 | <b>Opening the meeting:</b> <ul style="list-style-type: none"> <li>- Announce the reason. Read the report on Shareholder qualification verification. Introduce the participants of the meeting.</li> <li>- Submit to the meeting for approval the "List of Presidium, Secretariat, and Vote Counting Committee".</li> </ul>   |
| 08h40 - 11h30 | <b>Working content of the Presidium</b>   |
| 08h40 - 08h45 | - Submit to the Congress for approval the "Congress agenda" and "Working Regulations at the Congress".  |
| 08h45 - 08h55 | - Report on the Board of Management' Activities in 2025 and Plan for 2026.  |
| 08h55 - 09h05 | - Report on the Board of Supervisors' Activities in 2025 and Plan for 2026.   |
| 09h05 - 09h10 | - Report of independent members of the Board of Directors 2025  |
| 09h10 - 09h25 | - Report on the Board of Directors' Activities in fiscal year 2025 and orientation for 2025.  |
| 09h25 - 10h35 | <b>Proposals:</b> <ol style="list-style-type: none"> <li>1. Audited financial statements for 2025.</li> <li>2. Selection of an auditing company for the 2025 fiscal year.</li> <li>3. Remuneration of the Board of Directors and the Supervisory Board in 2025 and proposals for 2026.</li> <li>4. Distribution of profits in 2025 and plans for 2026.</li> <li>5. Report on the number of shares repurchased by employees according to the regulations on issuing shares to employees in the company.</li> <li>6. Report on the non – implementation of the share issuance under the 2025 employee stock ownership plan (ESOP).</li> <li>7. The plan for issuing shares under the employee stock ownership plan (ESOP).</li> <li>8. Exemption from public offering</li> <li>9. Dismissal of a member of the Board of Directors and list of additional candidates to replace members of the Board of Directors for the remaining term of 2025–2029.</li> <li>10. Dismissal of a member of the Supervisory Board and list of additional candidates to replace members of the Supervisory Board for the remaining term of 2025–2029.</li> </ol> |
|               | 11. Additional election of members of the Board of Directors and the Supervisory Board for the 2025–2029 term. <ul style="list-style-type: none"> <li>• Approval of the election regulations</li> <li>• Conducting the election</li> </ul>  |
| 10h35 - 10h45 | - Voting on reports and submissions.  |
| 10h45 - 11h00 | - Tea break<br>- Organizing Committee collects question from Shareholders (if any).   |
| 11h00 - 11h40 | - The chairperson chaired the discussion and answered questions from shareholders.  |
| 11h40 - 11h50 | - Announce of election results for Board of Directors – Supervisory Board.  |
| 11h50 - 12h00 | - Submit to the General Meeting for approval the Minutes and Resolution of the GMS.   |
| 12h00         | <b>Closing of the Congress</b>  |

**ORGANIZING COMMITTEE OF THE CONGRESS**



Hochiminh city, March 23rd, 2026

## **REPORT**

***(Re: Business performance in 2025 and plan for 2026)***

**To: THE GENERAL MEETING OF SHAREHOLDERS DUC THANH  
WOOD PROCESSING JOINT STOCK COMPANY**

*Pursuant to:*

- Enterprise Law No. 59/2020/QH14 issued by National Assembly on June 17th, 2020;
- Charter of Duc Thanh Wood Processing Joint Stock Company.

Duc Thanh Wood Processing Joint Stock Company respectfully presents to the General Meeting for approval four reports on the results of production and business performance in 2025 and the business plan for 2026, including:

1. Report of the Executive Board
2. Report of the Supervisory Board
3. Report of independent members of the Board of Directors
4. Report of the Board of Directors

The detailed content of the reports is presented in the 2025 Annual Report of Duc Thanh Wood Processing Joint Stock Company, which is posted on the Company's website at [www.goducthanh.com](http://www.goducthanh.com) or by scanning the QR code below.



**On behalf of the Board of Directors**  
**Chairperson**



  
**LE HAI LIEU**

## **PROPOSAL No. 1** **(Re: Approval of the 2025 Financial Statements)**

**To: THE GENERAL MEETING OF SHAREHOLDERS DUC THANH  
WOOD PROCESSING JOINT STOCK COMPANY**

*Pursuant to:*

- Enterprise Law No. 59/2020/QH14 issued by National Assembly on June 17th, 2020;
- Charter of Duc Thanh Wood Processing Joint Stock Company.

The Board of Directors (BOD) would like to submit the General Meeting of Shareholders (GMS) to approve the company financial statement for 2025 audited by VACO Auditing Company Limited. The 2025 financial report has disclosed information as prescribed and is posted on the Company's website (www.goducthanh.com, section for shareholders/financial reports), as follows:

1. Independent Auditor's Report;
2. Balance Sheet as of December 31st, 2025;
3. Annual Business Performance Report 2025;
4. Cash Flow Statement;
5. Notes to the Financial Statements.

The key financial indicators are as follows:

Unit: VND

| Indicators                        | Value 2025<br>(Separate FS) | Value 2025<br>(Consolidated FS) | % of revenue<br>(consolidated) |
|-----------------------------------|-----------------------------|---------------------------------|--------------------------------|
| <b>Tham chiếu: Vốn điều lệ</b>    | <b>249.307.010.000</b>      | <b>249.307.010.000</b>          |                                |
| <b>1. Net revenue, of which:</b>  | <b>327.346.036.790</b>      | <b>332.731.419.970</b>          | <b>100,0%</b>                  |
| - Operating revenue               | 295.152.944.857             | 295.152.944.857                 | 88,7%                          |
| - Rental income (factory leasing) | 32.193.091.933              | 37.578.475.113                  | 11,3%                          |
| <b>2. Gross profit</b>            | <b>139.284.836.471</b>      | <b>140.922.661.824</b>          | <b>42,4%</b>                   |
| <b>3. Profit Before Tax (*)</b>   | <b>96.853.055.648</b>       | <b>94.606.787.639</b>           | <b>28,4%</b>                   |
| - Operating profit                | 86.810.770.283              | 86.810.770.283                  | 26,1%                          |
| - Profit from factory leasing     | 10.042.285.365              | 7.796.017.356                   | 2,3%                           |
| <b>4. Profit After Tax (*)</b>    | <b>76.540.554.597</b>       | <b>74.217.702.577</b>           | <b>22,3%</b>                   |

(\*) The lower consolidated profit is due to the Company having to additionally recognize depreciation expenses of fixed assets arising from the revaluation of fixed assets upon the acquisition of a subsidiary.

The BOD would like to submit this report to the GMS for review and approval.

Respectfully,



On behalf of the Board of Directors

Chairperson

**LE HAI LIEU**

Ho Chi Minh City, March 23rd, 2026

## **PROPOSAL No. 2**

### **(Re: Selection of Auditing Firm for 2026)**

**To: THE GENERAL MEETING OF SHAREHOLDERS DUC THANH  
WOOD PROCESSING JOINT STOCK COMPANY**

*Pursuant to:*

- Enterprise Law No. 59/2020/QH14 issued on June 17th, 2020;
- Charter of Duc Thanh Wood Processing Joint Stock Company.

To comply with the obligations stipulated in the Company's Articles of Association and the provisions of the Law, the selected auditing firm to conduct the audit of the financial statements for the year 2026 must meet the following conditions:

- Approved by the State Securities Commission to audit listed companies in 2026;
- Being recognized as one of the leading auditing companies; having a team of highly qualified and experienced auditors;
- Having a reputation for audit quality and having experience auditing public companies and listed companies;
- Having experience auditing financial statements in the field of wood processing and manufacturing;
- Having reasonable auditing fees.

Based on those conditions, the Board of Supervisors would like to submit to the General Meeting of Shareholders (GMS) for consideration and approval of the following two contents:


1. List of some audited firms:
  - Deloitte Vietnam Co., Ltd.
  - Ernst & Young Vietnam Co., Ltd.
  - A&C Auditing and Consulting Co., Ltd.
  - VACO Auditing Co., Ltd.
2. GDT has worked with the above auditing firms for many years. GDT's policy is to always desire to work with various auditing firms to gain new insights and perspectives, helping to further improve the company's financial and accounting system.

Therefore, the Supervisory Board proposes that the General Meeting of Shareholders approve the appointment of VACO Auditing Co., Ltd. to perform the review of the interim financial statements and the audit of the financial statements for the fiscal year 2026, as VACO satisfies the above-mentioned criteria. The Company also aims to maintain a stable auditing firm for a period of approximately two to three years.

We would like to submit to the General Meeting of Shareholders for consideration and approval.

Respectfully!

**On behalf of the Board of Supervisors**

  
**PHAN THI VAN**

*Ho Chi Minh City, March 23rd, 2026*

**PROPOSAL No. 3**  
**(Re: Remuneration of the Board of Directors and Supervisory Board in  
2025 and proposal for 2026)**

**To: THE GENERAL MEETING OF SHAREHOLDERS DUC THANH  
WOOD PROCESSING JOINT STOCK COMPANY**

*Pursuant to:*

- *Enterprise Law No. 59/2020/QH14 issued on June 17th, 2020;*
- *The Charter of Duc Thanh Wood Processing Joint Stock Company.*
- *Resolution No. 01-25/NQ-ĐHĐCĐ GDT dated April 19th, 2025 of the General Meeting of Shareholders;*
- *Number of members for the 2025–2029 term: 07 members of the Board of Directors (BOD) and 03 members of the Supervisory Board (BOS).*

**I. Report on remuneration and bonuses for the Board of Directors and the Board of Supervisors in 2025:**

In 2025, the United States' trade and tax policies underwent many changes, which caused purchasing power in major export markets to slow down. In addition, ongoing geopolitical conflicts such as the Russia–Ukraine and Israel–Hammas conflicts continued to have negative impacts on the global economy,... However, the Board of Directors (BOD), the Supervisory Board (BOS), and the Board of Management (BOM) made remarkable efforts to maintain stable business operations and achieved very good profit growth. The total remuneration and bonuses for the BOD, BOS, and BOM for the full year of 2025 are as follows:

- **Remuneration of the Board of Directors and the Supervisory Board in 2025** (10 people) is paid at 0.5% of total revenue in 2025 (VND 327.347.097.340), equivalent to VND 1.637.000.000.
- **Bonus for growth in Profit Before Tax (PBT) in 2025:** 10% of the actual PBT in 2025 increased compared to the actual PBT in 2024:  
$$(VND\ 96.853.148.861 - VND\ 75.996.256.723) \times 10\% = VND\ 2.086.000.000$$
- **Bonus for exceeding the 2025 plan:** 25% of the portion of actual profit before tax (PBT) exceeding the planned target. The actual PBT in 2025 reached VND 96.8 billion VND, achieving 118% of the plan (the planned PBT was VND 81.8 billion VND). Therefore, the bonus amount is as follows:  
$$(VND\ 96.853.148.861 - VND\ 81.800.000.000) \times 25\% = VND\ 3.763.000.000$$

## **II. Proposed on Remuneration for the BOD and BOS, and Bonuses for the BOD, BOS and BOM in 2026:**

In the context where the global and domestic economic situation remains unstable, and geopolitical tensions such as the conflict involving Iran – the United States – Israel have escalated, many potential difficulties and challenges for business operations are expected. This situation requires the BOD and BOS to further strengthen their roles in governance, strategic planning, and supervision.

However, in the spirit of sharing difficulties with the Company under the current circumstances, the BOD and BOS propose to maintain the same remuneration level as before (the level set approximately 10 years ago). The General Meeting of Shareholders (GMS) may consider whether to maintain this level or increase it to encourage the BOD and BOS to effectively fulfill their duties in 2026. Specifically:

1. **The remuneration for the BOD and BOS in 2026:** 0.5% of actual revenue.
2. **The bonus for PBT growth:** 10% of the increase in actual profit before tax (PBT) in 2026 compared to PBT in 2025 (excluding other income and profits from land sales, if any).
3. **Bonus for exceeding the PBT plan:** 25% of the portion of actual PBT in 2026 exceeding the planned PBT (excluding other income and profits from land sales, if any).

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

On behalf of the Board of Directors  
Chairperson  
  
  
LE HAI LIEU

Ho Chi Minh City, March 23rd, 2026

## **ROPOSAL No. 4**

### **(Re: Profit distribution in 2025 and plan for 2026)**

**To: THE GENERAL MEETING OF SHAREHOLDERS DUC THANH  
WOOD PROCESSING JOINT STOCK COMPANY**

*Pursuant to:*

- Law on Enterprises No. 59/2020/QH14 issued on June 17th, 2020;
- The Charter of Duc Thanh Wood Processing Joint Stock Company;
- Audited financial statements for 2025.

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders for approval the following content:

#### **1. THE 2025 PROFIT DISTRIBUTION PLAN AS FOLLOWS:**

Unit: VND

| No. | Interpretation  | Ratio | Amount         |
|-----|---|-------|----------------|
| 1   | Accumulated profits from previous years carried forward, including:   |       | 32.742.450.009 |
| 2   | Profit after corporate income tax in 2025   | 100%  | 76.540.554.597 |
| 3   | Excerpt from Reward Fund, Welfare Fund in 2025  | 3%    | 2.296.371.818  |
| 4   | Bonus payments for 2025 to the BOD and BOS, including:  |       | 5.849.000.000  |
|     | - Bonus for growth in profit before tax (PBT) in 2025 compared to 2024.   |       | 2.086.000.000  |
|     | - Bonus for actual PBT exceeding the 2025 planned PBT.  |       | 3.763.000.000  |
| 5   | Expected dividend payment in 2024, rate of 20%/par value of common stock from equity. Specifically, the proposed dividend payment is as follows:  | 20%   | 49.341.782.000 |
|     | - Paid interim dividend for the first period in cash, 10%/par value of shares (paid on January 22, 2026)  | 10%   | 24.670.891.000 |
|     | - Proposed final dividend for 2025 at a rate of 10% in shares (to retain cash for partial repayment of loan principal for the NM6 acquisition due to rising interest rates, or for investment in modern machinery and equipment to improve productivity, or for investment in a new plant). (*) | 10%   | 24.670.891.000 |
| 6   | Undistributed profit as at the end of 2025 to be carried forward to 2026: (= 1 + 2 - 3 - 4 - 5)   |       | 51.795.850.788 |

(\*) The General Meeting of Shareholders authorizes the Board of Directors to distribute profits for the fiscal year 2025

## 2. REVENUE AND PROFIT DISTRIBUTION PLAN FOR 2026

### 2.1 Revenue and profit plan for 2026

- Consolidated revenue: 371.2 billion VND, an increase of 12% compared to 2025
- Consolidated pre-tax profit: 98.0 billion VND, an increase of 4% compared to 2025
- Consolidated net profit after tax: 77.5 billion VND, an increase of 4% compared to 2025
- Profit before tax realized separately by the parent company: 100.5 billion VND, an increase of 4% compared to 2025
- Net profit after tax realized separately by the parent company: 80.0 billion VND, an increase of 4% compared to 2025

### 2.2 Profit distribution plan for 2026

Unit: VND

| No. | Interpretation  | Ratio | Estimated amount |
|-----|---|-------|------------------|
| 1   | Last year's accumulated profit carried forward  |       | 51.795.850.788   |
| 2   | Expected profit after corporate income tax in 2026  | 100%  | 80.000.000.000   |
| 3   | Expected deductions for Reward Fund and Welfare Fund  | 5%    | 4.000.000.000    |
| 4   | Expected dividend payment in 2026, rate of 30% on par value of shares in cash or both cash and shares   | 30%   | 73.950.573.000   |
| 5   | Remaining undistributed profits carried forward to next year ( = 1 + 2 - 3 - 4 )  |       | 53.845.277.788   |
| 6   | The 2026 bonus allocation to the BOD àn BOS is as follows:<br>- Bonus for PBT growth: 10% of the incremental portion of actual profit before tax (PBT) in 2026 compared to the PBT in 2025 (excluding other income and gains from land sales, if any).<br>- Bonus for exceeding the 2026 PBT plan: 25% of the portion by which actual PBT in 2026 exceeds the planned PBT (excluding other income and gains from land sales, if any).<br>→ The bonus amounts will be determined upon the completion of the 2026 financial year. |       |                  |

The BOD would like to submit this report to the GMS for review and approval.  
Respectfully.

On behalf of the Board of Directors  
Chairperson  
  
LE HAI LIEU



Hochiminh city, March 23rd, 2026

## **PROPOSAL No. 5**

**(Re: Report the number of shares repurchased by employees according to the ESOP stock issuance regulations))**

**To: THE GENERAL MEETING OF SHAREHOLDERS DUC THANH  
WOOD PROCESSING JOINT STOCK COMPANY**

*Pursuant to:*

- Law on Enterprises No. 59/2020/QH14 issued on 17th June 2020;
- Law on Securities No. 54/2019/QH14 issued on 26th November 2019;
- Law No. 56/2024/QH15 issued on 29th November 2024;
- Decree No. 155/2020/ND-CP issued on 31st December 2020;
- The Charter of Duc Thanh Wood Processing Joint Stock Company;
- Resolution No. 01-24/NQ-DHDCD GDT dated 18th May 2024 of the Annual General Meeting of Shareholders for the 2024 financial year.

The Board of Directors of Duc Thanh Wood Processing Joint Stock Company hereby reports to the General Meeting of Shareholders on the number of shares repurchased from employees in accordance with the Company's Employee Stock Ownership Plan regulations (ESOP 2025) as follows:

- In 2025, the Company repurchased 20,700 shares from employees who resigned, in accordance with the ESOP 2025 regulations, and recorded them as treasury shares. In accordance with current regulations, the Company is not required to reduce its charter capital in respect of these 20,700 shares.
- The total number of treasury shares currently held by the Company is:  
 $259.810 + 20.700 = 280.510$  shares

The BOD would like to submit this report to the GMS for review and approval.

Respectfully!

**On behalf of the Board of Directors**

**Chairperson**

  
  
**LE HAI LIEU**



Hochiminh city, March 23rd, 2026

## **PROPOSAL No. 6**

**(Re: Report on the non-implementation of the ESOP 2025 share  
issuance plan)**

**To: THE GENERAL MEETING OF SHAREHOLDERS DUC THANH  
WOOD PROCESSING JOINT STOCK COMPANY**

*Pursuant to:*

- *Charter of Duc Thanh Wood Processing Joint Stock Company*
- *Resolution No. 01-25/NQ-DHDCD GDT of the General Meeting of Shareholders of Duc Thanh Wood Processing Joint Stock Company dated 19 April 2025;*
- *Law on Enterprises No. 59/2020/QH14 issued on 17 June 2020;*
- *Law on Securities No. 54/2019/QH14 issued on 26 November 2019 and relevant regulations of the State Securities Commission of Vietnam (SSC);*
- *Law No. 56/2024/QH15 issued on 29 November 2024.*

The Board of Directors of Duc Thanh Wood Processing Joint Stock Company respectfully reports to the General Meeting of Shareholders as follows:

- On 19 April 2025, the General Meeting of Shareholders approved the ESOP 2025 share issuance; however, the Company has not yet implemented it for the following reasons:
  - + Due to multiple procedures that had to be carried out sequentially, the ESOP 2024 share issuance under Resolution No. 01-24/NQ-DHDCD GDT dated 18 May 2024 of the General Meeting of Shareholders was only completed in May 2025.
  - + In accordance with regulations, the total number of shares issued under the Employee Stock Ownership Plan within any twelve (12) months must not exceed five percent (5%) of the Company's outstanding shares.
  - ➔ Accordingly, from June 2026 onwards, the Company will only be eligible to issue up to 5% of its shares under the ESOP 2025, as approved under Resolution No. 01-25/NQ-DHDCD GDT dated 19 April 2025 of the General Meeting of Shareholders.
- Therefore, the ESOP share issuance plan under Resolution No. 01-25/NQ-DHDCD GDT dated 19 April 2025 is no longer appropriate, and the Board of Directors proposes to cancel and not proceed with its implementation..

Instead, we have submitted Proposal No. 7 regarding the ESOP share issuance plan for 2026 (ESOP 2026).

The BOD would like to submit this report to the GMS for review and approval.

Respectfully!

**On behalf of the Board of Directors**

**Chairperson**



**LE HAI LIEU**

Ho Chi Minh City, March 23rd, 2026

## PROPOSAL No. 7

### **(Re: Approval of the Share Issuance Plan under the Employee Stock Ownership Plan – ESOP)**

**To: THE GENERAL MEETING OF SHAREHOLDERS DUC THANH  
WOOD PROCESSING JOINT STOCK COMPANY**

*Pursuant to:*

- *Enterprise Law No. 59/2020/QH14 issued by National Assembly on June 17th, 2020;*
- *Law on Securities No. 54/2019/QH14 issued on 26th November 2019;*
- *Law No. 56/2024/QH15 issued on 29th November 2024;*
- *Decree No. 155/2020/ND-CP issued on 31st December 2020;*
- *Charter of Duc Thanh Wood Processing Joint Stock Company;*

In order to encourage all employees to remain committed to and work long-term with the Company, to motivate them in their work, and to contribute to the Company's sustainable growth in the context of ongoing complex economic developments, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the plan to issue shares under the Employee Stock Ownership Plan (ESOP) as follows:

|   |  |
|---|--|
| 1. Name of shares   | : Shares of Duc Thanh Wood Processing JST  |
| 2. Type of shares   | : Ordinary shares  |
| 3. Par value  | : VND 10.000 per share   |
| 4. Purpose of issuance  | : To incentivize employees to enhance their work performance and contribute to the Company's growth.   |
| 5. Current charter capital  | : VND 249,307,010,000 (as of the time of submission to the 2025 Annual General Meeting of Shareholders).   |
| 6. Total number of issued shares  | : 24.930.701 shares  |
| 7. Treasury shares  | : 280.510 shares   |
| 8. Outstanding shares (6 – 7)   | : 24.650.191 shares  |
| 9. Number of shares to be issued for 2025 dividend payment                | : 2.465.019 shares   |
| 10. Estimated number of outstanding shares before ESOP issuance (= 8 + 9) | : 27.115.210 shares (being the expected number of shares after completion of the 2025 dividend share issuance)   |
| 11. Estimated number of ESOP shares to be issued<br>[= (10) × 5%]         | : 1,355,760 shares<br>The number of ESOP shares = issuance ratio × total number of outstanding shares of the Company at the time of issuance (this figure is estimated based on the total shares after the stock dividend distribution). |
| 12. Total maximum issuance value at par value                             | : VND 13.557.600.000   |
| 13. Issuance ratio  | : Maximum of 5% of the total outstanding shares at the time of issuance  |

|  |  |
|--|--|
| 14. Issuance price   | : VND 10,000 per share   |
| 15. Eligible participants  | : Members of the BOD, BOS for the 2025 – 2029 term, and all employees of the company   |
| 16. Transfer restrictions  | : Subject to transfer restrictions   |
| 17. Implementation timeline  | : After completion of the 2025 dividend share issuance and upon receipt of confirmation from the State Securities Commission of Vietnam (SSC) on the complete submission of issuance report documents; expected in Q3 – Q4 of 2026   |
| 18. Use of proceeds  | : The entire proceeds from the issuance will be used to supplement working capital for the Company's production and business activities.   |
| 19. Authorization by the General Meeting of Shareholders to the Board of Directors | <ol style="list-style-type: none"> <li>1. To prepare the detailed ESOP share issuance plan.</li> <li>2. To determine the appropriate timing for the ESOP share issuance.</li> <li>3. To promulgate the ESOP share issuance regulations, including determining eligible participants based on the above criteria, the number of shares allocated to each participant, the number of employees participating in the program, transfer restriction provisions, share recovery provisions, and other relevant matters.</li> <li>4. To carry out other necessary procedures to implement, deposit, list, and complete the issuance plan in accordance with the law.</li> <li>5. To amend the Company's Charter regarding charter capital and carry out procedures for increasing the charter capital based on the issuance results.</li> <li>6. To complete procedures for amending the Enterprise Registration Certificate with the Ho Chi Minh City Department of Finance after completion of the issuance.</li> <li>7. For any unsubscribed shares, to authorize the Chairman of the Board of Directors to allocate them to participants in the 2026 ESOP program.</li> <li>8. For any unsubscribed shares, to authorize the Chairman of the Board of Directors to distribute them to participants in the 2026 ESOP program.</li> <li>9. In cases where employees' 2026 ESOP shares are recovered during the transfer restriction period, to authorize the Chairman of the BOD to handle the share recovery.</li> <li>10. Depending on specific cases, the BOD may authorize the Management to carry out tasks during the ESOP share issuance process.</li> <li>11. Other matters related to the issuance of shares under the ESOP program.</li> </ol> |

The Board of Directors respectfully submits to the GMS for consideration and approval.  
Respectfully!

**On behalf of the Board of Directors**

**Chairperson**



**LE HAI LIEU**

Ho Chi Minh City, March 23rd, 2026

## ROPOSAL No. 8

**(Re: Exemption from public tender offer)**

**To: THE GENERAL MEETING OF SHAREHOLDERS DUC THANH  
WOOD PROCESSING JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- The Charter of Duc Thanh Wood Processing Joint Stock Company;
- Based on the actual operating situation of the company.

The Board of Directors (BOD) would like to submit to the General Meeting of Shareholders (GMS) for consideration and approval of exemption from public tender offering, as follows:

**1. The transferee of shares is not required to make a public tender:**

| No.   | Shareholder | ID Number    | Shares owned prior to the transfer |        | Shares expected to be received |       | Shares owned after receiving the transfer |        |
|-------|-------------|--------------|------------------------------------|--------|--------------------------------|-------|---|--------|
|       |             |              | Amount                             | Rate   | Amount                         | Rate  | Amount                                    | Rate   |
| 1     | Le Hai Lieu | 079162029124 | 6.175.069                          | 24,77% | 1.082.999                      | 4,34% | 7.258.068                                 | 29,11% |
| Total |             |              | 6.175.069                          | 24,77% | 1.082.999                      | 4,34% | 7.258.068                                 | 29,11% |

**2. Transferors:**

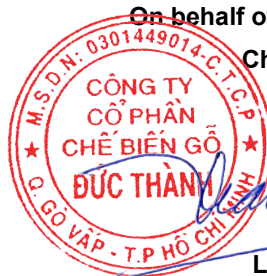
| No.   | Shareholder     | ID Number    | Shares owned prior to the transfer |       | Shares expected to be received |       | Shares owned after receiving the transfer |       |
|-------|-----------------|--------------|------------------------------------|-------|--------------------------------|-------|---|-------|
|       |                 |              | Amount                             | Rate  | Amount                         | Rate  | Amount                                    | Rate  |
| 1     | Le Nhu Vu       | 079085013347 | 918.786                            | 3,69% | 918.786                        | 3,69% | -   | -     |
| 2     | Huynh Thi Thanh | 079169012033 | 206.257                            | 0,83% | 164.213                        | 0,66% | 42.044                                    | 0,17% |
| Total |                 |              | 1.125.043                          | 4,51% | 1.082.999                      | 4,34% | 42.044                                    | 0,17% |

- Implementation content:** The individual mentioned in Section 1 of this proposal is entitled to receive the transfer of voting shares of Duc Thanh Wood Processing Joint Stock Company from the shareholders mentioned in Section 2 of this proposal, leading to ownership reaching or exceeding the level prescribed in Point a, Clause 1, Article 35 of the Securities Law No. 54/2019/QH14 without having to make a public tender of shares according to the provisions of law.
- Implementation time:** after the annual General Meeting of Shareholders summarizes the 2024 financial year and according to the negotiation progress between the parties.
- Transaction method:** receive the transfer through the form of agreement on the HOSE according to the Regulations of Hochiminh Stock Exchange.
- The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to this transfer to ensure the implementation of the contents approved by the GMS.

Respectfully,

On behalf of the Board of Directors

Chairperson



LE HAI LIEU

## **PROPOSAL NO. 9**

### **(Re: Dismissal of a member of the BOD and additional election of a member of the BOD for the 2025–2029 term)**

**To: THE GENERAL MEETING OF SHAREHOLDERS DUC THANH  
WOOD PROCESSING JOINT STOCK COMPANY**

*Pursuant to:*

- Law on Enterprises No. 68/2014/QH13 dated November 26, 2014;
- Charter of Duc Thanh Wood Processing Joint Stock Company;
- Resignation letter dated March 16, 2026 of Ms. Nguyen Ha Ngoc Diep

At the Annual General Meeting of Shareholders (GMS) for the financial year 2024 held on April 19th 2025, Ms. Nguyen Ha Ngoc Diep was elected as a member of the Board of Directors (BOD) for the 2025 – 2029 term. On March 16 2026, Ms. Nguyen Ha Ngoc Diep submitted her resignation to the BOD due to health and family reasons.

To ensure compliance with legal regulations and the Company's Charter regarding the number of members of the BOD for the 2025–2029 term being 07 members (after the GMS approves Ms. Diep's resignation), the BOD respectfully submits to the General Meeting of Shareholders for consideration and approval the following matters:

1. Dismissal of Ms. Nguyen Ha Ngoc Diep from the Board of Directors for the 2025–2029 term effective from March 16, 2026.
2. Additional election of 01 member of the Board of Directors for the remaining period of the 2025–2029 term.
3. The additional election of a member of the BOD shall be conducted by cumulative voting in accordance with the Law on Enterprises, the Company's Charter, and the Working and Election Regulations of the GMS.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully.

**On behalf of the Board of Directors**  
**Chairperson**  
  
  
**LE HAI LIEU**

## **PROPOSAL NO. 10**

### **(V/v: Miễn nhiệm thành viên Ban kiểm soát và Bầu bổ sung thành viên BKS nhiệm kỳ 2025-2029)**

Kính gửi: **ĐẠI HỘI ĐỒNG CỔ ĐÔNG  
CÔNG TY CP CHẾ BIẾN GỖ ĐỨC THÀNH**

Căn cứ: - Law on Enterprises No. 68/2014/QH13 dated November 26th, 2014;  
- Charter of Duc Thanh Wood Processing Joint Stock Company;  
- Resignation letter dated March 13th, 2026 of Mr. Nguyen Cong Hieu.

At the Annual General Meeting of Shareholders (GMS) for the financial year 2024 held on April 19, 2025, Mr. Nguyen Cong Hieu was elected as a member of the Supervisory Board (BOS) for the 2025– 2029 term. On March 13th 2026, Mr. Nguyen Cong Hieu submitted his resignation to the BOD and BOS for personal reasons.

To ensure compliance with legal regulations and the Company's Charter regarding the number of members of the BOS for the 2025–2029 term being 03 members (after the GMS approves Mr. Nguyen Cong Hieu's resignation), the BOD respectfully submits to the GMS for consideration and approval the following matters:

1. Dismissal of Mr. Nguyen Cong Hieu from the BOS for the 2025–2029 term, effective from March 13th, 2026.
2. Additional election of 01 member of the BOS for the remaining period of the 2025 – 2029 term.
3. The additional election of a member of the BOS shall be conducted by cumulative voting in accordance with the Law on Enterprises, the Company's Charter, and the Working and Election Regulations of the GMS.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully

**On behalf of the Board of Directors  
Chairperson**



**LE HAI LIEU**



DRAFT

## **REGULATIONS ON ELECTION OF BOARD OF DIRECTORS AND SUPERVISORY BOARD (2025 - 2029)**

### **Pursuant:**

- Enterprise Law No. 59/2020/QH14, passed on June 17, 2020, and the Amended and Supplemented Law No. 03/2022/QH15, passed on January 11, 2022;
- Securities Law No. 54/2019/QH14, passed on November 26, 2019, and the Amended and Supplemented Law No. 56/2024/QH15, passed on November 29, 2024;
- Decree No. 155/2020/ND-CP dated December 31, 2020, providing guidance on the Securities Law;
- Circular No. 96/2020/TT-BTC issued by the Ministry of Finance on November 16, 2020, guiding information disclosure in the securities market;
- The Charter of Organization and Operation of Duc Thanh Wood Processing Joint Stock Company;
- The Internal Corporate Governance Regulations of Duc Thanh Wood Processing Joint Stock Company.

Vote Counting Committee Announcement of Nomination and Election Regulations for the Board of Directors and Supervisory Board for the 2025 - 2029 Term at the Annual General Meeting Summarizing the 2025 Fiscal Year of Duc Thanh Wood Processing Joint Stock Company.

### **I. Definition of Terms and Abbreviations**

- Company : Duc Thanh Wood Processing Joint Stock Company
- BOD : Board of Directors
- BOS : Supervisory Board
- OC : Organizing Committee of the General Meeting
- GMS : Annual General Meeting of Shareholders
- Delegate : Shareholder, Representative (Authorized Person)

### **II. Chairperson of the Meeting** The chairperson of the meeting is responsible for presiding over the election process, specifically

- Introducing the list of candidates for the Board of Directors and the Supervisory Board;
- Resolving any election-related complaints (if any).

### **III. Number, Term, and Qualifications of BOD Members**

1. Number of BOD members to be elected : 01 members
2. Term : 5 years from 2025 - 2029
3. Maximum number of BOD candidates : Unlimited
4. Qualifications for BOD candidates (according to Clause 1, Article 151 of the Enterprise Law No. 59/2020/QH14, 68/2014/QH13, Article 12 of Decree No. 71/2017/ND-CP):
  - Must have full civil act capacity and not be prohibited from managing an enterprise under Clause 2, Article 17 of the 2020 Enterprise Law;
  - Must have professional qualifications, experience in business management, and do not necessarily have to be a shareholder of the company;
  - A BOD member does not necessarily have to be a shareholder of the company;
  - The Chairman of the BOD may not concurrently hold the position of General Director of the same public company (Clause 2, Article 275 of Decree 155/2020/ND-CP);
  - A BOD member of a public company may not concurrently serve on the BOD of more than five other companies.

### **IV. Number, Term, and Qualifications of Supervisors**

1. Number of Supervisors to be elected : 01 members
2. Term : 5 years, from 2025 - 2029
3. Maximum number of SB candidates : Unlimited
4. Qualifications for SB candidates (Clause 2, Article 17 of the 2020 Enterprise Law; Article 169 of the 2020 Enterprise Law):

- Must have full civil act capacity and not be prohibited from establishing and managing enterprises as per the Enterprise Law No. 68/2014/QH13, Clause 2, Article 17;
- Must not be the spouse, biological or adoptive parent, biological or adoptive child, biological sibling of a BOD member, General Director, or other managers;
- Must not hold managerial positions in the company; does not necessarily have to be a shareholder or an employee of the company;
- Must not work in the accounting or finance department of the company;
- Must not be a member or employee of the independent auditing firm that has audited the company's financial statements in the past three years.

#### **V. Election Principles**

- The election process must comply with legal regulations and the Company's Charter.
- The Vote Counting Committee is nominated by the Chairperson and approved by the AGM. Members of the Vote Counting Committee may not be included in the list of nominated or self-nominated candidates for the BOD or SB.

#### **VI. Regulations on nomination of additional members of the BOD**

Shareholders holding voting shares continuously for at least six (06) months (as of the record date for the 2019 AGM) may pool their voting rights to nominate BOD candidates. The number of candidates that a shareholder or group of shareholders may nominate is as follows:

- 5% to under 10% : 1 candidate;
- 10% to under 30%: 2 candidates;
- 30% to under 40%: 3 candidates;
- 40% to under 50%: 4 candidates;
- 50% to under 60%: 5 candidates;
- 60% to under 70%: 6 candidates;
- 70% to under 80%: 7 candidates;
- 80% to under 90%: 8 candidates.

The list of nominated or self-nominated candidates for the BOD must be submitted to the Company at least 7 days prior to the opening date of the GMS to allow the Company sufficient time to review and verify the candidates' profiles.

As it is necessary to verify backgrounds and assess candidates' qualifications in accordance with applicable laws and the requirements of the BOD, the Company does not accept nominations or self-nominations at the Meeting, as this has been notified prior to the Meeting.

In the event that the number of candidates nominated or self-nominated is still insufficient, the incumbent BOD may nominate additional candidates or organize nominations in accordance with a mechanism prescribed by the company.

#### **VII. Regulations on nomination of additional members of the BOS**

Shareholders holding voting shares continuously for at least six months may pool their voting rights to nominate SB candidates. The number of candidates that a shareholder or group of shareholders may nominate is as follows:

- 5% to under 10% : 1 candidate;
- 10% to under 30%: 2 candidates;
- 30% to under 50%: 3 candidates;
- 50% to under 65%: 4 candidates;
- 65% or more: full number of candidates required.

The list of nominated or self-nominated candidates for the BOS must be submitted to the Company at least 5 days prior to the opening date of the GMS to allow the Company sufficient time to review and verify the candidates' profiles.

As it is necessary to verify backgrounds and assess candidates' qualifications in accordance with applicable laws and the requirements of the Board of Directors and the BOS, the Company does not accept nominations or self-nominations at the Meeting, as this has been notified prior to the Meeting.

In the event that the number of candidates for the BOS through nomination and self-nomination is still insufficient, the incumbent BOS may nominate additional candidates or organize nominations in accordance with a mechanism prescribed by the company.

#### **VIII. Required Documents for Nomination**

1. Nomination Documents for BOD and SB
  - Nomination (self-nomination) application form;
  - Candidate's resume;
  - Certified copies of identification documents issued within six months;
  - Certified copies of education and professional qualifications;
  - Proof of shareholding ratio for nomination eligibility.



Documents must be submitted by April 9th, 2026, at 16:00

To : Duc Thanh Wood Processing Joint Stock Company  
Address : 211/4 Phan Huy Ich, An Hoi Tay Ward, Ho Chi Minh City  
Phon : (028) 3589 4287  
Contact : Ms. Yen

#### **IX. Candidate List**

- Based on the nomination dossiers submitted by shareholders or groups of shareholders and the accompanying documents of the candidates, the GMS Secretariat shall prepare a list of candidates who meet all required conditions for election to the Board of Directors and the Supervisory Board.
- The list of candidates for the Board of Directors and the Supervisory Board shall be arranged in alphabetical order (A–Z) by name, with full names stated on the ballot.

#### **X. Election Method**

- To be conducted by cumulative voting method (in accordance with Clause 3, Article 144 of the Law on Enterprises).
- Accordingly, each attendee shall have a total number of votes corresponding to the total number of shares owned or represented multiplied by the number of members to be elected to the Board of Directors and the Supervisory Board.
- Attendees have the right to allocate all of their votes to one or several candidates.
- Attendees present in person: cast their ballots into the ballot box which has been sealed prior to vote counting.
- In case of any voting error: attendees should contact the Vote Counting Committee to be issued a new ballot and must return the old ballot.

#### **XI. Direct Voting Ballots**

##### **1. The content of the direct voting ballot**

- The ballot is a document bearing the delegate code, number of shares owned and/or represented, and stamped with the Company's seal.
- Each delegate shall be provided with one (01) ballot for the Board of Directors and one (01) ballot for the Supervisory Board. Upon receiving the ballots, delegates must check the information on them and immediately notify the Vote Counting Committee of any errors.

##### **2. Instructions for completing the direct voting ballot**

The ballot shall be completed as follows:

- Delegates may vote for a number of candidates not exceeding the number of positions to be elected.
- If allocating all votes equally to one or several candidates, delegates shall tick the box "Equal allocation of votes" for the respective candidates.
- If allocating votes unevenly among candidates, delegates shall clearly write the number of votes in the "Number of votes" box for the respective candidates.

##### Note:

In case a delegate both ticks the "Equal allocation of votes" box and writes a number in the "Number of votes" box, the result shall be determined based on the number written in the "Number of votes" box.

##### **3. Validity and invalidity of direct voting ballots**

Valid ballots: ballots issued by the Organizing Committee in the prescribed form, without erasures or alterations, without additional unauthorized content, and bearing the signature and full name of the attending delegate.

Invalid ballots include:

- Ballots with additional content;
- Ballots completed in pencil;
- Ballots with candidates' names crossed out;
- Ballots not in the prescribed form issued by the Organizing Committee, without the Company's seal, or containing erasures, alterations, or unauthorized content;
- Ballots where the number of selected candidates exceeds the number of positions to be elected;
- Ballots where the total number of votes allocated to candidates differs (greater or less) from the total number of votes of the delegate at the time of vote counting;
- Ballots submitted after the ballot box has been unsealed;
- Ballots without the delegate's signature.

#### **XIII. Voting Process and Result Determination**

##### **1. Voting and Vote Counting**

- In case of any errors, attending shareholders may contact the Vote Counting Committee to request a new ballot and must return the old one (before submitting it into the ballot box).

- Delegates shall cast their ballots into the sealed ballot box under the supervision of the Vote Counting Committee. Ballots after counting shall be stored in accordance with regulations.
  - After the voting is completed, vote counting shall be conducted under the supervision of the Supervisory Board or representatives of shareholders.
  - The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and together with the Chairperson, resolving any questions or complaints from shareholders (if any).
2. Election Principles for Candidate Selection (According to Article 144 of the Enterprise Law)
- Elected members of the BOD and the BOS are determined based on the highest number of votes, from the candidate with the most votes down to the required number of elected members.
  - If two (02) or more candidates receive the same number of votes for the final available position on the Board of Directors, a re-election will be conducted among those candidates.
  - If the first election does not result in the required number of BOD members or BOS members, additional voting rounds will be conducted until the required number is elected.

#### **XIV. Effectiveness**

This election regulation takes effect immediately upon approval by the AGM.

It will remain in effect until the conclusion of the 2025 fiscal year Annual General Meeting of Duc Thanh Wood Processing Joint Stock Company.

The above document represents the full nomination and election regulations for members of the BOD and BOS for the 2025 - 2029 term, submitted for approval at the 2025 fiscal year GMS of Duc Thanh Wood Processing Joint Stock Company.

#### **Recipients:**

- Shareholders
- Filed with the BOD

**ON BEHALF OF THE BOARD OF DIRECTORS**

**Chairperson**



**LE HAI LIEU**

No: /NQ-ĐT

Ho Chi Minh City, March 23rd 2026

**DRAFT**

## RESOLUTION

### ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FINANCIAL YEAR 2025 OF DUC THANH WOOD PROCESSING JOINT STOCK COMPANY

*Căn cứ: - Enterprise Law No. 59/2020/QH14 on June 17th, 2020;  
- Charter of Duc Thanh Wood Processing Joint Stock Company.  
- Minutes of the Annual General Meeting of Shareholders summarizing the 2025 financial year  
No..../BBH-ĐHĐCĐ GDT dated.....of Duc Thanh Wood Processing Joint Stock Company.*

### GENERAL MEETING OF SHAREHOLDERS DUC THANH WOOD PROCESSING JOINT STOCK COMPANY RESOLUTION

**Article 1:** Approval of the Executive Board's Report on 2025 business performance and 2026 business plan, with the approval rate .... %. *Specifically as follows:*

#### 1.1 Business performance in 2025

Unit: Billion VND

| No. | Performance                           | 2025    | 2024    | 2025<br>performance<br>vs. 2024 | Plan 2025 | Vs. plan |
|-----|---------------------------------------|---------|---------|---------------------------------|-----------|----------|
|     | <b>A. Parent Company Data</b>         |         |         |                                 |           |          |
| 1   | Total revenue                         | 327,346 | 335,522 | 97,6%                           | 357,946   | 91,5%    |
| 2   | Profit before tax                     | 96,853  | 75,996  | 127,4%                          | 81,800    | 118,4%   |
| 3   | Profit after tax                      | 76,540  | 60,087  | 127,4%                          | 65,000    | 117,7%   |
|     | <b>B. Consolidated Financial Data</b> |         |         |                                 |           |          |
| 4   | Total consolidated revenue            | 332,731 | 335,636 | 99,1%                           | 362,000   | 91,9%    |
| 5   | Consolidated profit before tax        | 94,606  | 70,846  | 133,5%                          | 81,800    | 115,6%   |
| 6   | Consolidated profit after tax         | 74,217  | 54,893  | 135,2%                          | 65,000    | 114,2%   |

## 1.2 Business plan in 2026

Unit: Billion VND

| No. | Performance                           | 2025    | 2026    | Plan 2026/<br>Performance 2025 |
|-----|---------------------------------------|---------|---------|--------------------------------|
|     | <b>A. Parent Company Data</b>         |         |         |                                |
| 1   | Total revenue                         | 327,346 | 366,790 | 112,0%                         |
| 2   | Profit before tax                     | 96,853  | 100,551 | 103,8%                         |
| 3   | Profit after tax                      | 76,540  | 80,000  | 104,5%                         |
|     | <b>B. Consolidated Financial Data</b> |         |         |                                |
| 4   | Total consolidated revenue            | 332,731 | 371,200 | 111,6%                         |
| 5   | Consolidated profit before tax        | 94,606  | 98,051  | 103,6%                         |
| 6   | Consolidated profit after tax         | 74,217  | 77,500  | 104,4%                         |

**Article 2:** Approval of the Supervisory Board's (BOS) report on performance in 2025 and the operational plan for 2026, with an approval rate of .....%.

**Article 3:** Approval of the Board of Directors' Report on business performance in 2025 and the operational plan for 2026, with an approval rate of .....%.

**Article 4:** Approval of 10 submissions to the General meeting of shareholders regarding the financial year 2025 as follows:

- 1.1 The 2025 financial statements, with an approval rate of .....%.
- 1.2 Selection of the auditing firm for the financial year 2026, with an approval rate of .....%.
- 1.3 Remuneration of the BOD and BOS for 2025 and proposal for 2026, with an approval rate of .....%.
- 1.4 Profit distribution for 2025 and the plan for 2026, with an approval rate of .....%.
- 1.5 Report on the number of shares repurchased from employees under the employee share issuance scheme, with an approval rate of .....%.
- 1.6 Report on the non-implementation of the Employee Stock Ownership Plan (ESOP 2025), with an approval rate of .....%.
- 1.7 Plan for issuing shares under the employee stock option program, with an approval rate of .....%.
- 1.8 Exemption from mandatory public tender offer, with an approval rate of .....%.
- 1.9 Dismissal of a member of the Board of Directors and list of additional candidates to replace members of the Board of Directors for the remaining term of 2025–2029 .....%
- 1.10 Dismissal of a member of the Supervisory Board and list of additional candidates to replace members of the Supervisory Board for the remaining term of 2025–2029 .....%
- 1.11 Additional election of members of the Board of Directors and the Supervisory Board for the 2025–2029 term .....%

**Article 5:** Election results of members of the BOD and BOS for the 2025 - 2029 term.

**Article 6:** Implementation: This Resolution shall take effect from the date of signing and shall be distributed to all shareholders, the BOD, BOS, and the Management Board of Duc Thanh Wood Processing Joint Stock Company, who are responsible for the implementation of this resolution.

**Recipients:**

- GMS
- BOD, SB, Management
- SSC, HOSE, VSD
- For filing

**ON BEHALF OF THE BOARD OF DIRECTORS**  
Chairperson



LE HAI LIEU

**Thank you for attending The 2025 Annual General Meeting of  
Shareholders of Duc Thanh Wood Processing Joint Stock  
Company.**

We sincerely wish our esteemed shareholders good health and  
success in all endeavors!