

Số/No: 58 - 26/CBTT-ĐT

TP.Hồ Chí Minh, ngày 17 tháng 04 năm 2026
Ho Chi Minh City, April 17 2026

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi: Ủy Ban Chứng Khoán Nhà Nước / *The State Securities Commission*
Sở Giao dịch Chứng khoán TP. Hồ Chí Minh/ *Hochiminh Stock Exchange*

- Tên tổ chức/ *Name of organization*: Công ty Cổ phần Chế biến Gỗ Đức Thành/ *Duc Thanh Wood Processing Joint Stock Company*
 - Mã chứng khoán/ *Stock code*: GDT
 - Địa chỉ/ *Address*: 221/4 Phan Huy Ích, phường An Hội Tây, TP.HCM/ *221/4 Phan Huy Ich, An Hoi Tay Ward, HCMC*
 - Điện thoại liên hệ/ *Telephone* : (028) 3589 4287
 - Fax : (028) 3589 4288
 - Email: ketoan@dtwoodvn.com

- Nội dung thông tin công bố/ *Contents of disclosure*:

Ngày 17/04/2026 công bố thư mời và tài liệu họp Đại hội đồng cổ đông thường niên 2026 tổng kết năm tài chính 2025. Tài liệu này thay thế cho thư mời và các tài liệu đã công bố ngày 27/03/2026.

On April 17, 2026, the company released the invitation letter and documents for the 2026 Annual General Meeting of Shareholders, summarizing the fiscal year 2025, were published. These materials replace the invitation letter and documents previously announced on March 27, 2026.

- Thông tin này được công bố trên trang điện tử công ty tại đường dẫn sau/ *This information is published on the company website in the link:*

<https://goducthanh.com/vn/download/thong-bao-cho-co-dong-5.html>

Chúng tôi cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố./ *We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

CÔNG TY CỔ PHẦN CHẾ BIẾN GỖ ĐỨC THÀNH
DUC THANH WOOD PROCESSING JSC.
NGƯỜI ĐẠI DIỆN PHÁP LUẬT/ *LEGAL REPRESENTATIVE*

Đính kèm/ *Attachment*:

- Thư mời + Tài liệu ĐHĐCĐ
Invitation Letter + AGM Documents



LÊ HẢI LIÊU

INVITATION

TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FINANCIAL YEAR 2025 CLOSING SESSION

To: Shareholder :
ID No./Shareholder Reg. No. :
Address :
Number of shares held as of March 20, 2026:

Duc Thanh Wood Processing Joint Stock Company (GDT), Enterprise Code No. 0301449014, respectfully invites you to attend the Annual General Meeting of Shareholders to review and conclude the financial year 2025, as follows:

- 1. Time** : 8:00 AM, Saturday, May 9, 2026
- 2. Location** : Kim Đô Hotel (Royal Hotel Saigon)
133 Nguyen Hue Street, Saigon Ward, Ho Chi Minh City
- 3. Participants** : Shareholders listed in the Company's shareholder registry as of March 20, 2026, provided by the Vietnam Securities Depository and Clearing Corporation.
- 4. Agenda:** : Discussion and approval of matters under the authority of the General Meeting of Shareholders, as detailed in the meeting documents available at www.goducthanh.com, section "For Shareholders/Meeting Materials"
- 5. Attendance Requirements:** Shareholders are kindly requested to bring this invitation and their original National ID/Passport. Authorized representatives must also present the original Power of Attorney..

We respectfully request your full and punctual attendance.

Ho Chi Minh City, April 14, 2026
On behalf of the Board of Directors
Chairman

LE HAI LIEU

RSVP Contact: Ms. Yến – Mobile: 0916 800 025

Shareholder Confirmation: ☐ Attending ☐ Not Attending

Signature:

Authorization Information: I hereby authorize:

☐ Mrs : Le Hai Lieu - Chairman of the Board of Directors, or

☐ Mr./Ms:Position :

Year of Birth: ID No:

Date of Issue:: Place of Issue

To attend, vote, and elect on my behalf at the Annual General Meeting of Shareholders..

Date: / / 2026

Authorized Representative
(Signature & Full Name)

Authorizing Shareholder
(Signature & Full Name)

Please confirm attendance by contacting Ms. Yến at 0916 800 025 or sending the signed Power of Attorney to email: yen@dtwoodvn.com before May 9, 2026, or present it upon arrival at the Meeting.



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

**DOCUMENTS
GMS SUMMARY
OF FISCAL YEAR 2025**

**Date: 09/05/2026
Stock code: GDT**



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ORGANIZING COMMITTEE OF THE CONGRESS

Hochiminh city, April 15th, 2026

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 (GMS) of Duc Thanh Wood Processing Joint Stock Company respectfully submits to the GMS for approval the personnel of the Presidium, the Secretariat, and the Vote Counting Committee as follows:

I. PRESIDIUM

1. Ms. Le Hai Lieu : Chairman
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. Dinh Thuy X.Hang : Member
3. Ms. Le Thi Quyen : Member

III. VOTE COUNTING COMMITTEE, ELECTION COMMITTEE

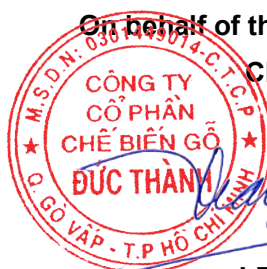
1. Mr. Ng. Thuong Huynh : Head
2. Mr. Nguyen Duc Tinh : Member
3. Mr. Thai Thanh Huy : Member

Respectfully submitted to the GMS for consideration and approval.

Respectfully.

On behalf of the Board of Directors

Chairman



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 (GMS) 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 GMS, as well as the conditions and procedures for conducting the GMS.
- 1.3 Shareholders, authorized representatives attending the meeting, and other participants in the GMS are responsible for complying with the provisions of this regulation.

PART 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 GMS.
- 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 GMS 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 GMS 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 GMS;
 - Shall receive Voting Cards, ballots, and documents immediately after registering to attend the GMS with the Shareholder Eligibility Verification Committee.
 - 2.2.4 Shareholders or authorized representatives arriving late when the GMS has not yet concluded have the right to register and participate in voting immediately on issues that the GMS has not yet voted on; in such cases, the Chairperson is not responsible for stopping the GMS, 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 GMS must complete the registration procedures with the Organizing Committee.
- 2.3.2 Attend or authorize attendance at the GMS 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 GMS.
- 2.3.4 Comply with the presiding authority of the Chairperson of the GMS.

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

- 3.1 The SEVC, nominated by the Board of Directors (BOD) to attend the GMS, is responsible for receiving documents from shareholders attending the meeting, distributing documents, voting ballots, and reporting to the GMS on the verification of shareholder eligibility to participate in the GMS.
- 3.2 In cases where a person attending the meeting does not fully meet the eligibility requirements to participate in the GMS, the SEVC has the right to recommend denying that person's right to attend the meeting, refusing to issue voting ballots and GMS 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 GMS 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 GMS 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 BOD nominates the Organizing Committee, including the Presidium, the Secretariat, and the Vote Counting Committee, for the GMS to approve
- 5.2 The Chairman serves as the Chairperson of the GMS. 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 GMS's agenda shall be final.
- 5.4 The Chairperson conducts the necessary tasks to manage the GMS in a lawful and orderly manner, ensuring that the GMS reflects the wishes of the majority of attending shareholders.
- 5.5 Without needing to seek the opinion of the GMS, the Chairperson may postpone the GMS 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 GMS 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 GMS.

PHẦN III: PROCEDURES FOR CONDUCTING THE GENERAL MEETING

Article 6. Conditions for conducting the general meeting

- 6.1 The GMS 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 GMS does not meet the conditions to proceed as stipulated, the convening and organization of subsequent GMSs shall be carried out in accordance with the Company's Charter and the Enterprise Law.

Article 7. Conducting the general meeting

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

Article 8. Speaking at the general meeting

Shareholders or authorized representatives wishing to speak at the GMS 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 GMS'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 GMS.

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

The voting on issues at the GMS 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 GMS concludes.

Article 11. Minutes and resolutions of the general meeting

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

Article 12. Enforcement of the regulation

This Regulation, consisting of three (03) parts and twelve (12) articles, is approved by the GMS through voting and comes into effect for the organization of the Annual General Meeting of Shareholders summarizing the fiscal year 2025 on May 9th, 2026.

Thank you very much to the GMS.

ORGANIZING COMMITTEE OF THE CONGRESS

CONGRESS AGENDA

GMS SUMMARY OF THE 2025 FISCAL YEAR

DUC THANH WOOD PROCESSING JSC (GDT)

Time : **8:00AM, Saturday, May 9th 2026**

Location : **Kim Do Hotel (Royal Hotel SaiGon)**

133 Nguyen Hue Street, Sai Gon Ward, HCM City. Tel: (028) 3556 6020

TIME	CONTENT
08h00	Welcome guests and registering shareholders: Shareholders register with the Shareholder Qualification Examination Board and receive documents.
08h30 - 08h40	Opening the meeting: - Announce the reason. Read the report on Shareholder qualification verification. Introduce the participants of the meeting. - Submit to the meeting for approval the "List of Presidium, Secretariat and Vote Counting Committee".
08h40 - 11h30	Working content of the Presidium
08h40 - 08h45	- Submit to the Congress for approval the "Congress agenda" and "Working Regulations at the Congress".
08h45 - 08h55	- Report on the BOM' Activities in 2025 and Plan for 2026.
08h55 - 09h05	- Report on the BOS' Activities in 2025 and Plan for 2026.
09h05 - 09h10	- Report of independent members of the BOD 2025
09h10 - 09h25	- Report on the BOD' Activities in fiscal year 2025 and orientation for 2025.
09h25 - 10h35	Proposals: 1. Audited financial statements for 2025. 2. Selection of an auditing company for the 2025 fiscal year. 3. Remuneration of the BOD and the BOS in 2025 and proposals for 2026. 4. Distribution of profits in 2025 and plans for 2026. 5. Report on the number of shares repurchased by employees according to the regulations on issuing shares to employees in the company. 6. Report on the non – implementation of the share issuance under the 2025 employee stock ownership plan (ESOP). 7. The plan for issuing shares under the employee stock ownership plan (ESOP). 8. Exemption from public offering 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. 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. 11. Plan for offering additional shares to the public for existing shareholders
	12. Additional election of members of the BOD and the BOS for the 2025–2029 term. • Approval of the election regulations • Conducting the election
10h35 - 10h45	- Voting on reports and submissions.
10h45 - 11h00	- Tea break - 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 BOD – BOS.
11h50 - 12h00	- Submit to the General Meeting for approval the Minutes and Resolution of the GMS.
12h00	Closing of the Congress



Hochiminh city, March 27th, 2026

REPORT ON THE ACTIVITIES OF INDEPENDENT BOARD MEMBERS AND THE RESULTS OF THE INDEPENDENT BOARD MEMBERS' EVALUATION OF THE BOARD'S PERFORMANCE IN 2025

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

The independent board members of Duc Thanh Wood Processing Joint Stock Company report on the activities and evaluation results of the independent board members regarding the performance of the company's board of directors in 2025 as follows:

In 2025, the board of directors (BOD) will have a total of 7 members, including 2 independent members. All BOD members will actively participate in planning, compliance control, strategic review, and ensuring good corporate governance practices.

Regarding the performance of the independent board members: The independent board members have performed their duties in accordance with the law and the company's charter with care, dedication, and a high sense of responsibility. Their opinions on issues put to a vote in the BOD are always objective, constructive, independent, and aimed at the stability and development of the Company. The independent board members' assessment of the BOD's performance is as follows:

1. Assessment of the BOD Structure:

In 2025, the Company's BOD maintained an operational structure comprising 7 members, including 2 independent members, elected in accordance with the Company's Charter and corporate governance regulations applicable to listed companies. The structure of the BOD fully complies with the regulations set out in:

- Clause 2, Article 276 of Decree No. 155/2020/ND-CP (as amended), regarding the number of non-executive members;
- Clause 4, Article 276 of Decree No. 155/2020/ND-CP (as amended), regarding the minimum number of independent members for listed companies.

Accordingly, the BOD structure in 2025 fully complies with applicable legal requirements, ensuring balance, objectivity, and enhanced supervisory effectiveness in corporate governance.

2. Activities of the BOD in 2025

- **Organization and operation:** The BOD convened all scheduled regular meetings as planned to timely review and decide on important matters within its authority. Meeting procedures, agendas, documentation, and minutes were conducted in compliance with legal regulations and the Company's Charter.

- **Participation level of members:** Except for a few cases where members were unable to arrange their schedules and had to be absent (very few), members of the BOD almost fully attended meetings, acted responsibly, proactively studied materials, contributed opinions, and exercised their voting rights independently, prudently, and in the best interests of the Company and its shareholders.
- **Quality of discussions and decision-making:** The BOD engaged in in-depth discussions on strategic development, production and business plans, investment, risk management, legal compliance, and corporate governance. Resolutions were adopted based on the majority principle, ensuring transparency, reasonableness, and feasibility in implementation.
- **Compliance and corporate governance:** The BOD consistently emphasized compliance with laws, disclosure obligations, and governance regulations for listed companies; while monitoring and evaluating financial performance, operational efficiency, and the safety of capital and asset management.

The corporate governance report shows that the BOD has proactively submitted to the General Meeting of Shareholders (GMS) key matters such as profit plans, dividend distribution, ESOP plans, and the election of additional members. At the same time, the BOD and the BOS have coordinated in evaluating the implementation of resolutions. This demonstrates the coordination among governance bodies in compliance with the principles of effective internal control.

- **Dividend payment and shareholders' rights:** The Company has implemented the payment of the second dividend for 2024 in cash at a rate of 10% (paid in June 2025, immediately after the final resolution of the GMS and the advance payment of the first dividend for 2025 in cash at a rate of 10% in January 2026, with clear record and payment dates, demonstrating the Company's financial capacity and that shareholders' rights are always implemented in accordance with regulations. This is a positive point of the BOD in ensuring shareholders' interests.

3. BOD's Assessment of Business Performance

Based on the reports of the Board of Management (BOM), the published financial statements, and the discussions at the BOD' meetings in 2025, the BOD assesses that the Company's business performance appropriately reflects market conditions and its actual management capacity during the year.

In 2025, the Company's operations were carried out in a context where export activities continued to be affected by weakening consumer demand, increasing competitive pressure, and rising input costs. Under such circumstances, the company did not pursue growth at all costs but instead adopted a prudent management approach, prioritizing efficiency, financial safety, and stable operations.

The BOD acknowledges that the BOM proactively adjusted business plans in line with market developments; focused on cost control, optimized production processes, ensured product quality, and maintained traditional markets. The results demonstrate that the Company sustained continuous operations, ensured stable employment and income for employees, maintained sound cash flow and liquidity, and fully fulfilled its obligations to the State, employees, and shareholders.

The Company's key business indicators in 2025 were generally in line with the plan and orientation approved by the GMS, while also reflecting prudence in financial management, investment, and profit distribution. The company also successfully arranged financing to acquire Factory No. 7, also located in (former) Binh Duong,

with highly favorable parameters such as an attractive purchase price, low borrowing costs, and long-term lease contracts of up to 10 years...

The dividend policy for 2025 was developed based on a balanced approach between shareholders' interests and the need to accumulate resources for production, business operations, and future development investments.

In addition to the achieved results, the BOD recognizes that the Company's business performance is still affected by external market factors as well as certain internal limitations. Therefore, in the coming period, the Company should focus on expanding its customer base, generating new orders, increasing product value - added, and strengthening market forecasting and risk management in order to enhance operational efficiency and achieve sustainable competitiveness.

4. Supervisory results regarding the Company's financial statements, business operations, and financial position:

- The financial statements were prepared and disclosed in compliance with applicable accounting standards and legal regulations, fairly and accurately reflecting the overall financial position of the Company. Post-audit figures, reviewed by an independent and professional audit firm, show almost no significant discrepancies compared to pre-audit figures. This consistency has been maintained over many years and is highly commendable.
- Resolutions and decisions were duly issued in accordance with proper authority and in compliance with information disclosure requirements applicable to listed companies.
- The company's financial position has been maintained in a sound condition, with indicators relating to liquidity, capital structure, and operational capacity aligned with its development. The Company has virtually never delayed or defaulted on tax or social insurance payments, has not incurred bad debts with banks or suppliers, and, notably, has never delayed salary payments to its employees.

5. Supervision of the BOM:

The BOD has effectively fulfilled its supervisory role over the BOM through:

- Monitoring the implementation and execution of resolutions of the GMS and the BOD;
- Conducting quarterly evaluations of the Company's production and business performance;
- Closely coordinating with the BOM to promptly address arising issues, ensuring that all Company operations remain fully compliant with applicable laws.

6. Opinion of the Independent BOD Member:

From the perspective of an Independent Member, I observe that in 2025, the BOD has effectively fulfilled its governance, strategic orientation, and supervisory roles, in line with good corporate governance practices for listed companies. Going forward, the BOD may further enhance:

- Information disclosure processes to ensure timeliness, accuracy, and transparency;

- Risk management and sustainable development practices;
- To provide training and enhance governance capacity for members of the BOD and the BOM in line with international good governance practices.

7. Conclusion:

In 2025, the BOD of Duc Thanh Wood Processing Joint Stock Company, with a structure in compliance with regulations, operated with honesty, responsibility, transparency, and compliance with the law; fulfilled its role as a representative of shareholders, supervised management activities, and issued timely and effective strategic directions, contributing to the achievement of the objectives approved by the GMS.

Respectfully.

**Independent Member of
BOD**



HOANG MINH KHOI

REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

(Re: Evaluation of the Board of Directors' Performance in 2025)

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

I, Hoang Anh Tuan, Independent Member of the Board of Directors (BOD), hereby present the report on the evaluation of the BOD' performance of Duc Thanh Wood Processing Joint Stock Company in 2025 as follows:

1. Structure of the BOD:

During the 2025–2029 term, the BOD consists of 07 members, including 02 independent non-executive members. In addition, there are other BOD members who did not hold any executive positions in the Company during 2025.

Pursuant to Clause 2, Article 276 of Decree No. 155/2020/ND-CP, as amended and supplemented by Decree No. 245/2025/ND-CP, a public company must have at least 02 non-executive members where the BOD comprises from 06 to 08 members.

Pursuant to Clause 4, Article 276 of Decree No. 155/2020/ND-CP, a listed company must have at least 02 independent members where the BOD comprises from 06 to 08 members.

Accordingly, the BOD structure in 2025 complied with the regulations on composition, structure, and number of non-executive and independent members.

2. Activities of the BOD in 2025:

- The BOD duly convened all regular meetings as planned and extraordinary meetings when necessary to make timely decisions and adjustments on policies and orientations within its authority, in compliance with the Company's Charter and applicable laws. Meeting notices and materials were fully prepared.
- All BOD members attended the meetings.
- Matters relating to strategy, investment, compliance, and governance were seriously discussed to ensure effective decision-making and to safeguard the best interests of the Company and its shareholders.
- The BOD consistently emphasized legal compliance while monitoring and evaluating business performance, investment efficiency, and financial safety.
- BOD resolutions were adopted based on the majority principle. Minutes of meetings were fully recorded and duly signed by attending members.

3. Evaluation of the BOD on Business Performance:

Based on the reports of the Board of Management (BOM) and the disclosed financial data, the BOD assesses that the Company's business performance in 2025 generally reflects market conditions and management capacity during the period.

In the context of a volatile business environment, the Company adopted a prudent management approach, prioritizing efficiency and financial safety rather than pursuing aggressive growth. The BOM proactively adjusted plans, controlled costs, maintained product quality, and stabilized market consumption.

The results indicate that the Company has ensured continuous operations, maintained liquidity, managed cash flow effectively, and fulfilled its obligations to stakeholders. Overall, business indicators were in line with the plan approved by the General Meeting of Shareholders (GMS), while also demonstrating a cautious financial management orientation.

In the coming period, the BOD requests the BOM to further enhance operational efficiency, strengthen forecasting capabilities and risk management, thereby improving competitiveness and ensuring sustainable development.

4. Supervisory results on financial statements, business operations, and financial position:

- Based on its supervisory function, it is noted that the Company's 2025 financial statements were prepared and disclosed in a timely manner, fully complying with legal regulations as well as Vietnamese accounting standards and regimes. The financial statements were audited by an independent auditor and present fairly and accurately the Company's financial position and business performance. Notably, the accounting department's figures show no significant discrepancies compared to the audit results.
- Regarding business operations, the Company recorded positive results, with after-tax profit reaching the highest level in the past five years, increasing by 35.8% compared to the same period. This reflects the flexible and effective management capabilities of the BOD and the BOM amid economic fluctuations.
- In terms of financial position, the Company maintained a sound financial foundation, with total assets growing steadily and asset structure being adjusted towards greater liquidity. A highlight is the expansion of short-term financial investments to optimize idle cash flow. In addition, the proactive settlement of short-term borrowings has improved liquidity, enhanced financial autonomy, and mitigated risks arising from interest rate and exchange rate fluctuations. Overall, the Company did not record any material financial risks and maintained a safe financial position, providing a solid foundation for sustainable growth in the future.

5. Governance and Supervisory Results:

- Under the close leadership of the Chairman, the BOD has fully and responsibly performed its role in implementing the resolutions of the GSM;
- Complied with corporate governance regulations; timely convened regular and extraordinary meetings to provide direction and make appropriate decisions;
- Closely supervised and coordinated with the BOM to ensure legal compliance and protect the interests of the Company and its shareholders.

- In 2025, with the timely guidance and direction of the Chairman, the BOD together with the BOM successfully transferred Factory No. 7, achieving very favorable outcomes.

6. Conclusion:

In 2025, the BOD structure was in compliance with applicable laws. The BOD conducted governance in a transparent, responsible, and compliant manner; represented shareholders' interests; closely supervised executive activities; and issued timely and effective strategic directions to optimize resources and achieve the objectives set by the GMS.

Respectfully.

**Independent Member of
BOD**

A handwritten signature in blue ink, consisting of stylized, flowing letters, positioned above a horizontal line.

HOANG ANH TUAN

Hochiminh city, April 15th, 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: - Law on Enterprises No. 59/2020/QH14 dated June 17, 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 Board of Management
2. Report of the Board of Supervisors
3. 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 or by scanning the QR code below.



Scan QR code for full report

On behalf of the Board of Directors

Chairman



LE HAI LIEU

Hochiminh city, April 15th, 2026

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 dated June 17th, 2020;
- Charter of Duc Thanh Wood Processing Joint Stock Company.*

The Board of Directors (BOD) would like to submit the 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):

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:

Indicators	Unit: VND		
	Value 2025 (Separate FS)	Value 2025 (Consolidated FS)	% of revenue (consolidated)
Charter capital reference	249,307,010,000	249,307,010,000	
1. Net revenue, of which:	327,857,108,723	332,831,285,085	100.0%
- Operating revenue	295,152,944,857	295,152,944,857	88.7%
- Rental income (factory leasing)	32,704,163,866	37,678,340,228	11.3%
2. Gross profit	139,110,549,187	139,898,735,057	42.0%
3. Profit Before Tax (*)	96,779,343,716	92,998,455,679	27.9%
- Operating profit	86,737,058,351	86,810,770,283	26.1%
- Profit from factory leasing	10,042,285,365	6,187,685,396	1.9%
4. Profit After Tax (*)	76,525,021,669	73,504,341,050	22.1%

() Lower consolidated profit is due to additional depreciation from fixed asset revaluation upon subsidiary acquisition.*

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

Respectfully!

On behalf of the Board of Directors

Chairman



Scan QR code for full report



LE HAI LIEU



Ho Chi Minh City, April 15th, 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 dated 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 BOS would like to submit to the 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. DTW 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 BOS proposes that the GMS 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 GMS for consideration and approval.

Respectfully.

On behalf of the Board of Supervisors

PHAN THI VAN

Ho Chi Minh City, April 15th, 2026

PROPOSAL No. 3

(Re: BOD & BOS remuneration 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 dated June 17th, 2020;
- The Charter of Duc Thanh Wood Processing Joint Stock Company.
- Resolution No. 01-25/NQ-ĐHĐCĐ DTW dated April 19th, 2025 of the GMS;

I. Report on remuneration and bonuses for the BOD and the BOS 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-Hamas conflicts continued to have negative impacts on the global economy,... However, the BOD, the BOS and the BOM made remarkable efforts to maintain stable business operations and achieved very good profit growth. The total remuneration and bonuses for the BOD, the BOS, and the BOM for the full year of 2025:

- **Remuneration of the BOD and the BOS in 2025** (10 people) is paid at 0.5% of total revenue in 2025 (VND 327.857.108.723), equivalent to VND 1.639.000.000.
- **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 96.779.343.716 – VND 75.996.256.723) x 10% = VND 2.078.000.000)
- **Bonus for exceeding the 2025 plan:** 25% of the portion of actual profit before tax 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 96.779.343.716 – VND 81.800.000.000) x 25% = VND 3.745.000.000)

II. Proposed on Remuneration for the BOD and BOS, and Bonuses for the BOD, the BOS and the 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 the **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 the BOS propose to maintain the same remuneration level as before (the level set approximately 10 years ago)**. The 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 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 BOD respectfully submits to the GMS for consideration and approval.

Respectfully,

On behalf of the Board of Directors
Chairman



LE HAI LIEU

Ho Chi Minh City, April 15th, 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 dated June 17th, 2020;
 - The Charter of Duc Thanh Wood Processing Joint Stock Company;
 - Audited financial statements for 2025.*

The BOD respectfully submits to the GMS 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%	76,525,021,669
3	Excerpt from Reward Fund, Welfare Fund in 2025	3%	2,295,750,650
4	Bonus payments for 2025 to the BOD and BOS, including:		5,823,000,000
	- Bonus for growth in profit before tax (PBT) in 2025 compared to 2024.		2,078,000,000
	- Bonus for actual PBT exceeding the 2025 planned PBT.		3,745,000,000
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)		51,806,939,028

(*) The GMS authorizes the BOD 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 5% compared to 2025
- Consolidated net profit after tax: 77.5 billion VND, an increase of 5% 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		51.806.939.028
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)		53.856.366.028
6	The 2026 bonus allocation to the BOD and BOS is as follows: <ul style="list-style-type: none">- Bonus for PBT growth: 10% of the incremental portion of actual PBT in 2026 compared to the PBT in 2025 (excluding other income and gains from land sales, if any).- 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). → 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

Chairman



LE HAI LIEU



Hochiminh city, April 15th, 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 dated 17th June 2020;
- Law on Securities No. 54/2019/QH14 dated 26th November 2019;
- Law No. 56/2024/QH15 dated 29th November 2024;
- Decree No. 155/2020/ND-CP dated 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 GMS 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, April 15th, 2026

PROPOSAL No. 6

(Re: Report on the non-implementation of share issuance under the ESOP program in 2025)

**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 DTW of the GMS of Duc Thanh Wood Processing Joint Stock Company dated 19 April 2025;
 - Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
 - Law on Securities No. 54/2019/QH14 dated 26 November 2019 and relevant regulations of the SSC;
 - Law No. 56/2024/QH15 dated on 29 November 2024.

The BOD of Duc Thanh Wood Processing Joint Stock Company respectfully reports to the GMS as follows:

- On 19 April 2025, the GMS 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 GMS 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 GMS.

- Therefore, the ESOP share issuance plan under Resolution No. 01-25/NQ-DHDCD DTW dated 19 April 2025 is no longer appropriate, and the BOD 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

Chairman



LE HAI LIEU

Ho Chi Minh City, April 15th, 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 dated June 17th, 2020;
 - Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;
 - Law on Securities No. 54/2019/QH14 dated 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 BOD respectfully submits to the GMS 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 GMS).
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. The number of shares expected to be issued as a 10% stock dividend for 2025	: 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 [= (10) × 5%]	: 1,355,760 shares 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 SSC on the complete submission of issuance report documents; expected in Q3 or 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 GMS to the BOD	<ol style="list-style-type: none"> 1. To prepare the detailed ESOP share issuance plan. 2. To determine the appropriate timing for the ESOP share issuance. 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. 4. To carry out all other necessary procedures for the share issuance, including implementation, registration with the Vietnam Securities Depository, listing, and completion of the issuance plan in accordance with applicable laws. 5. To amend the Company's Charter regarding charter capital and carry out procedures for increasing the charter capital based on the issuance results. 6. To complete procedures for amending the Enterprise Registration Certificate with the Ho Chi Minh City Department of Finance after completion of the issuance. 7. For any unsubscribed shares, to authorize the Chairman of the Board of Directors to allocate them to participants in the 2026 ESOP program. 8. For any unsubscribed shares, to authorize the Chairman of the Board of Directors to distribute them to participants in the 2026 ESOP program. 9. In cases where employees' 2026 ESOP shares are recovered during the transfer restriction period, to authorize the Chairman

	<p>of the BOD to handle the share recovery.</p> <p>10. Depending on specific cases, the BOD may authorize the Management to carry out tasks during the ESOP share issuance process.</p> <p>11. Other matters related to the issuance of shares under the ESOP program.</p>
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The BOD respectfully submits to the GMS for consideration and approval.
Respectfully!

On behalf of the Board of Directors
Chairman



LE HAI LIEU

Ho Chi Minh City, April 15th, 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 BOD would like to submit to the 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 DTW 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 GMS summarizes the 2025 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 GMS authorizes the BOD 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

Chairman



LE HAI LIEU

Hochiminh city, April 15th, 2026

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. Ng Ha Ngoc Diep

At the GMS for the financial year 2024 held on April 19th 2025, Ms. Nguyen Ha Ngoc Diep was elected as a member of the 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.

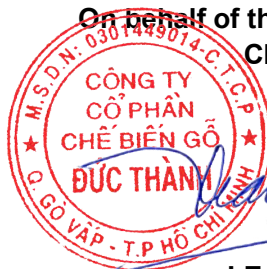
To ensure compliance with legal regulations and the Company's Charter regarding the number of members of the BOD for the 2025–2029 term being 07 members (after the GMS approves Ms. Diep's resignation), the BOD respectfully submits to the GMS for consideration and approval the following matters:

1. Dismissal of Ms. Nguyen Ha Ngoc Diep from the BOD for the 2025–2029 term effective from March 16, 2026.
2. Additional election of 01 member of the BOD 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 BOD respectfully submits to the GMS for consideration and approval.

Respectfully.

**On behalf of the Board of Directors
Chairman**



LE HAI LIEU

Hochiminh city, April 15th, 2026

PROPOSAL NO. 10

(Re: Dismissal of BOS member and election of additional BOS member 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 13th, 2026 of Mr. Ng Cong Hieu.

At the GMS for the financial year 2024 held on April 19, 2025, Mr. Nguyen Cong Hieu was elected as a member of the 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 BOD respectfully submits to the GMS for consideration and approval.

Respectfully

**On behalf of the Board of Directors
Chairman**



LE HAI LIEU

Ho Chi Minh City, April 15th, 2026

PROPOSAL No. 11

(Re: Plan for a rights offering of shares to existing shareholders)

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

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; ;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Law No. 56/2024/QH15 dated November 29, 2024;
- Decree No. 155/2020/NĐ-CP dated December 31, 2020;
- Decree No. 245/2025/NĐ-CP dated September 11, 2025;
- Charter of Duc Thanh Wood Processing Joint Stock Company.

I. PURPOSE OF THE OFFERING

In order to supplement working capital to enhance competitiveness and restructure the capital structure in the context of continuously increasing lending interest rates, the BOD of the Company hereby submits to the GMS for consideration and approval of the plan for a rights offering to existing shareholders to increase charter capital in 2026, with details as follows:

II. SHARE OFFERING PLAN

No.	Plan	Content
1	Issuing Organization:	Duc Thanh Wood Processing Joint Stock Company
2	Stock Name:	Duc Thanh Wood Processing Joint Stock Company's Shares
3	Stock Code:	GDT
4	Listing Exchange:	HOSE
5	Type of shares to be issued:	Ordinary Shares
6	Par Value:	VND 10,000 per share
7	Current Charter Capital:	VND 249,307,010,000 (at the time of submission to the 2025 Annual General Meeting of Shareholders)
8	Total number of shares outstanding	24,930,701 shares
9	Number of treasury shares:	280,510 shares
10	Number of shares	24,650,191 shares (as at the time of submission to the

	outstanding (= 8 - 9)	GMS for fiscal year 2025)
11	Number of shares to be issued (10% stock dividend for 2025)	2,465,019 shares
12	Estimated number of shares outstanding prior to the rights offering (= 10 + 11)	27,115,210 shares (expected number of shares after the Company completes the issuance of shares for the 2025 stock dividend)
13	Estimated charter capital prior to the offering	VND 273,957,200,000 (estimated charter capital after the Company completes the issuance of shares for the 2025 stock dividend)
14	Expected number of shares to be offered:	Up to 13,557,605 shares (equivalent to a maximum of 50% of the outstanding shares at the time of issuance) The number of shares to be offered may vary depending on the number of outstanding shares at the time of the offering and will be determined based on the subscription ratio set out in this Proposal.
15	Total par value of the offered shares:	Up to VND 135,576,050,000
16	Estimated number of shares outstanding after the offering (= 12 + 14):	Up to 40,672,815 shares
17	Issue price:	VND 12,000 per share
18	Offering method:	The additional shares issued to existing shareholders will be conducted through a rights offering.
19	Target investors:	Existing common shareholders listed in the shareholder register maintained by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of the record date for exercising subscription rights.
20	Expected outstanding shares before offering	Exercise ratio: 10:5 (Shareholders owning 01 (one) ordinary share of the Company on the record date will receive 01 (one) subscription right; for every 10 (ten) rights, they are entitled to subscribe for 05 (five) new ordinary shares). Treasury shares at the time of the offering (if any) will not be entitled to subscription rights.
21	Rounding principle	The number of shares each shareholder is entitled to purchase shall be rounded down to the nearest whole share. Fractional shares arising shall be authorized to the BOD for handling. <i>Example: As of the record date, shareholder Nguyen Van A owns 111 shares. The number of shares entitled to purchase under the issuance plan is $111/10 \times 5 = 55.5$ shares. After rounding down, the number of shares that shareholder Nguyen Van A is entitled to subscribe for is 55 shares, and the fractional 0.5 share will be aggregated and handled in accordance with the plan for fractional shares and unsubscribed shares as set out below</i>
22	Plan for handling fractional shares and	The BOD is authorized to decide on the handling and distribution of the “Shares to be Distributed” to existing

	unsubscribed shares in the event that existing shareholders do not exercise, or only partially exercise, their subscription rights (Shares to be Distributed):	<p>shareholders or other investors with sufficient demand and financial capacity to purchase such shares at a price not lower than the offering price offered to existing shareholders. The distribution of the Shares to be Distributed must comply with the following regulations:</p> <ul style="list-style-type: none"> Article 195 of the Law on Enterprises: “Subsidiaries are not permitted to invest in or purchase shares or capital contributions of the parent company. Subsidiaries of the same parent company are not permitted to simultaneously contribute capital or purchase shares to create cross-ownership.” The distribution of the “Shares to be Distributed” must comply with Article 42 of Decree No. 155/2020/ND-CP dated December 31, 2020 and other relevant legal regulations. <p>In the event that there remain undistributed shares after completing the distribution of the “Shares to be Distributed” in accordance with the above principles, such remaining shares shall be cancelled, and the BOD shall issue a decision to terminate the offering.</p>
23	Expected issuance timeline:	From 2026 to Q1 2027, after completing the issuance of shares for the 2025 stock dividend and obtaining the Certificate of Public Offering from the State Securities Commission of Vietnam (SSC), the Company will disclose information and distribute the shares in accordance with applicable regulations.
24	Transfer of subscription rights	Shareholders holding subscription rights may transfer their subscription rights to one or more other individuals/organizations. The transferee of subscription rights shall not be allowed to further transfer such rights to a third party.
25	Transfer restrictions	<p>The additional shares issued to existing shareholders in this offering will not be subject to transfer restrictions.</p> <p>The “Unsubscribed Shares” distributed to other investors will be subject to a transfer restriction of 01 year from the completion date of the offering.</p>
26	Public tender offer	GMS authorizes the BOD to select shareholders/investors to purchase the Remaining Shares. Shareholders/investors purchasing the Remaining Shares shall not be required to conduct a public tender offer in accordance with the Law on Securities, provided that such purchase results in ownership ratios reaching or exceeding the thresholds specified in Clause 1, Article 35 of the Law on Securities.
27	Plan to ensure compliance with foreign ownership limits:	The GMS authorizes the BOD to approve a plan to ensure that the share issuance complies with foreign ownership limits at the time of issuance.

28	Minimum successful subscription rate:	Not applicable.
29	Approvals related to changes in charter capital	<ul style="list-style-type: none"> - Approve the increase of the Company's charter capital based on the results of the offering. - Approve the amendment of the charter capital stated in the Company's Charter in accordance with the results of the offering. - Approve the amendment of the Enterprise Registration Certificate to reflect the new charter capital following the offering.
30	Additional depository registration and additional listing	All additional shares issued under this plan will be registered for additional depository at the Vietnam Securities Depository and Clearing Corporation (VSDC) and additionally listed on the Ho Chi Minh City Stock Exchange (HOSE) upon completion of the offering, in accordance with applicable regulations.

II. PLAN FOR USE OF PROCEEDS FROM THE OFFERING

The total expected proceeds from the offering of shares to existing shareholders are estimated to be up to VND 162,691,260,000 (In words: One hundred sixty-two billion six hundred ninety-one million two hundred sixty thousand dong).

After deducting related expenses and fees of the offering (advisory fees, audit fees for use of proceeds, issuance registration fees, etc.)*, the net proceeds will be used for the following purposes with specific allocation ratios as follows:

No.	Use of Proceeds	Amount (VND)	Allocation Ratio	Expected Disbursement
1	Supplement working capital for payment of raw materials and goods used for production and business activities	97,691,260,000	60%	Q3/2026 – Q1/2027
2	Repayment of long-term bank loans	65,000,000,000	40%	Q3/2026 – Q1/2027
	Total	162,691,260,000	100%	

**Expenses and fees related to the offering may vary depending on actual contracts with third-party service providers and the fee schedules prescribed by competent authorities at the time of the issuance.*

Based on the above allocation principles and depending on the actual proceeds raised by the Issuer from the offering, the GMS authorizes and assigns the BOD to, based on the Company's actual situation, develop a detailed plan for the use of proceeds, decide on the allocation of funds raised from the offering, determine the priority of fund utilization, and/or amend, supplement, or adjust the plan for use of proceeds in line with the Company's business operations, ensuring maximum benefit for shareholders and compliance with applicable laws and the Company's Charter. In the event of any adjustment or change to the plan for use of proceeds or the amount of funds raised from the offering, the Board of Directors shall ensure compliance with Clause 2, Article 9 of Decree 155 and report to the GMS at the nearest meeting.

III. CONTENTS AUTHORIZED TO THE BOD:

The GMS authorizes the BOD to decide on the following matters relating to the offering:

- To prepare, revise, and supplement the detailed plan for the offering of shares to existing shareholders and submit it to the competent regulatory authority for approval in order to implement the capital increase in accordance with the GMS resolution, ensuring compliance with applicable laws and actual market conditions at the time of implementation, and ensuring the rights of shareholders and the Company.
- To decide on the detailed plan for use of proceeds in accordance with applicable laws; to decide on the allocation of proceeds for specific purposes; to determine and/or adjust the plan for use of proceeds, timing of disbursement, and flexible allocation among approved purposes to ensure efficient capital utilization in each period, in line with the Company's actual business situation and overall development strategy, ensuring the interests of the Company and shareholders, and to report such adjustments to the next GMS meeting.
- To decide on the appropriate timing for the offering in order to achieve the best outcome for the Company and its shareholders.
- To select consultants and/or underwriters for the offering (if deemed necessary).
- To approve the plan ensuring compliance with foreign ownership limits.
- To prepare and implement the plan for further distribution of Remaining Shares in accordance with the principles approved by the GMS and applicable laws.
- Implement the plan for the use of proceeds from the offering in accordance with the stated purposes, ensuring the interests of the shareholders and the Company, complying with applicable laws, and reporting to the General Meeting of Shareholders at the nearest meeting. Carry out reporting procedures on the use of proceeds in accordance with regulations.
- To perform necessary procedures to report the results of the offering to the State Securities Commission of Vietnam (SSC).
- Decide on the increase of the Company's charter capital upon completion of the share issuance to shareholders, based on the successful offering results.
- To amend and supplement the Company's Charter provisions relating to charter capital and to register changes in enterprise registration content with the competent authority to reflect the actual charter capital after completion of the offering.
- Carry out all necessary procedures and tasks to register the additional shares with the VSDC and to apply for the listing of such additional shares on the HOSE based on the results of the offering.
- To perform other necessary tasks and procedures as deemed necessary by the BOD to complete the issuance in accordance with the approved plan.
- The BOD is authorized to delegate the Chairman or the Board Management to carry out one or more of the above tasks.

The BOD respectfully submits this to the GMS for consideration and approval.
Respectfully.

On behalf of the Board of Directors

Chairman



LE HAI LIEU

Hochiminh city, April 15th, 2026

DRAFT

REGULATIONS ON ELECTION OF THE BOD AND THE BOS (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 DTW;*
- *The Internal Corporate Governance Regulations of DTW.*

Vote Counting Committee Announcement of Nomination and Election Regulations for the BOD and BOS for the 2025 - 2029 Term at the GMS the 2025 Fiscal Year of Duc Thanh Wood Processing Joint Stock Company.

I. Definition of Terms and Abbreviations

- Company : Duc Thanh Wood PJS Company
- BOD : Board of Directors
- BOS : Board of Supervisor
- 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 BOD and BOS;
- 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 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 BOS Members

1. Number of BOS members to be elected : 01 members
2. Term : 5 years, from 2025 - 2029
3. Maximum number of BOS candidates : Unlimited
4. Qualifications for BOS 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 GMS. Members of the Vote Counting Committee may not be included in the list of nominated or self-nominated candidates for the BOD or BOS.

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 GMS) 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 10 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 *(Pursuant to Point 35.4.1, Clause 35.4, Article 35 of the Charter).*

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 10 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 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. Nomination dossiers for election to the BOD and the BOS

1. Nomination Documents for BOD and BOS

- Nomination (or self-nomination) application form for membership in the BOD and the BOS (according to the prescribed form); Curriculum vitae of the candidate (according to the prescribed form);
- Certified copies of the following documents within the last 06 months: ID card/Passport/Citizen identification card/Household registration (if any) or Enterprise Registration Certificate (for institutional shareholders);
- Certified copies of diplomas and certificates of educational and professional qualifications within the last 06 months (if any);
- Documents confirming the shareholding ratio of the shareholder/group of shareholders meeting the nomination requirements as prescribed in this Regulation;

The nominating person for the BOD and BOS shall be legally responsible and accountable to the law and to the General Meeting of Shareholders for the accuracy and truthfulness of the information provided in the dossier.

The above forms are published on the website: www.goducthanh.com (Section: Shareholders, Annual General Meeting Documents 2025).

2. Place and deadline for submission of nomination dossiers

- Documents must be submitted by April 24, 2026, at 16:00
- To : Duc Thanh Wood Processing Joint Stock Company
- Address : 221/4 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 BOD and the BOS.
- The list of candidates for the BOD and the BOS 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 BOS.
- 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 BOD and one (01) ballot for the BOS. 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 BOD, 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 GMS.

This Regulation shall expire upon the conclusion of the GMS summarizing the 2025 fiscal year 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 PJS Company.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman

Recipients:

- Shareholders
- Filed with the BOD



LE HAI LIEU

No: /NQ-ĐT

Ho Chi Minh City, May 9th, 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 dated June 17th, 2020;
 - Charter of Duc Thanh Wood Processing Joint Stock Company.
 - Minutes of the GMS summarizing the 2025 financial year No..../BBH-ĐHĐCĐ DTW dated May 9th, 2026 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 BOM Report on 2025 business performance and 2026 business plan, with the approval rate %. Specifically as follows:

1.1 Business performance in 2025

Unit: million VND

No.	Performance	2025	2024	2025 performance vs. 2024	Plan 2025	Vs. plan
	A. Parent Company Data					
1	Total revenue	327,857	335,523	97.7%	362,000	90.6%
2	Profit before tax	96,779	75,996	127.3%	81,800	118.3%
3	Profit after tax	76,525	60,088	127.4%	65,000	117.7%
	B. Consolidated Financial Data					
4	Total consolidated revenue	332,831	335,637	99.2%	362,000	91.9%
5	Consolidated profit before tax	92,998	69,830	133.2%	76,400	121.7%
6	Consolidated profit after tax	73,504	54,942	135.8%	61,000	150.5%

1.2 Business plan in 2026

Unit: million VND

No.	Performance	2025	2026	Plan 2026/ Performance 2025
	A. Parent Company Data			
1	Total revenue	327,857	366,790	112%
2	Profit before tax	96,779	100,551	104%
3	Profit after tax	76,525	80,000	105%
	B. Consolidated Financial Data			
4	Total consolidated revenue	332,831	371,200	112%
5	Consolidated profit before tax	92,998	98,051	105%
6	Consolidated profit after tax	73,504	77,500	105%

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

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

Article 4: Approval of 11 submissions to the GMS 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 BOD and list of additional candidates to replace members of the BOD for the remaining term of 2025–2029, with an approval rate of%.
- 1.10 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, with an approval rate of%.
- 1.11 Plan for offering additional shares to the public for existing shareholders, with an approval rate of%.

Article 5: Election results of members of the BOD and the 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 BOM of Duc Thanh Wood Processing JSC, 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
Chairman



LE HAI LIEU

Shareholder Code:
Full Name of Shareholder:
Number of Shares Owned and Authorized:

VOTING BALLOT

CONTENT	Agree	Disagree	No Opinion
FOUR REPORTS AND ELEVEN PROPOSALS			
1. Report of the Board of Management for 2025 and plan for 2026.			
2. Report of the Board of Supervisors for 2025 and plan for 2026.			
3. Report of the Board of Directors for 2025 and plan for 2026.			
4. Report of the Independent Member of the BOD for 2025.			
5. Approval of the 2025 Financial Statements.			
6. Selection of the auditing company for fiscal year 2026.			
7. Remuneration of the Board of Directors and the Board of Supervisory for 2025 and proposal for 2026.			
8. Profit distribution for 2025 and plan for 2026..			
9. Report the number of shares repurchased by employees according to the ESOP stock issuance regulations.			
10. Report on the non-implementation of the Employee Stock Ownership Plan (ESOP 2025).			
11. Plan for issuing shares under the Employee Stock Ownership Plan (ESOP).			
12. Exemption from public tender offer			
13. 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.			
14. 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.			
15. Plan for offering additional shares to the public for existing shareholders			

Ho Chi Minh City, May 9th, 2026
Shareholder

(Signature and full name)

(Please return this ballot at the reception desk and receive your gift before leaving. Thank you.)

**Thank you for attending the Annual General Meeting of
Shareholders, summarizing the 2025 fiscal year of
Duc Thanh Wood Processing Joint Stock Company.**

**We wish our valued shareholders good health
and all the best in everything!**