

Số/No: 77-26/CBTT-ĐT

TP.Hồ Chí Minh, ngày 10 tháng 05 năm 2026
Ho Chi Minh City, May 10th, 2026

**CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC 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

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

Ngày 09/05/2026, Công ty Cổ phần Chế biến Gỗ Đức Thành đã tổ chức thành công Đại hội đồng cổ đông thường niên tổng kết năm tài chính 2025, Công ty xin công bố Biên bản họp, Nghị quyết Đại hội đồng cổ đông thường niên năm tài chính 2025 và các tài liệu khác có liên quan.

On May 9th, 2026, Duc Thanh Wood Processing Joint Stock Company successfully held the Annual General Meeting of Shareholders to review the 2025 fiscal year. The Company would like to announce the Minutes of Meeting, the Resolution of the Annual General Meeting of Shareholders for the 2025 fiscal year and other relevant documents

- 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.**

KT. Người đại diện theo pháp luật/ PP. Legal representative
Quyền tổng giám đốc/ Acting general director



NGUYỄN THỊ THANH HUYỀN

Số: 01-26/NQ-ĐHĐCĐ

Ho Chi Minh City, May 9th, 2026

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

Pursuant to: - *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
 - *The Charter of Duc Thanh Wood Processing Joint Stock Company;*
 - *The Minutes of the Annual General Meeting of Shareholders for the fiscal year 2025 No. 01-26/BBH-ĐHĐCĐ GDT dated May 09, 2026 of Duc Thanh Wood Processing Joint Stock Company.*

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

Article I: To approve the Report of the Board of Management on the business performance in 2025 and the business plan for 2026, with 99,99% of votes in favor. *Details are as follows:*

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	120.5%

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 II: To approve the Report of the Board of Supervisors (BOS) on its activities in 2025 and the operational direction for 2026, with 99,70% of votes in favor.

Article III: To approve the Report of the Board of Directors (BOD) on the business performance in 2025 and the operational direction for 2026, with 99,99% of votes in favor.

Article IV: The Independent Members of the Board of Directors' Report was approved with a 99,99% approval rate.

Article V: To approve the 11 proposals submitted to the Annual General Meeting of Shareholders for the fiscal year 2025 as follows:

- 1. The audited financial statements for the year 2025**, with 99,99% of votes in favor.
- 2. Appoint VACO Auditing Co., Ltd.** to conduct the review of the mid-year financial statements and the audit of the 2026 annual financial statements, with a 99,70% approval rate.
- 3. The remuneration and bonuses of the Board of Directors and the Board of Supervisors for 2025, and the proposal for 2026**, with 99,88% of votes in favor.

3.1 Report on remuneration and bonuses for the BOD and the BOS in 2025:

- **Remuneration of the BOD and the BOS** : VND 1.639.000.000
- **Bonus for growth in Profit Before Tax (PBT) in 2025** : VND 2.078.000.000)
- **Bonus for exceeding the 2025 plan** : VND 3.745.000.000)

3.2 Proposed on Remuneration for the BOD and BOS in 2026

- **The remuneration** for the BOD and BOS in 2026: 0.5% of actual revenue.
- **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).
- **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).

4. **Distribution of profits for 2025 and the plan for 2026**, with 99,99% of votes in favor.

4.1 Implementation of the profit distribution for 2025 is 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
	- <i>Paid interim dividend for the first period in cash, 10%/par value of shares (paid on January 22, 2026)</i>	10%	24,670,891,000
	- <i>Final dividend payment for 2025: 10% stock dividend (*)</i>	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

* Regarding the final dividend payout ratio for 2025, the General Meeting discussed and authorized the Board of Directors to implement a 10% stock dividend payment, and also approved the share issuance plan for dividend payment after the General Meeting. The details are as follows:

4.1.1 Details of the share issuance plan for dividend payment

1. Issuing organization	: Shares of Duc Thanh Wood Processing Joint Stock Company
2. Name of shares	: Shares of Duc Thanh Wood Processing Joint Stock Company
3. Stock ticker symbol	: GDT
4. Type of shares	: Ordinary shares
5. Par value	: VND 10,000/share
6. Total number of issued shares	: 24,930,701 shares
7. Number of treasury shares	: 280,510 treasury shares
8. Number of outstanding shares	: 24,650,191 outstanding shares
9. Exercise ratio	: 10% (10:1), meaning that each shareholder owning 10 shares will receive 1 new share
10.Expected number of additionally issued shares	: 2,465,019 shares
11.Total expected issuance value at par value	: VND 24,650,190,000
12.Target investors / Recipients of the issuance	: Existing shareholders whose names appear on the shareholder list prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the record date for exercising the right to receive stock dividends.
13.Capital source for the share issuance	: Equity capital (specifically undistributed after-tax profits) as of December 31, 2025 according to the audited 2025 financial statements.
14.Expected issuance time	: The Board of Directors is authorized to decide the issuance time.
15.Transfer restrictions	: The additionally issued shares shall be freely transferable.
16.Distribution method	: Shares shall be distributed directly to existing shareholders whose names appear on the shareholder list on the record date for receiving stock dividends.
17.Depository registration and additional listing	: The additionally issued shares shall be additionally registered with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additionally listed on the Ho Chi Minh City Stock Exchange in accordance with regulations.
18.Charter capital increase	: The charter capital shall be additionally registered and amended in the Company Charter corresponding to the total par value of the actual number of shares issued under the above-mentioned issuance plan.

4.1.2 Authorization to the board of directors for stock dividend payment

The General Meeting of Shareholders authorizes the Board of Directors (BOD) to carry out the following tasks:

- To approve the detailed issuance plan; supplement and finalize the contents of the issuance plan, dossiers, and documents for the share issuance, and/or amend the issuance plan when necessary (including supplementation, amendment, and completion of dossiers as required by the State Securities Commission and other competent authorities) to ensure the successful implementation of the issuance;
- To select an appropriate time for the share issuance after obtaining approval from the State Securities Commission;
- To carry out procedures for registration of the corresponding change in charter capital on the Enterprise Registration Certificate and to amend and supplement the Company Charter in accordance with the new charter capital;
- To carry out necessary procedures for additional securities depository registration with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additional listing registration with the Ho Chi Minh City Stock Exchange in accordance with regulations;
- To decide on all other matters related to the share issuance for dividend payment, registration of charter capital increase, additional securities depository registration, and additional listing registration for all newly issued shares.

Within the scope of the above authorization, the Board of Directors is entitled to authorize the Chairman of the Board of Directors or the Executive Board to perform one or all of the above authorized tasks in accordance with the law.

4.2 Revenue, Profit and Profit Distribution Plan for 2026

4.2.1 Revenue and Profit Plan for 2026

- Consolidated revenue: VND 371.2 billion, increasing by 12% compared to 2025 actual results.
- Consolidated profit before tax (PBT): VND 98.0 billion, increasing by 5% compared to 2025 actual results.
- Consolidated profit after tax (PAT): VND 77.5 billion, increasing by 5% compared to 2025 actual results.
- Parent company's separate profit before tax (PBT): VND 100.5 billion, increasing by 4% compared to 2025 actual results.
- Parent company's separate profit after tax (PAT): VND 80.0 billion, increasing by 5% compared to 2025 actual results.

4.2.2 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 from 20% to 30% on par value of shares in cash or both cash and shares	20%-30% (*)	73.950.573.000
5	Remaining undistributed profits carried forward to next year (= 1 + 2 - 3 - 4)		53.856.366.028
6	<p>The 2026 bonus allocation to the BOD and BOS is as follows:</p> <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). <p>→ The bonus amounts will be determined upon the completion of the 2026 financial year.</p>		

(*) The General Meeting of Shareholders authorizes the Board of Directors (BOD) to decide the dividend payout ratio (ranging from 20% to 30%) depending on the Company's business performance during the year, and simultaneously authorizes the BOD to:

- Select the issuance time and carry out all necessary procedures in accordance with the law to complete the share issuance for dividend payment.
- Carry out additional registration of the newly issued shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additional listing registration with the Ho Chi Minh City Stock Exchange after completion of the issuance.
- Proactively amend and supplement the Charter of GDT Company in accordance with the increased charter capital and report to the General Meeting of Shareholders at the nearest meeting.
- Carry out procedures for amendment and increase of charter capital, and apply for amendment of the Enterprise Registration Certificate with the Ho Chi Minh City Department of Finance after completion of the issuance.

5. Report on the number of shares repurchased from employees under the employee share issuance regulations, with 99,99% of votes in favor.

6. Report on the non-implementation of the employee stock ownership plan issuance (ESOP 2025), with 99,87% of votes in favor.

7. **Approval of the share issuance plan under the employee stock ownership program**, with 99,74% of votes in favor.
8. **Approval of the exemption from the mandatory public tender offer**, with 99,99% of votes in favor.
9. **Dismissal of Board Member Ms. Nguyen Ha Ngoc Diep and approval of the list of additional nominees to replace** the Board member for the remaining term of 2025–2029, with 99,99% of votes in favor.
10. **Dismissal of Supervisory Board member Mr. Nguyen Cong Hieu and approval of the list of additional nominees to replace** the Supervisory Board member for the remaining term of 2025–2029, with 99,99% of votes in favor.
11. **Approval of the plan for additional public offering of shares to existing shareholders**, with 99,87% of votes in favor.

Article VI: Results of the Additional Election of Members of the Board of Directors and the Board of Supervisors for the 2025–2029 Term

No.	Member of Board of Directors	Total Votes	Ratio
1	Ms. Bui Phuong Thao	16,760,560	99.99%

No.	Member of the Board of Supervisors	Total Votes	Ratio
1	Ms. Nguyen Ha Ngoc Diep	16,957,888	99.98%

Article VII: Implementation Provision:

This Resolution takes effect from the date of signing and shall be distributed to all shareholders, the Board of Directors, the Board of Supervisors, and the Board of Management of Duc Thanh Wood Processing Joint Stock Company for implementation.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

Chairwoman of the Meeting

Recipients:

- GMS
- BOD, BOS, BOM
- SSC, HOSE, VSDC
- Filed at the Office


NGUYEN THI THANH HUYEN

Số: 01-26/BBH-ĐHĐCĐ GDT

Ho Chi Minh City, May 09th, 2026

MINUTES

ANNUAL GENERAL MEETING OF SHAREHOLDERS – FISCAL YEAR 2025 DUC THANH WOOD PROCESSING JOINT STOCK COMPANY

Today, at 8:00 AM on May 09, 2026, at Kim Do Hotel (Royal Hotel Saigon), 133 Nguyen Hue Street, Saigon Ward, Ho Chi Minh City, the Annual General Meeting of Shareholders summarizing the fiscal year 2025 of Duc Thanh Wood Processing Joint Stock Company (Enterprise Registration Certificate No. 0301449014 issued by the Ho Chi Minh City Department of Finance, first issued on August 08, 2000, and amended for the 36th time on November 24, 2025, with headquarters at 221/4 Phan Huy Ich, An Hoi Tay Ward, Ho Chi Minh City) (“hereinafter referred to as GDT”) was convened.

The meeting included the following agenda:

I. OPENING PROCEDURES

1. The MC, on behalf of the Organizing Committee (OC), announced the purpose and introduced the attending delegates.
2. Mr. Nguyen Cong Hieu – Head of the Board of Supervisors – presented the report on verification of shareholder eligibility at the time of the meeting’s opening:
Number of shareholders attending: 87, representing 16,526,943 shares, accounting for 67% of voting shares.
3. As Ms. Lieu was unexpectedly ill and unable to attend in person, she authorized Ms. Nguyen Thi Thanh Huyen to chair the meeting. Therefore, Mr. Nguyen Cong Hieu (Head of Board of Supervisors) proposed that the AGM elect a new Presidium and vote to approve the list of the Presidium, Secretariat, and Vote Counting Committee as follows:

Presidium:

- | | | |
|-------------------------------|---------------------------------|------------|
| 1. Ms. Nguyen Thi Thanh Huyen | – Member of the BOD | – Chairman |
| 2. Mr. Hoang Minh Khoi | – Independent Member of the BOD | – Member |
| 3. Ms. Bui Phuong Thao | – Chief Financial Officer | – Member |

Secretariat:

- | | |
|----------------------------|----------|
| 1. Mr. Nguyen Quoc Hiep | – Head |
| 2. Ms. Dinh Thuy Xuan Hang | – Member |
| 3. Ms. Le Thi Quyen | – Member |

Vote Counting Committee

- | | |
|----------------------------|----------|
| 1. Mr. Nguyen Thuong Huynh | – Head |
| 2. Mr. Nguyen Duc Tinh | – Member |
| 3. Mr. Nguyen Ngoc Hai | – Member |

⇒ The AGM voted to approve the above list of Presidium, Secretariat, and Vote Counting Committee with a result of 100% of attending shareholders in agreement.

4. Ms. Huyen delivered the opening speech.

5. Ms. Huyen summarized the Agenda and the Draft Working Regulations of the AGM

⇒ The AGM voted to approve the Agenda and Working Regulations with a result of 100% of attending shareholders in agreement.

II. CONTENT PRESENTED, DISCUSSED, AND VOTED ON AT THE SHAREHOLDERS' GENERAL MEETING

The Presidium reported on the number of shareholders, shares, and the participation rate at the General Meeting of Shareholders (GMS). The Chair requested the Assembly to listen to the presentations, engage in discussions, and vote on each agenda item.:

Number of shareholders attending: 146 delegates

Number of shares represented: 17,010,761 shares, Participation rate: 69%

Breakdown:

- 145 shareholders attending in person, representing 6,882,442 shares (40,5% of voting shares).
- 1 shareholder attending online, representing 10,128,319 shares (59,5% of voting shares).

1. Report of the Board of Management on Business Results for 2025 and Plan for 2026 – Presented by Ms. Thao on behalf of the Executive Board:

1.1 Business Results for 2025

Unit: million VND

No.	Indicator	Actual 2025	Actual 2024	2025 vs 2024	Plan 2025	Actual 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 Revenue	332.831	335.637	99,2%	362.000	91,9%
5	Profit Before Tax	92.998	69.830	133,2%	76.400	121,7%
6	Profit After Tax	73.504	54.942	135,8%	61.000	120,5%

1.2 Kế hoạch kinh doanh năm 2026

Unit: million VND

No.	Indicator	Actual 2025	Plan 2026	Actual vs Plan
	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 Statement			
4	Total Revenue	332.831	371,200	112%
5	Profit Before Tax	92.998	98,051	105%
6	Profit After Tax	73.504	77,500	105%

Voting Results on the Approval of the Board's of Management Report

- In favor: 17.009.661 shares (99,99%)
- Against: 0 shares (0%) Abstain: 1.100 shares (0,01%)

2. Report of the Board of Supervisors on oversight activities in 2025 and orientation for 2026 – Presented by Ms. Van, representative of the Supervisory Board.

Voting Results on the Approval of the Board's of Supervisors Report

- In favor: 16,959,661 shares (99,70%)
- Against: 0 shares (0%) Abstain: 51.100 shares (0,3%)

3. Report of the Board of Directors on business performance in 2025 and operational direction for 2026 - Presented by Ms. Le Hai Lieu, Chairman of the Board of Directors.

In 2025, the Company achieved highly positive business results by focusing on enhancing productivity and reducing costs across all operational stages. At certain points, the gross profit margin reached nearly 50%. The most significant achievement was the transformation in mindset and work ethic of all employees. Departments no longer worked in isolation but operated in close coordination, functioning as an integrated chain jointly accountable for overall performance.

The Company implemented a rigorous planning and management mechanism on a session-by-session, daily, weekly, and monthly basis. Employees strictly adhered to schedules, ensured production targets were met, and linked incentives and penalties directly to work efficiency.

Despite difficulties in the wood industry - selling prices stagnating while raw material and labor costs increased - the Company maintained profitability through effective cost control and by selectively accepting only high-margin orders.

A notable milestone in 2025 was securing Costco, a major U.S. customer. Although the orders were large, with stringent quality requirements and tight delivery deadlines, the entire factory made extraordinary efforts to complete production on schedule, thereby building credibility and securing additional orders for 2026. Ms. Lieu emphasized that these achievements were the result of unity, discipline, and collective effort across the workforce.

In 2026, the Company faced greater challenges as geopolitical conflicts drove raw material prices sharply higher. Management adopted a more cautious plan, while still targeting revenue growth compared to the prior year. The strategic priority was customer retention, order continuity, and job stability rather than pursuing excessively high profit margins. The Company accepted lower margins to ensure uninterrupted production and preserve market share.

Labor productivity showed clear improvement: previously, nearly 1,000 workers were required to achieve monthly sales of approximately USD 1 million, whereas now just over 500 workers could deliver higher efficiency and improved employee income.

Ms. Lieu also expressed concern about succession planning for senior leadership, given age and health constraints, and noted that the Company is focusing on training younger talent for future management positions.

In closing, she expressed pride in the Company's collective achievements, thanked shareholders for their continued support, and conveyed her expectation that despite challenges, the Company will remain stable, efficient, and continue sustainable growth in 2026.

Voting Results on the Approval of the Board of Directors's Report

- In favor: 17.009.661 shares (99,99%)
- Against: 0 shares (0%) Abstain: 1.100 shares (0,01%)

4. Report of the Independent Member of the Board of Directors – Mr. Hoang Minh Khoi

In presenting the report at the General Meeting, Mr. Khoi stated: In addition to fulfilling the overall tasks, a positive point highly appreciated by the Board of Directors is that the company has consistently maintained a sound financial foundation over many years, specifically:

- Transparent financial statements, with almost no material discrepancies after audit
- No non-performing loans
- No delays in tax obligations
- No delays in employee salary payments

This constitutes an important foundation for the company to sustain long-term sustainable growth.

Voting Results on the approval of the Board Member's Report

- In favor: 17.009.661 shares (99,99%)
- Against: 0 shares (0%) Abstain: 1.100 shares (0,01%)

5. Report of the Independent Member of the Board of Directors – Mr. Hoang Anh Tuan

Details are published on the company's website.

Voting Results on the approval of the Board Member's Report

- In favor: 17.009.661 shares (99,99%)
- Against: 0 shares (0%) Abstain: 1.100 shares (0,01%)

III. PRESENTATION AND VOTING ON THE PROPOSALS

1. Proposal No. 1: Approval of the audited financial statements for fiscal year 2025 (attached proposal) - Ms. Thao, representing the Executive Board, presented the report

Voting results:

- In favor: 17.009.661 shares (99,99%)
- Against: 0 shares (0%) Abstain: 1.100 shares (0,01%)

2. Proposal No. 2: Selection of Vaco Auditing Co., Ltd. to conduct the review of interim financial statements and audit of the financial statements for fiscal year 2026 (attached proposal) - Ms. Thao, representing the Executive Board, presented the report

Voting results:

- In favor: 16.959.437 shares (99,70%)
- Against: 0 shares (0%) Abstain: 51.324 shares (0,3%)

3. Proposal No. 3: Approval of remuneration for the Board of Directors (BOD) and Supervisory Board (SB) for 2025, and proposal for 2026 (attached proposal) - Ms. Thao, representing the Executive Board, presented the report.

Voting results:

- In favor: 16.989.661 shares (99,88%)
- Against: 20.000 shares (0,12%) Abstain: 1.100 shares (0,01%)

4. Proposal No. 4: Approval of profit distribution for 2025 and plan for 2026 (attached proposal) Presented by Ms. Le Hai Lieu, Chairman of the Board of Directors

4.1 Approval of profit distribution for 2025:

Regarding the final dividend for fiscal year 2025, the General Meeting discussed and authorized the Board of Directors to implement a dividend payment of 10% in the form of shares, and simultaneously approved the plan to issue shares for dividend payment after the AGM. Details are as follows:

4.1.1 Details of the share issuance plan for dividend payment

1. Issuing Entity	: Duc Thanh Wood Processing Joint Stock Company
2. Share Name	: Duc Thanh Wood Processing Joint Stock Company shares
3. Stock Code	: GDT
4. Par Value	: Common shares
5. Mệnh giá	: VND 10,000 per share
6. Total Shares Issued	: 24,930,701 shares
7. Treasury Shares	: 280,510 shares
8. Outstanding Shares	: 24,650,191 shares
9. Exercise Ratio	: 10% (10:1), meaning each shareholder holding 10 shares will receive 1 new share.
10. Expected Number of Shares to be Issued	: 2,465,019 shares
11. Total Par Value of Expected Issuance	: VND 24,650,190,000
12. Eligible Recipients	: Existing shareholders listed by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the record date for entitlement to receive dividends in shares.
13. Source of Funds for Issuance	: Owner's equity (specifically undistributed retained earnings) as of December 31, 2025, according to the audited financial statements for 2025.
14. Expected Issuance Time	: Authorized to the Board of Directors to decide the issuance date.
15. Transfer Conditions	: Newly issued shares are freely transferable.
16. Distribution Method	: Shares will be distributed directly to existing shareholders listed on the record date for entitlement to receive dividends in shares.
17. Depository and Additional Listing	: Newly issued shares will be additionally registered with VSDC and listed on the Ho Chi Minh City Stock Exchange (HOSE) in accordance with regulations.
18. Charter Capital Increase	: Charter capital will be additionally registered and amended in the Company's Charter to reflect the total par value of the actual number of shares issued under this plan.

4.1.2 Authorization to the Board of Directors for dividend payment in shares

The General Meeting of Shareholders authorized the Board of Directors to perform the following tasks:

- Approve the detailed issuance plan; supplement and finalize the issuance plan, dossiers, and documents, and amend the plan when necessary (including additions, amendments, and completion of dossiers as required by the State Securities Commission and other competent authorities) to ensure the success of the issuance.
- Select the appropriate timing for the share issuance after receiving approval from the State Securities Commission.
- Register the change in charter capital on the Enterprise Registration Certificate and amend the Company Charter to reflect the new charter capital.
- Complete necessary procedures to register additional securities depository with the Vietnam Securities Depository and Clearing Corporation (VSDC) and register additional listing at the Ho Chi Minh City Stock Exchange (HOSE) in accordance with regulations.
- Decide all other matters related to the issuance of shares for dividend payment, registration of charter capital increase, additional securities depository, and additional listing of all newly issued shares.
- Within the scope of this authorization, the Board of Directors may delegate authority to the Chairwoman or the Executive Board to implement part or all of the above tasks in compliance with legal regulations.

Voting results on the Approval of 2025 Profit Distribution:

- In favor: 17.009.661 shares (99,99%)
- Against: 0 shares (0%) Abstain: 1.100 shares (0,01%)

4.2 Plan for Revenue, Profit, and Profit Distribution in 2026:

The General Meeting of Shareholders (GMS) discussed and unanimously approved the content of Proposal No. 4. Specifically, the dividend payout ratio for 2026 is projected to range from 20% to 30% of par value, payable either in cash or in a combination of cash and shares. The GMS also authorized the Board of Directors (BOD) to determine the specific dividend payout ratio (within the 20 - 30% range), decide on interim dividend payments, and execute such interim dividend distributions to shareholders depending on the company's business performance during the year. Furthermore, the GMS authorized the BOD to:

- Select the timing of issuance and complete all necessary procedures in compliance with legal regulations to finalize the share issuance for dividend payment.
- Register the additional issued shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and apply for additional listing at the Ho Chi Minh City Stock Exchange (HOSE) after completion of issuance.
- Amend and supplement the Company Charter to reflect the new charter capital, and report to the AGM at the nearest meeting.
- Complete procedures for charter capital increase and apply for amendment of the Enterprise Registration Certificate with the Ho Chi Minh City Department of Finance - Business Registration Office after issuance.

Voting results on the 2026 revenue, profit, and profit distribution plan:

- In favor: 17.009.661 shares (99,99%)
- Against: 0 shares (0%) Abstain: 1.100 shares (0,01%)

5. Proposal No. 5: Approval of the report on the number of shares repurchased by employees under the ESOP 2025 issuance regulations (attached proposal) - Mr. Khoi presented.

Voting results:

- In favor: 17.009.661 shares (99,99%)
- Against: 0 shares (0%) Abstain: 1.100 shares (0,01%)

6. Proposal No. 6: Report on the non-implementation of the ESOP 2025 share issuance program (pursuant to Resolution No. 01-25/NQ-ĐHĐCĐ GDT dated April 19, 2025 of the AGM) and proposal not to proceed (attached proposal) - Mr. Khoi presented

Voting results:

- In favor: 16.989.437 shares (99,87%)
- Against: 20.000 shares (0,12%) Abstain: 1.324 shares (0,01%)

7. Proposal No. 7: Approval of the plan to issue shares under the Employee Stock Option Program (ESOP 2026) (attached proposal) - Mr. Khoi presented

Voting results:

- In favor: 16,966,361 shares (99,74%)
- Against: 43.300 shares (0,25%) Abstain: 1.100 shares (0,01%)

8. Proposal No. 8: Approval of the waiver of mandatory public tender offer (attached proposal) - Mr. Khoi presented

Voting results:

- In favor: 17.009.437 shares (99,99%)
- Against: 0 shares (0%) Abstain: 1.324 shares (0,01%)

9. Proposal No. 9: Dismissal and election of additional members of the Board of Directors (BOD) for the 2025–2029 term (attached proposal) - Mr. Khoi presented

- Dismissal of BOD member for the 2025–2029 term: Ms. Nguyen Ha Ngoc Diep.
- Election of one (01) new BOD member for the 2025–2029 term effective May 09 2026
- Nominee list:

No.	Full Name
1	Ms. Bui Phuong Thao

Detailed information on the nominated candidate has been published on the Company's website at: <https://goducthanh.com/vn/download/thong-bao-cho-co-dong-5.html>. By the close of the nomination period, there was only one candidate as listed above. No additional nominations were made by shareholders at the AGM.

Voting results on dismissal and nomination list::

- In favor: 17.009.661 shares (99,99%)
- Against: 0 shares (0%) Abstain: 1.100 shares (0,01%)

10. Proposal No. 10: Dismissal and election of additional members of the Supervisory Board (SB) for the 2025–2029 term (attached proposal) - Mr. Khoi presented

- Dismissal of SB member for the 2025–2029 term: Mr. Nguyen Cong Hieu.
- Election of one (01) new SB member for the 2025–2029 term effective May 09, 2026.

- Nominee list:

No.	Full Name
1	Ms. Nguyen Ha Ngoc Diep

Detailed information on the nominated candidate has been published on the Company's website at: <https://goducthanh.com/vn/download/thong-bao-cho-co-dong-5.html>. By the close of the nomination period, there was only one candidate as listed above. No additional nominations were made by shareholders at the AGM.

Voting results on dismissal and nomination list::

- In favor: 17.009.661 shares (99,99%)
- Against: 0 shares (0%) Abstain: 1.100 shares (0,01%)

11. Proposal No. 11: Plan for issuance of shares to existing shareholders in 2026 (*attached proposal*) - Ms. Thao, representing the Board of Management, presented the report

Voting results:

- In favor: 16.988.161 shares (99,87%)
- Against: 1.500 shares (0,01%) Abstain: 21.100 shares (0,12%)

IV. THE AGM RECESSED. THE VOTE COUNTING COMMITTEE CONDUCTED THE BALLOT COUNTING.

V. RESULTS OF THE ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS (BOD) AND SUPERVISORY BOARD (SB) FOR THE 2025–2029 TERM

Based on legal regulations, the supplementary election rules approved at the AGM, and the ballot counting results, Mr. Nguyen Thuong Huynh announced the election results for additional members of the BOD and SB for the 2025–2029 term as follows:

No.	Board of Directors	Total Votes	Percentage
1	Ms Bui Phuong Thao	16.760.560	99.99%

No.	Board of Supervisors	Total Votes	Percentage
1	Ms Nguyen Ha Ngoc Diep	16.957.888	99.98%

VI. DISCUSSION AND SUMMARY OF SHAREHOLDER COMMENTS AT THE AGM:

Summary of several issues raised by shareholders for discussion at the General Meeting is as follows:

- ❖ **Shareholder No. 1358:** I am very impressed with the profit achieved in 2025 given the ongoing difficulties in the wood industry. However, to enhance the autonomy of the Executive Board as well as to strengthen profitability in 2026, I propose allocating 10% of net profit after tax (NPAT) to the development investment fund. The current balance of the fund in the financial statements is only VND 1 billion, which is too low.

I support distributing 10% of dividends in the form of shares, allowing the Company to retain cash for working capital to support production and business activities.

Chairman – Ms. Lieu: In the past, the Company maintained a development investment fund, but annual investment amounts were always carefully calculated and therefore not large. We decided to expense them directly rather than use the fund. Moderate investment that yields high efficiency is better than excessive and scattered investment with unimpressive results. Recently, the Company invested in a new automated production line for the preliminary processing stage, which is currently being installed and prepared for operation. When possible, the Company will invite shareholders to visit in person.

- ❖ **Shareholder No.511:** I have accompanied GDT for 17 years (purchasing GDT shares since 2009), so I deeply understand the ups and downs of GDT's business operations. GDT has been very serious in all aspects. I would like to add a fifth "no" to Mr. Khoi's report (Independent Board Member) – that is "no unpaid dividends." The Company has always honored its commitment to pay dividends on time, even advancing 10% in cash right before the Lunar New Year – a very practical action that provided shareholders with timely financial resources during the holiday.

The Company's dividend payout ratio since listing has never been below 20%. In certain years, dividends were exceptionally high, such as 40% in 2016, rising to 60% the following year, and peaking at 70% in another year. If health permits, I will continue to accompany GDT, because this is truly a company that is serious, resilient, and always prioritizes shareholder interest

Regarding business results in 2025, I was somewhat surprised to hear that profit grew by 30% despite the difficult context. However, after hearing Ms. Lieu's remarks, I understood that this was thanks to the extraordinary efforts of employees and the leadership team. I sincerely thank the staff, the Board of Management, and the Board of Directors for their great efforts, and Ms. Lieu was absolutely right.

The year 2026 appears to be even more challenging than 2025. With war driving up material prices, input costs, and logistics expenses significantly, high costs make it difficult to generate high profits. Therefore, if 2026 profits reach 80% of 2025 levels, I would already be very satisfied, as it is not easy to achieve. Nevertheless, the Board of Directors has seriously proposed a 2026 plan with 12% revenue growth, 5% profit growth, and especially an increase in the dividend payout ratio from 20% to 30%. This is truly remarkable.

As a long-term investor, I understand how difficult investment can be and what results are expected. I trust and highly appreciate the Board of Directors and the Executive Board of the Company. You have always calmly found the most appropriate path to gradually overcome difficulties, especially in the past 6–7 years, from COVID to the financial crisis, the Russia–Ukraine war, and more recently the Israel–US–Iran conflict, which have caused major global economic volatility. Yet GDT has continued to remain calm, striving to overcome challenges and ensure stable business operations. I must repeat: 'truly remarkable'.

In addition, I also propose that Ms. Lieu provide more information on what sectors Plants No. 5, No. 6, and No. 7 operated in before acquisition, and what the investment efficiency of these acquisitions has been.?

Ms. Lieu: Thank you for the recognition and sharing from Shareholder No. 511. Your words and observations have been a source of encouragement for us throughout this period, enabling us to stand firm through numerous challenges. The core principle of our company over the past 35 years has been: 'We must conduct business properly.' For 35 years, the company has never incurred losses, never owed taxes, never delayed employee salaries, never defaulted on payments to suppliers, never had non-performing loans, and never delayed dividend payments to shareholders, even during the most difficult times.

At the end of 2021 and early 2022, following COVID, demand for orders surged unexpectedly, and production capacity could not keep up. Therefore, we acquired Plant No. 5 to both expand capacity and enter the furniture sector. However, when the market slowed from mid-2022 (due to the Russia–Ukraine war) and difficulties persisted into 2023, we decided to take a cautious approach: a strong restructuring, consolidating all production into one plant to reduce operating costs, optimize personnel, machinery, and logistics. The surplus premises were leased out to generate stable income.

Thanks to this flexible and compliant approach, the company overcame the challenges and still maintained profitability during the industry's difficult period. We do not pursue growth at all costs, but focus on efficient, low-risk orders, with our core strength being products made from plantation timber.

The acquisition of Plants No. 6 and No. 7 in Binh Duong was not only a timely real estate investment but also preparation for expanding production capacity when needed. Currently, these plants generate strong rental income, exceeding loan interest costs, and provide stable profits alongside core manufacturing operations. Average rental revenue from all plants now reaches nearly VND 50 billion per year, a truly attractive and stable figure.

- ❖ **Shareholder No. 1658:** In Proposal No. 4, if in 2026 the company distributes dividends in cash of about VND 74 billion, while in Proposal No. 11 the company plans to issue shares to existing shareholders to raise about VND 162 billion, then cash flow would move from the company to shareholders and then back to the company. Should this be done?

Ms. Lieu: These are two independent matters. Dividend payment is the company's obligation to shareholders, while issuing additional shares aims to expand scale and strengthen financial capacity. In this issuance, the share price is above par value, and the use of proceeds is not for dividend payments. The company acknowledges Shareholder No. 1658's concern about balancing dividend distribution and share issuance to limit costs, but in reality shareholders still expect high dividends. According to Proposal No. 4, the company has suggested options to pay dividends in cash, in shares, or a combination of both, depending on actual circumstances.

- ❖ **Shareholder No. 1813:** The company plans to distribute dividends in 2026 at 30%, equivalent to about VND 73.95 billion based on the current 24.6 million shares. However, according to other proposals, charter capital is expected to increase further due to a 10% stock dividend, 5% ESOP, and a 50% capital increase, raising total shares to about 42.6 million. Thus, 2026 profits may not be sufficient to cover a 30% dividend. Is that correct?
- ❖ **Presidium Chair – Ms. Thao:** At present, Proposal No. 4 is prepared based on the current number of shares, before approval of other proposals by the GMS. Assuming all proposals are approved, after distributing the 10% stock dividend for 2025 and issuing 5% ESOP shares, these events are expected to be completed by the end of 2026. Only then can shares be issued to existing shareholders (procedures are lengthy), so issuance is expected to conclude in 2027. Therefore, in 2026, if dividends are paid at 30%, the company can manage.
- ❖ **Ms. Lieu:** A high dividend of 30% will attract investors during a period of declining share prices due to many external factors. However, considering the actual situation and shareholders' concerns, I propose adjusting the dividend distribution for 2026 to a range of 20%–30% instead of a fixed 30%. Depending on actual circumstances, the company will decide accordingly.
- ❖ **Shareholder No. 1394:** The company should maintain a 30% dividend. GDT is a stable and efficient enterprise. The leadership is upright and trustworthy. I also agree with allocating to the development investment fund if necessary. Personally, I prefer receiving dividends in cash because my investment in the company is not for selling shares to cover expenses. However, I still support the option of stock dividends if needed.
- ❖ **Shareholder No. 1658:** Rental revenue in the consolidated financial statements is higher than in the parent company's report. Which plant does this revenue come from??

Presidium Chair – Ms. Thao: That is the rental income from Plant No. 5 in Dong Nai.

- ❖ **Shareholder No. 457:** I am not in the wood industry, so I would like the leadership, especially Ms. Lieu, to share more about the industry outlook and the company's development orientation for the next 3–5 years.

Ms. Lieu – Chairman: In the next 3–5 years, the company will continue to operate cautiously but with optimism. Although major disruptions such as crises or wars cannot be predicted, we believe that with our experience in overcoming past crises, GDT will continue to adapt and withstand market volatility. The company still aims to maintain profitability, stability, and preserve its financial foundation, while strong growth plans will be considered once the global economy stabilizes. At present, we do not intend to issue a 5-year business plan, as its feasibility is low.

VII. APPROVAL OF THE MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR FISCAL YEAR 2025:

Mr. Nguyen Quoc Hiep, representative of the Secretariat, read the Minutes and Resolution of the AGM. The AGM approved the Minutes and Resolution with 100% of votes in favor.

The Minutes consist of ten (10) pages and were prepared in two (02) copies, to be kept at the Company's office.

The AGM was adjourned at 12:10 PM on the same day.

SECRETARY OF THE AGM



NGUYEN QUOC HIEP

**ON BEHALF OF THE PRESIDIUM
CHAIRPERSON**



NGUYEN THI THANH HUYEN



No: 76-26/ĐT-UQ

Ho Chi Minh, May 8th, 2026

POWER OF ATTORNEY

I. Principal

Full name : **LÊ HẢI LIỄU** Date of birth: 18/02/1962
ID Card No. : 079162029124 Issued on: 12/01/2022
Place of issue : Police Department for Administrative Management of Social Order
Permanent address : 1/101 KBT Phú Gia, Hà Huy Tập Street, Tân Hưng Ward, HCM City
Position : Chairman of Duc Thanh Wood Processing Joint Stock Company

II. Attorney-in-fact

Ms : **NGUYỄN THỊ THANH HUYỀN** Date of birth: 02/10/1974
ID Card No. : 080174000472 Issued on: 22/12/2021
Place of issue : Police Department for Administrative Management of Social Order
Permanent address : 62/41 Thống Nhất Street, An Hội Đông Ward, HCM City
Position : Acting General Director of Duc Thanh Wood Processing Joint Stock Company

III. Scope of Authorization

Ms. Nguyen Thi Thanh Huyen is hereby authorized to represent Mrs. Lê Hải Liễu in carrying out the following tasks:

1. Chair the Annual General Meeting of Shareholders (AGM) for the fiscal year 2025 of Duc Thanh Wood Processing Joint Stock Company held on 09 May 2026, and exercise the rights and obligations of the chairperson in accordance with applicable laws.
2. Sign and affix the company seal to the Minutes of Meeting, AGM Resolutions, and other AGM documents (if any), and disclose information in compliance with the provisions of law.

Ms. Le Hai Lieu shall take full responsibility for the above authorization granted to Ms. NguyenThi Thanh Huyen.

IV. Term of Authorization

This Power of Attorney shall be effective for the Annual General Meeting of Shareholders held on 09 May 2026 and shall terminate upon completion of the information disclosure procedures.

Attorney-in-fact



NGUYEN THI THANH HUYEN

Principal



LE HAI LIEU

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 three 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 contents of the reports have been fully and comprehensively presented in the 2025 Annual Report of Duc Thanh Wood Processing Joint Stock Company. Therefore, the Organizing Committee would like to request permission not to present the full reports again at the General Meeting. Shareholders are kindly requested to refer to the detailed reports published on the Company's official website at www.goducthanh.com or by scanning the QR code below.



Scan QR code for three reports

On behalf of the Board of Directors

Chairman



LE HAI LIEU

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 GMS;
- 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 cursive letters, positioned above a horizontal line.

HOANG ANH TUAN

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:

Unit: VND

Indicators	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.

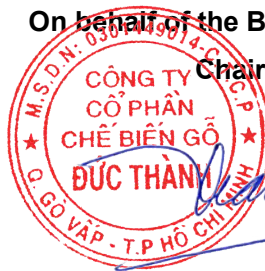
Respectfully!



Scan QR code for full report

On behalf of the Board of Directors

Chairman



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, May 09th, 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 from 20% to 30% on par value of shares in cash or both cash and shares	20%-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 General Meeting of Shareholders authorizes the Board of Directors (BOD) to decide the dividend payout ratio (ranging from 20% to 30%) depending on the Company's business performance during the year, and simultaneously authorizes the BOD to:

- Select the issuance time and carry out all necessary procedures in accordance with the law to complete the share issuance for dividend payment.
- Carry out additional registration of the newly issued shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additional listing registration with the Ho Chi Minh City Stock Exchange after completion of the issuance.
- Proactively amend and supplement the Charter of GDT Company in accordance with the increased charter capital and report to the General Meeting of Shareholders at the nearest meeting.
- Carry out procedures for amendment and increase of charter capital, and apply for amendment of the Enterprise Registration Certificate with the Ho Chi Minh City Department of Finance after completion of the issuance.

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

Chairman



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, May 7th, 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>
20. Allocation criteria	As set out in Appendix 01 attached hereto.

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

Respectfully!

On behalf of the Board of Directors

Chairman



LE HAI LIEU

APPENDIX 01

ESOP SHARE ALLOCATION CRITERIA

(Attached to the Resolution of the General Meeting of Shareholders No.01/NQ-DT dated May 9, 2026)

1. Eligibility Criteria

- Members of the Board of Directors (BOD) and Supervisory Board (SB) for the 2025–2029 term.
- All official employees currently working at the Company who have demonstrated commitment or pledged long-term service as of the date the BOD issues the Resolution to implement the ESOP plan.
- Experts and senior personnel recruited through the Company's talent acquisition program ("Talent Acquisition Employees") and approved by the Chairman of the Board of Directors.

2. Principles for Determining Allocated Shares

2.1 The number of ESOP shares allocated to participants is determined based on three factors:

- Position held.
- Contribution level and work performance.
- Length of service.

2.2 Allocation Formula:

$$\text{Allocated Shares} = \frac{\text{Total ESOP Shares Issued} \times \text{Issuance Coefficient}}{\text{Total Issuance Coefficient of Group}}$$

- **Issuance Coefficient** = Position Coefficient × Contribution Coefficient × Seniority Coefficient
- **Total Issuance Coefficient of Group** = Sum of issuance coefficients of all members in the ESOP group.
- Based on actual circumstances, the Executive Board will propose coefficient values and submit to the Chairman of the BOD for approval, then prepare a detailed allocation list for employees.

2.3 Allocation Principles by Group

Seniority Indicator		Position Indicator		Contribution Indicator	
I. Team Leaders – Workers					
Seniority (Months)	Coefficient	Position	Coefficient	Contribution	Coefficient
> 1	1.0	Worker	1.0	Excellent	1,6 - 3,0
> 96	1.5			Good	1,1 - 1.5
> 108	2.0			Average	0,5 - 1,0
> 144	2.5				

II. Management – Technical – Supervisors – Statistics – Warehouse – Electrical/Mechanical Production

Seniority (Months)	Coefficient	Position	Coefficient	Contribution	Coefficient
> 1	1.0	Director	8.0	Excellent	4,1 - 20
> 48	1.5	Deputy Director	7.0	Good	2,1 - 4,0
> 96	2.0	Plant Manager	6.0	Average	0,5 - 2,0
> 144	2.5	Deputy Plant Manager	5.0		
		Technical Staff	3.5		
		Team Leader	2.5		
		Deputy Team Leader	2.2		
		Group Leader	2.0		
		Staff	2.0		

III. BOD – SB – Office Staff

Seniority (Months)	Coefficient	Position	Coefficient	Contribution	Coefficient
1	1.0	Chairman of BOD	14.0	Excellent	4,1 - 16,0
> 24	1.2	Vice Chairman of BOD	13.0	Good	2,1 - 4,0
> 48	1.5	Member of BOD	12.5	Average	0,5 - 2,0
> 72	1.7	Head of SB	10.0		
> 96	2.0	Member of SB	9.0		
> 120	2.2	General Director	10.0		
		Deputy General Director	9.0		
		Director	8.0		
		Deputy Director	7.5		
		Department Head	7.0		
		Deputy Department Head	6.0		
		Office Staff	3.0		

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 outstanding (= 8 - 9)	24,650,191 shares (as at the time of submission to the 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 unsubscribed shares	The BOD is authorized to decide on the handling and distribution of the “Shares to be Distributed” to existing shareholders or other investors with sufficient demand

	in the event that existing shareholders do not exercise, or only partially exercise, their subscription rights (Shares to be Distributed):	<p>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



[Signature]
LE HAI LIEU

Hochiminh city, May 7th 2026

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

Actical 1. Scope and subjects of appplication

- 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

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

his 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

Hochiminh city, April 15th, 2026

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.

Recipients:

- Shareholders
- Filed with the BOD

ON BEHALF OF THE BOARD OF DIRECTORS
Chairman



LE HAI LIEU

Ho Chi Minh city, April 29, 2026

NOMINATION FORM

MEMBER OF BOARD OF DIRECTORS TERM 2025 - 2029

To: Duc Thanh Wood Processing Joint Stock Company

- **Shareholder's full name:** Le Hai Lieu
- **ID Card/Passport/Business Registration Certificate No.:** _____ **Date of issue:** _____
Place of issue: Police Department
- **Legal representative (If any):** None
- **Number of Shares held:** 6,175,069 Shares
- **Corresponding total value at face value:** 61,175,069,000 (VND)

I hereby request Duc Thanh Wood Processing Joint Stock Company to allow me to nominate:

Ms.: Bui Phuong Thao

ID Card/Passport No.: _____ **Date of issue:** _____ **Place of issue:** _____

Permanent address: _____

Education level: Bachelor's degree **Major:** Economics

Currently holding: 65,082 (Shares)

Corresponding total value at face value: 650,820,000 (VND)

As a candidate for the Board of Directors of Duc Thanh Wood Processing Joint Stock Company for the term 2025 – 2029

Thank you!

Attached documents:

- Copy of ID Card/Passport.
- Candidate's resume/CV.

Ho Chi Minh city, April 29, 2026
Nominator


LE HAI LIEU

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness
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CURRICULUM VITAE

1/ Name:	Bui Phuong Thao
2/ Gender:	Female
3/ Date of Birth:	January 1, 1979
4/ Place of Birth:	Rach Gia town, Kien Giang Province
5/ ID card/Passport: 091179000244	ngày cấp: 14/04/2022: April 14, 2022
6/ Nationality:	Viet Nam
7/ Ethnicity:	Kinh
8/ Permanent Address:	252/17/3 Hương lộ 80, phường Bình Tân, TP.
9/ Phone Number:	0908 509 045
10/ Email Address:	ngthao1978@gmail.com
11/ Qualification:	Bachelor's degree
12/ Work Experience: + From ... to ... : + From ... to ... :	- 2025 to Present: CFO Duc Thanh Wood (DTW) Company - 2024 to 2025: Chief Accountant, DTW Company - 2021 to 2024: CFO & Chief Accountant, DTW Company - 2011 to 2021: Chief Accountant, DTW Company - 2009 to 2011: Deputy Head of Accounting Department, DTW Company - 2006 to 2009: Accountant, DTW Company - 2001 to 2005: Accountant, Minh Giang Mechanical Manufacturing, Construction and Trading Co., Ltd.
13/ Companies where currently holding a position as a Member of the Board of Directors and other management positions:	None
14/ Total number of shares held (as of 20/03/2026) 65,082 shares, representing 0.26 % of charter capital, of which:	
+ Capital Representative of (name of the organization being the State shareholder/strategic	0 shares, representing 0% of charter capital

shareholder/other):	
+ Personally owned:	65,082 shares, representing 0.26 % of charter capital
15/ Commitments to hold shares (If any)	
16/ Affiliated persons holding shares of the company: – Relationship:; holding: 0 shares, representing 0% of charter capital
17/ Interests related to the Company and related parties of the Company (If any):	None
18/ Conflicts of Interest with the Company:	None
19/ Name of the shareholder or shareholder group nominating the candidate (If any):	Ms. Le Hai Lieu
20/ List of affiliated persons of the declarant*:	

I hereby certify that all information provided above is completely truthful, and I bear full legal responsibility for any inaccuracies.

Ho Chi Minh city, April 29, 2026
Declarant
(Signature, full name)



BUI PHUONG THAO

No.	Stock Code	Name	Securities trading account	Position at the company (If any)	Relationship with the company/ insider	Type of NSH No (*)(ID card No./Business Registration Certificate)	NSH No (*)	date of issue	place of issue	Head office address/ Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons (when changes related to items 13 and 14 occur)	Note (regarding the absence of NSH No and other notes)
1		Bui Phuong Thao		CFO		ID card					65,082	0.26%				
1.01		Bui Duc Dung			Father	ID Card										
1.02		Mai Hoai Thu			Mother	ID Card										
1.03		Dao Hung Cuong			Husband	ID Card										
1.04		Dao Nguyen Pho			Child	ID Card										
1.05		Dao Nguyen Khanh			Kids	ID Card										

1.06		Bui Ngoc Thuy			Younger sister	ID Card										
1.07		Bui Minh Thuy			Younger sister	ID Card										
1.08		Bui Quang Thien			Younger brother	ID Card										
1.09		Nguyen Nhat Hanh			Brother-in-law	ID Card										
1.10		Danh Thi Man Tien			Sister-in-law	ID Card										
1.11		Dao Hung Viet			Father-in-law	ID Card										

NOMINATION FORM
MEMBER OF BOARD OF SUPERVISORS TERM 2025 - 2029

To: Duc Thanh Wood Processing Joint Stock Company

- **Shareholder's full name:** Le Hai Lieu
- **ID Card/Passport/Business Registration Certificate No.:** _____ **Date of issue:** _____

Place of issue: Ministry of Public Security

- **Legal representative (If any):** None
- **Number of Shares held:** 5,359,148 Shares
- **Corresponding total value at face value:** 53,591,480,000 (VND)

I hereby request Duc Thanh Wood Processing Joint Stock Company to allow me to nominate:

Ms.: Nguyen Ha Ngoc Diep

ID Card/Passport No.: _____ **Date of issue:** _____ **Place of issue:** _____

Permanent address: _____

Education level: Master's degree **Major:** Accounting

Currently holding: 1,426,281 (Shares)

Corresponding total value at face value: 14,262,810,000 (VND)

As a candidate for the Board of Supervisors of Duc Thanh Wood Processing Joint Stock Company for the term 2025 – 2029

Thank you!

Attached documents:

- Copy of ID Card/Passport.
- Candidate's resume/CV.

Ho Chi Minh city, April 29, 2026
Nominator


LE HAI LIEU

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness
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CURRICULUM VITAE

1/ Name:	Nguyen Ha Ngoc Diep
2/ Gender:	Female
3/ Date of Birth:	March 4, 1975
4/ Place of Birth:	Duy Trinh, Duy Xuyen District, Quang Nam Province
5/ID card/Passport:	
6/ Nationality:	Viet Nam
7/ Ethnicity:	Kinh
8/ Permanent Address:	
9/ Phone Number: 10/ Email Address:	
11/ Qualification:	Master's degree
12/ Work Experience: + From ... to ... : + From ... to ... :	- 2019 to Present: Deputy General Director DTW Company - 2018 to 2019: CFO Duc Thanh Wood Company - 2016 to 2017: Head of the BOS, DTW Processing JSC - 2010 to 2016: Inventory and Asset Management Auditor at DKSH Vietnam; concurrently Chief Accountant at Sy Viet Company (a member of DKSH Group) - 2004 to 2009: Chief Accountant, Tourism Order Management Board under Thanh Nien Xung Phong Public Service Company - 1997 to 2003: Assistant to the General Director, DTW Company
13/ Companies where currently holding a position as a Member of the Board of Directors and other management positions:	None
14/ Total number of shares held (as of 20/03/2026) 1,426,281 shares, representing 5.72 % of charter capital, of which:	

+ Capital Representative of (name of the organization being the State shareholder/strategic shareholder/other):	0 shares, representing 0% of charter capital
+ Personally owned:	1,426,281 shares, representing 5.72 % of charter capital
15/ Commitments to hold shares (If any)	
16/ Affiliated persons holding shares of the company: – Relationship:; holding: 0 shares, representing 0% of charter capital
17/ Interests related to the Company and related parties of the Company (If any):	None
18/ Conflicts of Interest with the Company:	None
19/ Name of the shareholder or shareholder group nominating the candidate (If any):	Ms. Le Hai Lieu
20/ List of affiliated persons of the declarant*:	

I hereby certify that all information provided above is completely truthful, and I bear full legal responsibility for any inaccuracies.

Ho Chi Minh city, April 29, 2026

Declarant
(Signature, full name)



NGUYEN HA NGOC DIEP

No.	Stock Code	Name	Securities trading account	Position at the company (If any)	Relationship with the company/ insider	Type of NSH No (*) (ID card No./Business Registration Certificate)	NSH No (*)	date of issue	place of issue	Head office address/ Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons (when changes related to items 13 and 14 occur)	Note (regarding the absence of NSH No and other notes)
1		Nguyen Ha Ngoc Diep				ID card					1,426,281	5.72%	Reappointed to the Board of Directors on April 19, 2025			
1.01		Tran Ngoc Dien			Husband	ID Card										
1.02		Tran Thi Tuyet			Mother-in-law	ID Card										
1.03		Tran Ngoc Phuong Thanh			Child	ID Card										
1.04		Tran Ngoc Phuong Uyen			Child	ID Card										
1.05		Tran Ngoc Quyen			Child	ID Card										

1.06		Nguyen Van Quynh			Father	ID Card									
1.07		Ha Thi Ngoc Huong			Mother	ID Card									
1.08		Nguyen Van Toan			Younger brother	ID Card									
1.09		Do Nhu Quynh			Sister-in-law	ID Card									