

**CÔNG TY CỔ PHẦN  
TẬP ĐOÀN ĐỨC LONG GIA LAI  
DUC LONG GIA LAI GROUP  
JOINT STOCK COMPANY**

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**  
Độc lập - Tự do - Hạnh phúc  
**SOCIALIST REPUBLIC OF VIETNAM**  
*Independence - Freedom - Happiness*

Số: **55** /CV-DLG

No.: **55** /CV-DLG

*Gia Lai, ngày 21 tháng 5 năm 2025*

*Gia Lai, May 21, 2025*

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG**  
**IRREGULAR INFORMATION DISCLOSURE**

**Kính gửi:** - Ủy ban Chứng khoán Nhà nước  
- Sở Giao dịch Chứng khoán TP HCM.  
**To:** - *State Securities Commission*  
- *Ho Chi Minh City Stock Exchange.*

1. Tên tổ chức: **Công ty Cổ phần Tập đoàn Đức Long Gia Lai**

*Organization name: Duc Long Gia Lai Group Joint Stock Company*

- Mã chứng khoán: **DLG**

*Stock code: DLG*

- Địa chỉ: 90 Lê Duẩn, P. Phù Đồng, TP. Pleiku, tỉnh Gia Lai

*Address: 90 Le Duan, Phu Dong Ward, Pleiku City, Gia Lai province*

- Điện thoại liên hệ: (84-269) 3748 367

Fax: (84-269) 3747 366

*Phone: (84-269) 3748 367*

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- E-mail: [duclong@duclonggroup.com](mailto:duclong@duclonggroup.com)

- Website: <http://duclonggroup.com/>

2. Nội dung thông tin công bố: **Cập nhật, bổ sung tài liệu trình tại Đại hội đồng cổ đông thường niên năm 2025 (tổ chức ngày 30/5/2025).**

*Content of published information: Updating and supplementing documents submitted at the 2025 Annual General Meeting of Shareholders (held on May 30, 2025)*

- Ngày 09/05/2025, Công ty đã công bố thông tin tài liệu trình tại Đại hội đồng cổ đông thường niên năm 2025 (tại công văn số 51/CV-DLG);

*On May 09, 2025, the Company disclosed information regarding the documents to be submitted at the 2025 Annual General Meeting of Shareholders (in Official Letter No. 51/CV-DLG);*



- Ngày 16/5/2025, Công ty nhận được đơn xin từ nhiệm thành viên HĐQT của ông Paul Anthony Murphy (đã công bố thông tin tại công văn số 54/CV-DLG);

*On May 16, 2025, the Company received the resignation letter of Mr. Paul Anthony Murphy as a member of the Board of Directors (information disclosed in Official Letter No. 54/CV-DLG);*

- Ngày 19/5/2025, Công ty đã nhận Đơn đề cử ứng cử viên tham gia Hội đồng quản trị, Ban kiểm soát nhiệm kỳ 2022-2027 của cổ đông Bùi Pháp (tỷ lệ sở hữu 24,80%);

*On May 19, 2025, the Company received the Nomination Letter for candidates to the Board of Directors and Supervisory Board for the 2022-2027 term from shareholder Bùi Pháp (24.80% ownership stake)*

Do đó, công ty cập nhật và bổ sung tài liệu trình tại Đại hội đồng cổ đông thường niên năm 2025 như sau:

*Therefore, the Company updates and supplements the documents to be submitted at the 2025 Annual General Meeting of Shareholders as follows:*

**2.1** Cập nhật thông tin tại: Tờ trình 06/TTr-ĐHĐCĐ2025; mẫu Phiếu bầu thành viên Ban Kiểm soát; Phiếu biểu quyết, Dự thảo Nghị quyết về các quyết định của ĐHĐCĐ thường niên năm 2025.

*Update information at: Proposal 06/TTr-ĐHĐCĐ2025; Supervisory Board member ballot form; Voting slip, Draft Resolution on the decisions of the 2025 Annual General Meeting of Shareholders.*

**2.2** Bổ sung một số văn bản: Danh sách ứng viên đề cử thành viên BKS nhiệm kỳ 2022-2027, Tờ trình số 07/TTr-ĐHĐCĐ2025 về việc miễn nhiệm và bầu bổ sung thành viên HĐQT nhiệm kỳ 2022 – 2027, Danh sách ứng viên đề cử thành viên HĐQT nhiệm kỳ 2022-2027 và mẫu Phiếu bầu thành viên HĐQT;

*Supplementing several documents: List of nominated candidates for Supervisory Board members for the 2022-2027 term, Proposal No. 07/TTr-ĐHĐCĐ2025 regarding the dismissal and additional election of Board of Directors members for the 2022-2027 term, List of nominated candidates for Board of Directors members for the 2022-2027 term, and the Board of Directors member ballot form;*

Những nội dung khác trong tài liệu trình tại Đại hội đồng cổ đông thường niên năm 2025 Công ty đã công bố ngày 09/05/2025 không thay đổi.

*Other contents in the documents submitted at the 2025 Annual General Meeting of Shareholders, which the Company disclosed on May 09, 2025, remain unchanged.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 21/5/2025 tại đường dẫn: <http://www.duclonggroup.com/cong-bo-thong-tin.html>

*This information was announced on the company's website on May 21, 2025 at the link: <http://www.duclonggroup.com/cong-bo-thong-tin.html>*

Chúng tôi xin 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 here by commit that the information published above is true and take full responsibility in front of the law for the content of the published information.*

**Tài liệu đính kèm:**

- Tờ trình số 06/TTr-ĐHĐCĐ2025;  
/Proposal No. 06/TTr-ĐHĐCĐ2025
- Danh sách ứng viên đề cử, ứng cử thành viên Ban kiểm soát nhiệm kỳ 2022-2027;  
/List of nominated candidates for Supervisory Board members for the 2022-2027 term
- Tờ trình số 07/TTr-ĐHĐCĐ2025;  
/Proposal No. 07/TTr-ĐHĐCĐ2025
- Danh sách ứng viên đề cử, ứng cử thành viên Hội đồng quản trị nhiệm kỳ 2022-2027;  
/List of nominated candidates for Board of Directors members for the 2022-2027 term
- Mẫu Phiếu bầu thành viên Ban Kiểm soát;  
/Supervisory Board member ballot form
- Mẫu Phiếu bầu thành viên Hội đồng quản trị;  
/Board of Directors Member Ballot Form
- Phiếu biểu quyết/Voting slip;
- Dự thảo Nghị quyết về các quyết định của ĐHĐCĐ thường niên 2025.  
/Draft Resolution on the decisions of the 2025 Annual General Meeting of Shareholders

**CTCP TẬP ĐOÀN ĐỨC LONG GIA LAI  
NGƯỜI ĐẠI DIỆN PHÁP LUẬT  
TỔNG GIÁM ĐỐC**



**NGUYỄN TƯỜNG CỘT**





**DUCLONG GROUP**

No.: 06/TTr-ĐHĐCĐ2025

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Pleiku May 09, 2025

## **PROPOSAL**

### **Regarding the Dismissal and Additional Election of Supervisory Members For the 2022–2027 Term**

To: The General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company.

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *The Charter of Duc Long Gia Lai Group Joint Stock Company;*
- *Minutes No. 04/BB-HĐQT-ĐLGL dated April 9, 2025, of the Board of Directors of Duc Long Gia Lai Group JSC on the preparation for the 2025 Annual General Meeting of Shareholders;*
- *Resignation letter of Ms. Dang Thi Ha as a member of the Supervisory Board;*
- *Nomination Letter for candidates to the Board of Directors and Supervisory Board for the 2022-2027 term from shareholder Bùi Pháp;*
- *Relevant legal documents,*

In order to align with the actual circumstances, facilitate the Company's management activities, and enhance operational efficiency, the Board of Directors of Duc Long Gia Lai Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the following:

1. Dismissal of a member of the Board of Supervisory for the 2022–2027 term based on the resignation letter of Ms. Đặng Thị Hà
2. Additional election of a member of the Board of Directors for the 2022–2027 term, proposed for Mr. Vũ Văn Tin (*Attached list of candidates elected to the Supervisory Board*)

We respectfully submit this for your consideration and approval.

Respectfully! ./.

**Receipts:**

- Shareholders;
- Filing;

**REP. BOARD OF DIRECTOR  
CHAIRMAN**



**Bùi Pháp**





Pleiku May 20, 2025

## **LIST OF CANDIDATES NOMINATED FOR THE SUPERVISORY BOARD FOR THE 2022-2027 TERM**

*Based on the nomination letter from shareholder Bùi Pháp for candidates to the Supervisory Board for the 2022-2027 term;*

*Based on the Regulations on the nomination and election of members of the Board of Directors and members of the Supervisory Board of Duc Long Gia Lai Group Joint Stock Company;*

*The Company has compiled a List of candidates for the Supervisory Board for the 2022-2027 term, comprising 01 candidate who meets all the criteria, conditions, and has submitted complete and valid documents to the Company by the deadline:*

**1. MR. VŨ VĂN TIN**

- Full name: Vũ Văn Tin
- Date of birth: August 03, 1971
- Professional qualification: Bachelor of Economics - Major in Accounting
- Work experience:

No.	Month, year	Position and place of work
1.	From 01/2002 to 01/2016	Accountant at Chu Prong Commercial Company (later Tay Gia Lai Commercial Company)
2.	From 02/2016 to 10/2016	Member of the Internal Supervisory Board of Duc Long Gia Lai Group Joint Stock Company
3.	From 11/2016 to 07/2024	Director of Duc Long Gia Lai Exploitation and Mineral Processing Joint Stock Company
4.	From 08/2024 to present	Director of Tay Nguyen Mining and Processing Industry Joint Stock Company

- Management position in other organizations: Director of Tay Nguyen Mining and Processing Industry Joint Stock Company.
- Interests related to the company and its related parties: None





**DUCLONG GROUP**

No.: 07/TTr-ĐHĐCĐ2025

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Pleiku May 20, 2025

## **PROPOSAL**

### **Regarding the Dismissal and Additional Election of Board Members For the 2022–2027 Term**

To: The General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company.

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities;*
- *The Charter of Duc Long Gia Lai Group Joint Stock Company;*
- *Minutes No. 04/BB-HĐQT-ĐLGL dated April 9, 2025, of the Board of Directors of Duc Long Gia Lai Group JSC on the preparation for the 2025 Annual General Meeting of Shareholders;*
- *Resignation letter of Mr. Paul Anthony Murphy as a member of the Board of Directors;*
- *Nomination letter for candidates to the Board of Directors and Supervisory Board for the 2022-2027 term from Mr. Bui Phap;*
- *Relevant legal documents,*

- The Board of Directors is the management body of the Company, fully authorized to represent the Company in making decisions and performing its rights and obligations. In order to align with the actual circumstances, facilitate the Company's management activities, and enhance operational efficiency, the Board of Directors of Duc Long Gia Lai Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the following:

1. Dismissal of a member of the Board of Directors for the 2022–2027 term based on the resignation letter of Mr. Paul Anthony Murphy (*attached resignation letter*);
2. Additional election of a member of the Board of Directors for the 2022–2027 term, proposed for Mr. Võ Sỹ Việt (*Attached is the list of candidates elected as members of the Board of Directors*)

We respectfully submit this for your consideration and approval.

Respectfully! ./.

**Recipients:**

- Shareholders;
- Filing;



**Bùi Pháp**



**ĐƠN XIN TỪ NHIỆM**  
**THÀNH VIÊN HỘI ĐỒNG QUẢN TRỊ**  
**LETTER OF RESIGNATION**  
**FROM THE BOARD OF DIRECTORS**



Kính gửi: Đại hội đồng cổ đông thường niên năm 2025  
Hội đồng quản trị Công ty cổ phần Tập đoàn Đức Long Gia Lai  
*To: The 2025 Annual General Meeting of Shareholders*  
*Board of Directors of Duc Long Gia Lai Group Joint Stock*

*Company*

Họ và tên : Paul Anthony Murphy  
*Full name*  
Sinh ngày : 31/03/1957  
*DOB*  
Chức danh : Thành viên Hội đồng quản trị Công ty  
*Title* *Member of the Board of Directors of the Company*

Ngày 23/6/2018, tại Đại hội đồng cổ đông thường niên năm 2018 tôi được bầu làm thành viên Hội đồng quản trị công ty. Tính đến hiện tại tôi đã làm thành viên HĐQT 02 nhiệm kỳ (nhiệm kỳ 2017 – 2022 và nhiệm kỳ 2022-2027). Từ ngày được bổ nhiệm là thành viên Hội đồng quản trị Công ty đến nay, tôi đã luôn hoàn thành nhiệm vụ theo quy định của pháp luật, cũng như nhiệm vụ do Đại hội đồng cổ đông, Hội đồng quản trị của Công ty phân công.

*On June 23, 2018, at the 2018 Annual General Meeting of Shareholders, I was elected as a member of the Board of Directors of the Company. Up to the present time, I have served two consecutive terms on the Board (the 2017–2022 term and the 2022–2027 term). Since my appointment as a member of the Board of Directors, I have consistently fulfilled my duties in accordance with the law, as well as the responsibilities assigned to me by the General Meeting of Shareholders and the Board of Directors of the Company.*

Vì lý do công việc cá nhân tôi không thể tiếp tục đảm nhiệm được chức vụ thành viên Hội đồng quản trị. Nay tôi làm đơn này kính gửi đến Đại hội đồng cổ đông và Hội đồng quản trị Công ty Cổ phần Tập đoàn Đức Long Gia Lai chấp thuận cho tôi xin từ nhiệm chức danh thành viên Hội đồng quản trị CTCP Tập đoàn Đức Long Gia Lai.

*Due to personal work-related reasons, I am no longer able to continue serving as a member of the Board of Directors. Therefore, I respectfully submit this letter to the General Meeting of Shareholders and the Board of Directors of Duc Long Gia Lai Group Joint Stock Company to request approval for my resignation from the position of Member of the Board of Directors of Duc Long Gia Lai Group Joint Stock Company.*

Thời gian: Kể từ khi có Nghị quyết ĐHĐCĐ thường niên năm 2025 của công ty.

*Effective date: From the date of the Resolution of the 2025 Annual General Meeting of Shareholders of the Company.*

Kính mong Đại hội đồng cổ đông và Hội đồng quản trị Công ty Cổ phần Tập đoàn Đức Long Gia Lai chấp thuận đơn xin từ nhiệm của tôi.

*I respectfully request the General Meeting of Shareholders and the Board of Directors of Duc Long Gia Lai Group Joint Stock Company to approve my resignation.*

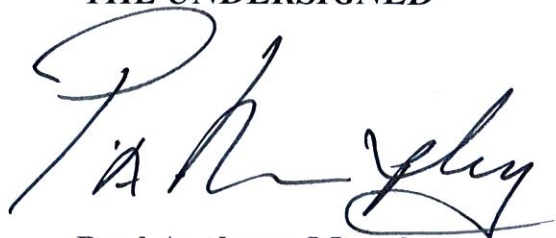
Xin chân thành cảm ơn!

*Sincerely thank you!./.*

Gia Lai, ngày 12. tháng 5 năm 2025

Gia Lai, May ..12., 2025

**NGƯỜI LÀM ĐƠN**  
**THE UNDERSIGNED**



**Paul Anthony Murphy**





**DUCLONG GROUP**



THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Pleiku May 20, 2025

**LIST OF CANDIDATES NOMINATED AND SELF-NOMINATED FOR THE BOARD OF DIRECTORS  
FOR THE 2022-2027 TERM**

*Based on the Nomination Letter and Application Letter from shareholder Bùi Pháp for candidates to the Board of Directors for the 2022-2027 term;*

*Based on the Regulations on the nomination and election of members of the Board of Directors and members of the Supervisory Board of Duc Long Gia Lai Group Joint Stock Company;*

The Company has compiled a List of candidates for the Board of Directors for the 2022-2027 term, comprising 01 candidate who meets all the criteria, conditions, and has submitted complete and valid documents to the Company by the deadline:

**1. MR. VÕ SỸ VIỆT**

- Full name: Võ Sỹ Việt
- Date of birth: November 10, 1975
- Professional qualification: Intermediate degree in Finance and Accounting
- Work experience:

No.	Month, year	Position and place of work
1.	From 01/2000 to 09/2002	Chief Accountant of Chu Prong District Commercial Company
2.	From 10/2002 to 05/2006	Chief Accountant of Tay Gia Lai Commercial Joint Stock Company
3.	From 06/2006 to 10/2009	Chief Accountant of Tay Gia Lai Commercial Joint Stock Company
4.	From 11/2009 to 12/2013	Chief Accountant of Tuyen Bat Trang Gia Lai Brick Joint Stock Company
5.	From 01/2014 to 01/2016	Deputy Director cum Chief Accountant of Gia Lai Mineral and Construction Materials Joint Stock Company
6.	From 04/2017 to 06/2020	Member of Supervisory Board of Duc Long Gia Lai Group Joint Stock Company
7.	From 4/2017 to 6/2021	Member of Supervisory Board of Alpha Seven Group Joint Stock Company
8.	From 03/2019 to present	Director of Tay Nguyen Mineral Smelting Joint Stock Company
9.	From 06/2021 to present	Director of Duc Long Gia Lai Agricultural Co., Ltd.
10.	From 08/2023 to present	Director of Duc Long Gia Lai Mineral Exploitation and Processing Joint Stock Company

- 
- Management positions in other organizations:
    - + Director of Tay Nguyen Mineral Smelting Joint Stock Company;
    - + Director of Duc Long Gia Lai Agricultural Co., Ltd.
    - + Director of Duc Long Gia Lai Mineral Exploitation and Processing Joint Stock Company;
  - Interests related to the company and its related parties: None



**DUC LONG GIA LAI GROUP JOINT STOCK COMPANY**



# **BALLOT**

**BOARD OF SUPERVISORS TERM 2022–2027**

**Date: May 30, 2025**

**SHAREHOLDER'S FULL NAME:**

<b>NUMBER OF SHARES OWNED</b>	<b>NUMBER OF SHARES AUTHORIZED</b>	<b>TOTAL NUMBER OF SHARES</b>	<b>NUMBER OF VOTES</b>

Pursuant to the Company Charter, the Election Regulations approved at the General Meeting, and based on the competence, qualifications, and ethics of the candidates, I agree to elect the following candidates to the Board of Supervisors of Duc Long Gia Lai Group Joint Stock Company

<b>NO.</b>	<b>FULL NAME</b>	<b>NUMBER OF VOTES</b>
<b>1</b>	<b>VŨ VĂN TIN</b>	

**SHAREHOLDER'S SIGNATURE**



**ĐỨC LONG GIA LAI GROUP JOINT STOCK COMPANY**

# **BALLOT**

**BOARD OF DIRECTORS TERM 2022–2027**

**Date: May 30, 2025**

**SHAREHOLDER'S FULL NAME:**

<b>NUMBER OF SHARES OWNED</b>	<b>NUMBER OF SHARES AUTHORIZED</b>	<b>TOTAL NUMBER OF SHARES</b>	<b>NUMBER OF VOTES</b>

Pursuant to the Company Charter, the Election Regulations approved at the General Meeting, and based on the competence, qualifications, and ethics of the candidates, I agree to elect the following candidates to the Board of Directors of Duc Long Gia Lai Group Joint Stock Company

<b>NO.</b>	<b>FULL NAME</b>	<b>NUMBER OF VOTES</b>
<b>1</b>	<b>VÕ SỸ VIỆT</b>	

**SHAREHOLDER'S SIGNATURE**



**DUC LONG GIA LAI GROUP JOINT STOCK COMPANY**

90 Le Duan Street, Phu Dong Ward, Pleiku City, Gia Lai Province.

Phone: (84-269) 3748 367 – Fax: (84-269) 3747 366

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025****(Date: May 30, 2025)****BALLOT PAPER**

Full name of shareholder/Authorized representative: .....

Shareholder registration number: .....

Shareholder code: .....

Number of voting shares: .....

In which: - Number of owned shares: .....

- Number of authorized shares: .....

**VOTING CONTENT:****The shareholder shall mark an "X" in the corresponding box below:**

NO.	VOTING CONTENT	Agree	Disagree	No Opinion
1.	Report of the Board of Directors on governance and performance in 2024, business plan for 2025 and subsequent years			
2.	Report on business results in 2024 and the 2025 business plan of the Executive Board			
3.	Report on activities of the Supervisory Board, self-assessment report of the Supervisory Board and Controllers.			
4.	Proposal for approval of the 2024 audited financial statements			
5.	Proposal for approval of the 2025 revenue and profit plan			
6.	Proposal on remuneration and expenses of the Board of Directors, Supervisory Board, and salaries of the Executive Board in 2024; remuneration and expense plan for 2025			
7.	Proposal on selection of audit firm for the 2025 financial statements			
8.	Proposal on authorizing the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders			
9.	Proposal on dismissal and additional election of members of the Supervisory Board for the 2022–2027 term			
10.	Proposal on dismissal and additional election of Board members for the 2022–2027 term			

**SHAREHOLDER****(Signature)**



Pleiku May 30, 2025

No.: 01/NQ-ĐHĐCĐTN2025

DRAFT

## RESOLUTION

### On the Resolutions Passed by the 2025 Annual General Meeting of Shareholders

#### THE GENERAL MEETING OF SHAREHOLDERS DUC LONG GIA LAI GROUP JOINT STOCK COMPANY

The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

The Law on Securities No. 54/2019/QH14 dated November 26, 2019;

The Charter of Duc Long Gia Lai Group Joint Stock Company;

The Vote Counting Minutes of the 2025 Annual General Meeting of Shareholders dated May 30, 2025;

The Minutes of the 2025 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company No. 01/BB-ĐHĐCĐTN2025 dated May 30, 2025,

#### HEREBY RESOLVES:

##### Article 1. Approval of the following Reports:

1.1. Report of the Board of Directors on corporate governance and its performance in 2024, the business plan of the Group for 2025 and the following years.

##### Business Plan Targets (Unit: VND billion)

INDICATOR	2025	2026	2027
- Revenue (billion VND)	650	700	750
- Net profit aftertax(billion VND)	200	225	250

1.2 Report of the General Director on the business performance in 2024 and the business plan for 2025.

##### Business Results for 2024



Indicator	Plan 2024	Actual 2024	Performance vs. Plan (%)
Revenue	1.400	1.058,7	75,6%
Net profit aftertax	120	244	203,4%

**1.3.** Report of the Supervisory Board, including its performance self-assessment and the performance report of Supervisors.

**Article 2.** Approval of the following matters:

**2.1.** The 2024 separate and consolidated financial statements audited by UHY Auditing and Consulting Co., Ltd. These financial statements have been disclosed in accordance with regulations and published on the Company's website at <http://www.duclonggroup.com/>.

**2.2.** Based on the accumulated loss after tax as stated in the audited 2024 consolidated financial statements of VND (2,456,466,005,020), the Company does not have sufficient capital to pay dividends for 2024. The General Meeting of Shareholders approves not to pay dividends for 2024.

**Article 3.** Approval of the 2025 Revenue and Profit Plan:

Based on past business and investment results, and considering 2025 as a potentially volatile year due to global economic uncertainties and the State's macroeconomic policies, along with the financial status of the parent company and its subsidiaries, the General Meeting of Shareholders approves the following targets for 2025:

- Revenue: 650.000.000.000 VND
- Net profit after tax 200.000.000.000 VND

**Article 4.** Approval of remuneration and expenses of the Board of Directors, Supervisory Board, and salaries of the Executive Board in 2024, and the remuneration and expense plan for the Board of Directors and Supervisory Board in 2025, as follows:

**4.1. Remuneration for the Board of Directors and Supervisory Board, and salaries of the Executive Board in 2024:**

**a. Remuneration and expenses for members of the Board of Directors and Supervisory Board in 2024:**

In 2024, the actual profit after tax exceeded the planned target. However, revenue only reached 75.62% of the plan, a 5.67% decrease compared to the previous year. Additionally, the accumulated losses from 2022 and 2023 amounted to VND 1,775.92 billion, and the 2024 profit was insufficient to offset these accumulated losses. Furthermore, considering that the Company is still facing many challenges in its restructuring process to fully repay bank debts in the coming years, members of the Board of Directors and the Supervisory Board have



voluntarily decided not to receive remuneration or bonus based on the excess profit after tax, in accordance with the 2024 General Meeting of Shareholders' resolution.

**b. Salaries of the Executive Board:**

- Total income of the Executive Board in 2024: VND 1,245,032,735

*(This is presented in Note 34 (page 43) of the 2024 audited separate financial statements)*

**4.2. Remuneration and expense plan for 2025:**

**a. Remuneration and expenses for members of the Board of Directors:**

- Chairman of the Board of Directors: VND 15,000,000/month
- Vice Chairman of the Board of Directors: VND 10,000,000/month
- Other members of the Board of Directors: VND 6,000,000/month/person

In cases where a Board member concurrently holds a position at Duc Long Gia Lai Group Joint Stock Company or its subsidiaries, no remuneration will be paid.

**b. Remuneration for members of the Supervisory Board:**

- Head of the Supervisory Board: VND 10,000,000/month
- Other members of the Supervisory Board: VND 6,000,000/month/person

In cases where a Supervisory Board member concurrently holds a position at Duc Long Gia Lai Group Joint Stock Company or its subsidiaries, no remuneration will be paid.

**c. In addition to the above fixed remuneration, based on the Company's business performance set at the beginning of the year, members of the Board of Directors and the Supervisory Board will receive the following bonuses:**

- 2% (two percent) of the profit after tax if the planned target is achieved;
- 5% (five percent) of the profit after tax exceeding the planned target.

**Article 5.** Approval of the selection of the auditing company for the 2025 financial statements:

To ensure compliance with accounting standards and the principles of transparency and public disclosure of the Company's financial statements, approval is granted for the selection of the auditing firm for the 2025 financial statements as follows:

**5.1. Criteria for selecting the auditing firm:**

- Must be an independent auditing firm legally qualified and approved by the State Securities Commission to audit public companies and listed companies.



- Must meet the Company's requirements in terms of scope, schedule, and quality of the audit.
- Must have experience auditing public companies, listed companies in Vietnam, and enterprises with business lines similar to the Company.
- Must have a team of highly qualified and experienced auditors.
- Must have a reputable audit quality.
- Must offer a reasonable audit fee corresponding to the quality of service, based on submitted fee proposals and audit scope.

**5.2.** Approval of the criteria for selecting the auditing firm and authorization for the Board of Directors to select an independent auditing firm from the list of firms approved by the State Securities Commission to audit the 2025 financial statements and, if necessary, to conduct audits of the Company's operations, provided that the selected firm meets the above criteria and offers the most reasonable cost.

**Article 6.** Approval of the authorization for the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders

Based on the socio-economic situation, the government's macroeconomic regulatory policies, and the financial status of the Company and its subsidiaries, in order to ensure effective corporate governance and business operations, the General Meeting of Shareholders approves the authorization for the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders, ensuring the best interests of the Company. The authorized matters include:

6.1. Proactively adjust the 2025 business plan in accordance with market developments and legal regulations;

6.2. Add new business lines as permitted by law and carry out procedures to amend the Company's Business Registration Certificate accordingly;

6.3. Decide on the structure and organization of the management and executive apparatus in line with the law and the scale of the Company's operations at each point in time;

6.4. Decide on the issuance of private/convertible bonds, changes in charter capital, and share offering plans;

6.5. Decide on the repurchase of more than 10% of the total number of shares sold for each class of shares;

6.6. Transactions with related parties: In the course of business operations, the Company carries out transactions with related parties, including the purchase and sale of goods, semi-finished products, and arising debts. These are regular transactions and form part of the Company's normal business activities.

Authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders provides the Board with the

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necessary flexibility and initiative to further promote its role in the upcoming period. At the same time, it enhances the responsibility of the Board members, as stipulated by the Law on Enterprises, which requires Board members to perform their duties with honesty, prudence, and in the best interest of the Company and its shareholders. Any violations will result in accountability before the General Meeting of Shareholders and under the law.

The Board of Directors shall be responsible for reporting and explaining the implementation of the above matters (if any) at the nearest General Meeting of Shareholders.

**Article 7.** Approving the dismissal and additional election of Supervisory Board members for the 2022 – 2027 term, effective from May 30, 2025

7.1. Dismissal of Ms. Đặng Thị Hà from the Supervisory Board for the 2022–2027 term, based on her resignation letter;

7.2. Election of Mr. Vũ Văn Tin as an additional member of the Supervisory Board for the 2022–2027 term

**Article 8.** Approving the dismissal and additional election of Board of Directors members for the 2022 – 2027 term, effective from May 30, 2025

8.1. Dismissal of Mr. Paul Anthony Murphy from the Board of Directors for the 2022-2027 term, based on the resignation letter;

8.2. Election of Mr. Võ Sỹ Việt as an additional member of the Board of Directors for the 2022-2027 term.

**Article 9.** Implementation:

9.1. The Board of Directors shall, based on its functions, duties, and powers, proactively develop a plan to implement this Resolution;

9.2. The Supervisory Board is responsible for monitoring and overseeing the implementation of the Resolution by relevant organizations and individuals.

*This Resolution was approved by the 2025 Annual General Meeting of Shareholders on May 30, 2025, and takes effect from the date of signing and issuance./.*

**Receipients:**

- Shareholders;
- State Securities Commission (SSC);
- Board of Directors;
- Supervisory Board;
- Executive Board;
- Group Office;
- Investment Relations Department;
- Archives: Office + AGM Dossier.

**ON BEHALF OF THE GMS  
CHAIRMAN OF THE BOD**

**Bùi Pháp**

