

**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: **57** /CV-DLG
No.: **57** /CV-DLG

Gia Lai, ngày 30 tháng 5 năm 2025
Gia Lai, May 30, 2025

CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC 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*

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

2. Nội dung thông tin công bố:

Content of published information:

Biên bản và Nghị quyết Đại hội đồng cổ đông thường niên năm 2025 ngày 30/5/2025 và tài liệu đính kèm.

Minutes and Resolution of the 2025 Annual General Meeting of Shareholders dated May 30, 2025, and attached documents.



3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 30/5/2025 tại đường dẫn: <http://www.duclonggroup.com/ngghi-quyet.html>

This information was announced on the company's website on 30/5/2025 at the link: <http://www.duclonggroup.com/ngghi-quyet.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 hereby 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:

Attached documents:

- Biên bản và Nghị quyết ĐHĐCĐ thường niên 2025/ *Minutes and Resolution of the 2025 AGM;*
- Tài liệu đính kèm Biên bản ĐHĐCĐ thường niên 2025/ *Attached document Minutes of the 2025 AGM;*

**NGƯỜI ĐẠI DIỆN PHÁP LUẬT
TỔNG GIÁM ĐỐC
LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



NGUYỄN TƯỜNG CỘT





Pleiku May 30th, 2025

No.: 01/NQ-DHĐCĐTN2025

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-DHĐCĐTN2025 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
- Revenue (billion VND)	650
- Net profit aftertax(billion VND)	200

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 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. Approval of the dismissal and additional election of members of the Supervisory Board for the 2022 - 2027 term, effective from May 30, 2025:

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

7.2. Additional election of Mr. Vũ Văn Tin to the Supervisory Board for the 2022–2027 term

Article 8. Approval of the dismissal and additional election of members of the Board of Directors 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 his resignation letter.

8.2. Additional election of Mr. Võ Sỹ Việt to the Board of Directors for the 2022–2027 term.

Article 9. Implementation:

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

8.2. 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



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Pleiku May 30th, 2025

No.: 01/BB-ĐHDCĐTN2025

MINUTES
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DUC LONG GIA LAI GROUP JOINT STOCK COMPANY

Company name: Duc Long Gia Lai Group Joint Stock Company.

Head office address: 90 Le Duan Street, Phu Dong Ward, Pleiku City, Gia Lai Province.

Enterprise Registration Certificate No.: 5900415863, initially issued on June 13, 2007, amended for the 33rd time on October 1, 2021.

At 08:00 AM on May 30, 2025, at the 12th Floor Hall, Duc Long Gia Lai Building, No. 90 Le Duan, Pleiku City, Gia Lai Province, Duc Long Gia Lai Group Joint Stock Company held its 2025 Annual General Meeting of Shareholders.

I. Attendees:

1. Shareholders and authorized representatives of shareholders of Duc Long Gia Lai Group Joint Stock Company.

2. Invited delegates: Officers and representatives from specialized departments and the leadership of Duc Long Gia Lai Group Joint Stock Company, leaders of member companies attending the Meeting, and representatives of UHY Auditing and Consulting Co., Ltd. - the independent auditor for the 2024 financial statements.

II. Election of the Shareholder Eligibility Verification Committee and Approval of the Eligibility Report:

1. Shareholder Eligibility Verification Committee:

- Mrs. Bui Thi Kieu Trang - Deputy Head of Investor Relations Department
– Head of the Committee;

- Mrs. Ha Thi Ngoc Trang - Company staff - Member;

- Mrs. Tran Thi Tinh Tu - Company staff - Member;

2. Approval of the Report on Shareholder Eligibility to Attend the Meeting:

To ensure the Meeting proceeds in compliance with regulations, Mrs. Bui Thi Kieu Trang, on behalf of the Shareholder Eligibility Verification Committee, reported the results of verifying the eligibility of shareholders attending the Meeting: The total number of shareholders and shareholder representatives invited to the Meeting was 19,515, representing 299,309,720 shares of the Company. As of 08:40 AM on May 30, 2025, the number of shareholders

attending the General Meeting of Shareholders was 164 shareholders (of which: 73 attending in person, 91 by proxy), representing the ownership of 151,274,859 shares, accounting for 50.54% of the total voting shares. This satisfies the legal conditions to convene the Meeting. Based on Clause 1, Article 145 of the current Law on Enterprises No. 59/2020/QH14, and Clause 1, Article 18 of the Charter of Duc Long Gia Lai Group Joint Stock Company, the 2025 Annual General Meeting of Shareholders is deemed legally valid and eligible to proceed.

III. Election of the Presidium, Secretary, and Election & Vote Counting Committee:

1. Presidium of the Meeting:

Pursuant to Point a, Clause 2, Article 146 of the Law on Enterprises 2020, Mr. Bui Phap - Chairman of the Board of Directors – shall preside over the Meeting;

2. Secretary of the Meeting:

Mr. Nguyen Tuyen - the person in charge of Corporate Governance;

3. Election and Vote Counting Committee:

- Mr. Do Thanh Nhan - Head of the Committee;

- Ms. Le Thi Lua - Member;

- Ms. Nguyen Khoa Dieu Thu - Member;

The composition of the Presidium, Secretary of the Meeting, and the Election and Vote Counting Committee was unanimously approved by the shareholders, representing 100% of the voting shares attending the Meeting.

IV. Approval of the Meeting Regulations and Agenda:

To proceed with the Meeting, Mr. Bui Minh Long, on behalf of the Organizing Committee, presented the Meeting Regulations and the Agenda of the 2025 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company. Both the Regulations and the Agenda were approved by 100% of the shareholders present at the Meeting.

The Presidium shall conduct the Meeting based on the approved agenda, including the following items:

1. Report of the Board of Directors on governance and activities of the Board in 2024, and the Group's business plan for 2025;

2. Report of the General Director on 2024 business results and the 2025 business plan;

3. Report on activities of the Supervisory Board, and self-assessment report on the performance of the Supervisory Board and its members;

4. Proposal for approval of the audited 2024 Financial Statements;

5. Proposal for approval of the revenue and profit plan for 2025;

6. Proposal on remuneration and expenses for 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;

7. Proposal for the selection of the 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 Supervisory Board members for the 2022 - 2027 term;

10. Proposal on dismissal and additional election of Board of Directors members for the 2022 - 2027 term.;

PART I - REPORTS AND PROPOSALS

1. Report of the Board of Directors:

The General Meeting listened to Mr. Bui Phap, Chairman of the Board of Directors, presenting the Report of the Board of Directors on corporate governance and the Board's performance in 2024, the Group's business plan for 2025, and projections for the following years.

Business plan targets for 2025 (Unit: VND billion).

INDICATOR	2025
- Revenue	650
- Profit	200

(Detailed in the Board of Directors' Report on governance and performance in 2024, and the Group's business plan for 2025).

2. Report on 2024 Business Performance and 2025 Business Plan:

The General Meeting listened to Mr. Nguyen Tuong Cot – General Director - presenting the report on business performance in 2024 and the business plan for 2025.

(Detailed in the Executive Board's Report on 2024 performance and 2025 business plan).

3. Report of the Supervisory Board and Self-Assessment of Performance:

The General Meeting listened to Mrs. Phan Thi Ngoc Anh - Head of the Supervisory Board - presenting the report.

(Detailed in the Supervisory Board's Report and the self-assessment of performance of the Board and its members).

4. Proposals:

The General Meeting listened to Mr. Vo Mong Hung, Member of the Board of Directors, presenting the proposals as follows:

4.1. Proposal for Approval of the Audited 2024 Financial Statements:

The Board of Directors of Duc Long Gia Lai Group Joint Stock Company respectfully submits to the General Meeting for approval:

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

Key Financial Figures for 2024:

No.	Indicator	Unit	Separate (Parent Co.)	Consolidated
1	Total Assets	VND	2.326.194.445.035	1.513.597.804.072
2	Owner's Equity	VND	440.751.592.353	751.873.345.995
3	Net Revenue	VND	14.451.046.362	1.058.721.888.509
4	Profit Before Tax	VND	186.989.238.027	261.095.427.439
5	Profit After Tax	VND	186.989.238.027	244.031.208.456
6	Basic Earnings per Share	VND/share	-	695

4.1.2. Based on the consolidated audited financial statements, the undistributed after-tax profit as of 2024 is negative VND 2,456,466,005,020. Therefore, the Company has insufficient resources to pay dividends for 2024. The Board of Directors respectfully proposes that the General Meeting approve not to pay dividends for 2024.

(See details in Proposal No. 01/TTr-DHD CD2025))

4.2. Proposal for Approval of the 2025 Revenue and Profit Plan:

Based on the results of business operations and investments in previous years, and considering anticipated fluctuations in the global economy and national macroeconomic policies, and the current financial condition of the Parent Company and its subsidiaries, the Board of Directors submits the following 2025 targets for approval:

- Net Revenue: 650.000.000.000 VND
- Profit After Tax 200.000.000.000 VND

(See details in Proposal No. 02/TTr-DHD CD2025))

4.3. Proposal on Remuneration, Supervisory Board Expenses, and General Director Salary in 2024, and the Remuneration Plan for 2025

The Board of Directors of Duc Long Gia Lai Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the remuneration and expenses for the Board of Directors, the Supervisory Board, and the salaries for the Executive Board for the year 2024, as well as the remuneration

and expense plan for the Board of Directors and Supervisory Board for the year 2025, as follows:

4.3.1 Remuneration for the Board of Directors, Supervisory Board, and salaries for the Executive Board in 2024:

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

- Chairman of the Board of Directors: 15.000.000 VND/month
- Vice Chairman of the Board of Directors: 10.000.000 VND/month
- Members of the Board of Directors: 6.000.000 VND/month/person

In the case of any Board member concurrently holding a position at Duc Long Gia Lai Group Joint Stock Company or its subsidiaries, no remuneration shall be paid.

b. Remuneration for members of the Supervisory Board:

- Head of the Supervisory Board: 10.000.000 VND/month.
- Members of the Supervisory Board : 6.000.000 VND/month/person.

In the case of any Supervisory Board member concurrently holding a position at Duc Long Gia Lai Group Joint Stock Company or its subsidiaries, no remuneration shall be paid.

In 2024, profit after tax was VND 244 billion, exceeding the plan by 103.3%. However, revenue for 2024 reached only VND 1,058.72 billion, achieving 75.62% of the target, a decrease of VND 63.61 billion (5.67%) compared to the previous year. Additionally, accumulated losses from 2022 and 2023 amounted to VND 1,775.92 billion, and the profit in 2024 was not sufficient to offset these losses. Moreover, the Company still faces numerous difficulties in its restructuring process to fully repay bank debts in the coming years. Therefore, members of the Board of Directors and Supervisory Board voluntarily waive remuneration and bonuses on the portion of profit after tax that exceeds the plan, in accordance with the 2024 General Meeting of Shareholders' resolution.

c. Salaries of the Executive Board:

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

(This amount is disclosed in Note 34 of the 2024 audited separate financial statements)

4.3.2. Remuneration and expense plan for 2025:

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

- Chairman of the Board of Directors: 15.000.000 VND/month
- Vice Chairman of the Board of Directors: 10.000.000 VND/month
- Members of the Board of Directors: 6.000.000 VND/month/person

In the case of any Board member concurrently holding a position at Duc Long Gia Lai Group Joint Stock Company or its subsidiaries, no remuneration shall be paid.

b. Remuneration for members of the Supervisory Board:

- Head of the Supervisory Board: 10.000.000 VND/month.
- Members of the Supervisory Board : 6.000.000 VND/month/person.

In the case of any Supervisory Board member concurrently holding a position at Duc Long Gia Lai Group Joint Stock Company or its subsidiaries, no remuneration shall be paid.

c. In addition to the fixed remuneration mentioned above, based on the Company's annual business performance, members of the Board of Directors and Supervisory Board shall be rewarded as follows:

- 2% (two percent) of the profit after tax that meets the annual plan
- 5% (five percent) of the profit after tax exceeding the annual plan

(For more details, please refer to Proposal No. 03/TTr-DHĐCĐ2025)

4.4. Proposal on the Selection of the Financial Statement Auditing Company for 2025:

To ensure compliance with accounting standards and the principles of transparency and disclosure in the Company's financial statements, the Board of Directors and the Supervisory Board respectfully submit to the General Meeting of Shareholders for approval the selection of the financial statement auditing company for the year 2025 as follows:

4.4.1. Criteria for selecting the auditing company:

The General Meeting of Shareholders is requested to approve the criteria for selecting the auditing company as follows:

- An independent auditing unit operating under legal regulations and approved by the State Securities Commission to audit public companies and listed companies.
- Capable of meeting the Company's requirements in terms of audit scope, timeline, and quality.
- Experienced in auditing public companies, listed companies in Vietnam, and enterprises with similar industries and business fields as the Company.
- Audit team with high qualifications and extensive experience.
- Reputable in audit quality.
- Audit fees appropriate to the audit quality, based on reviewing audit fee proposals and audit scope.

4.4.2. Proposal

Based on the Supervisory Board's recommendation, the Board of Directors respectfully submits to the General Meeting of Shareholders the approval of the above criteria for selecting the auditing company and authorizes the Board of Directors to select an independent auditing company from the list of independent auditing companies approved by the State Securities Commission to audit the 2025

financial statements and conduct operational checks of the Company (if any), meeting the above criteria and offering the most suitable cost.

(For further details, please refer to Proposal No. 04/TTr-DHĐCĐ2025)

4.5. Proposal to authorize the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders:

Based on the socio-economic situation, macroeconomic management policies of the State, as well as the financial status of the Company and its subsidiaries, to ensure effective governance and operation management of the Company, the Board of Directors respectfully proposes the General Meeting of Shareholders to authorize the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders, ensuring the interests of the Company, as follows:

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

4.5.2. Add new business lines according to legal regulations and carry out procedures to amend the business registration certificate accordingly;

4.5.3. Decide on the structure and organization of the management apparatus suitable to legal regulations and the scale of the Company's business activities in each period;

4.5.4. Decide on the issuance of private/conversion bonds; capital increase plans and stock offering plans;

4.5.5. Decide on the repurchase of more than 10% of the total shares sold of each type;

4.5.6. Related party transactions: During business activities, the Company engages in transactions with related parties. These are transactions involving purchase and sale of goods, semi-finished products, as well as arising receivables and payables. These transactions occur regularly and are normal business operations of the Company;

The authorization of the General Meeting of Shareholders for the Board of Directors to decide on certain matters within the authority of the General Meeting will provide necessary flexibility and initiative for the Board of Directors to further promote its role in the future, while increasing the responsibility of its members. According to the Enterprise Law, Board members are obliged to perform their assigned duties honestly, diligently, and to the best of their abilities to ensure the maximum lawful benefits of the Company and its shareholders; to be loyal to the interests of the Company and its shareholders. In case of violation, the violators shall be held accountable before the General Meeting of Shareholders and the law.

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

(For further details, please refer to Proposal No. 05/TTr-DHĐCĐ2025)

4.6. Proposal on the dismissal and supplementary election of members of the Supervisory Board for the 2022–2027 term:

To align with the actual situation, facilitate the Company's management, 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:

1. To dismiss one member of the Supervisory Board for the 2022–2027 term upon the resignation of Ms. Đặng Thị Hà (*Resignation letter attached*).

2. To elect one additional member to the Supervisory Board for the 2022–2027 term, Mr. Vũ Văn Tin (*Candidate list for Supervisory Board member election attached*).

(For further details, please refer to Proposal No. 06/TTr-DHĐCĐ2025)

4.7. Proposal on the dismissal and supplementary election of members of the Board of Directors for the 2022–2027 term:

To align with the actual situation, facilitate the Company's management, 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:

1. To dismiss one member of the Board of Directors for the 2022–2027 term upon the resignation of Mr. Paul Anthony Murphy (*Resignation letter attached*).

2. To elect one additional member to the Board of Directors for the 2022–2027 term, Mr. Võ Sỹ Việt (*Candidate list for Board of Directors member election attached*).

(For further details, please refer to Proposal No. 07/TTr-DHĐCĐ2025)

PART II - DISCUSSION

The General Meeting proceeded with discussions on the reports and proposals of the 2025 Annual General Meeting of Shareholders.

Overall, all shareholders agreed with the reports and proposals approved at the Meeting.

PART III - VOTING AND ELECTION RESULTS

At the end of the discussion session, the Chairperson of the Meeting proceeded to the voting session.

I. The General Meeting listened to the Vote Counting Committee: Mr. Đỗ Thành Nhân - Head of the Vote Counting Committee read and approved the regulations on nomination and candidacy, and the regulations on the election procedures for members of the Board of Directors and the Supervisory Board for the 2022–2027 term, including specific instructions on voting and balloting.

Based on the voting instructions for the Reports and Proposals, shareholders and their authorized representatives cast votes on each agenda item.

After all shareholders completed voting on each item, the ballot boxes were sealed in front of the entire Meeting and transferred to the vote counting area.

II. The Vote Counting Committee performed the counting and tabulation of votes for the items approved by the General Meeting of Shareholders and unanimously prepared the Minutes with the following results:

At the end of the session, Mr. Đỗ Thành Nhân reported to the Meeting the vote counting results as follows:

1. Voting ballots at the Meeting:

NO.	Voting Ballots	No. of Ballots	Total Voting Shares	% ratio
1	No. of Ballots issued	74	151,274,859	100%
2	No. of Ballots collected	74	151,274,859	100%
3	Invalid ballots	0	0	0
4	Valid ballots	74	151,274,859	100%

(Percentages are calculated based on the total voting shares attending the Meeting)

2. Vote counting results on each agenda item:

Total ballots: 74 ballots, corresponding to 151,274,859 shares, accounting for 50.45% of voting shares.

NO.	Agenda Item	Agree (Shares)		Disagree (Shares)		No Opinion (Shares)	
		Voting shares	Ratio (%)	Voting shares	Ratio (%)	Voting shares	Ratio (%)
1	Report of the Board of Directors on governance and Board performance in 2024, and business plan for 2025 and subsequent years	151,274,859	100%	0	0%	0	0%
2	Report on 2024 production and business results and 2025 production and business plan of the Board of General Directors	151,274,859	100%	0	0%	0	0%
3	Supervisory Board's activity report, self-assessment report on Supervisory Board and controllers' performance.	151,274,859	100%	0	0%	0	0%
4	Proposal on approval of the audited 2024 Financial Statements	151,274,859	100%	0	0%	0	0%

NO.	Agenda Item	Agree (Shares)		Disagree (Shares)		No Opinion (Shares)	
		Voting shares	Ratio (%)	Voting shares	Ratio (%)	Voting shares	Ratio (%)
5	Proposal on approval of the 2025 revenue and profit plan	151,168,049	99.93%	0	0%	106,810	0.07%
6	Proposal on remuneration and expenses of the Board of Directors, Supervisory Board and salaries of the Board of General Directors for 2024, and the plan for 2025	151,127,066	99.90%	0	0%	147,793	0.10%
7	Proposal on the selection of the 2025 financial statement auditing company	151,220,959	99.96%	0	0%	53,900	0.04%
8	Proposal on authorizing the Board of Directors to decide certain issues within the authority of the General Meeting of Shareholders	151,012,053	99.83%	0	0%	262,806	0.17%
9	Proposal on dismissal and supplementary election of Supervisory Board members for the 2022-2027 term	151,274,859	100%	0	0%	0	0%
10	Proposal on dismissal and supplementary election of Board of Directors members for the 2022-2027 term	151,274,859	100%	0	0%	0	0%

Accordingly, with the above agreement percentages in accordance with the law and the Company's Charter, all matters presented by the Board of Directors to the General Meeting of Shareholders were approved by the Meeting.

III. ELECTION RESULTS OF SUPERVISORY BOARD AND BOARD OF DIRECTORS FOR THE 2022 - 2027 TERM:

1. Election of Supervisory Board Member:

According to the vote counting minutes, the results are as follows:

NO.	Candidate – Supervisory Board	Votes Received	% ratio
1	Vũ Văn Tin	151,274,859	100%

Based on legal regulations, election rules, and the vote counting results, the following candidate was elected as a member of the Supervisory Board of Duc Long Gia Lai Group Joint Stock Company for the 2022–2027 term: Mr. Vũ Văn Tin;

2. Election of Board of Directors Member:

According to the vote counting minutes, the results are as follows:

NO.	Candidate - Board of Directors	Votes Received	% ratio
1	Võ Sỹ Việt	151,274,859	100%

Based on legal regulations, election rules, and the vote counting results, the following candidate was elected as a member of the Board of Directors of Duc Long Gia Lai Group Joint Stock Company for the 2022–2027 term: Mr. Võ Sỹ Việt

PART IV - CONTENTS APPROVED BY THE GENERAL MEETING

Based on the voting and vote counting results, the 2025 Annual General Meeting of Shareholders unanimously approved the following matters:

1. Report of the Board of Directors on corporate governance and Board activities in 2024, and the Group's business plan for 2025;
2. Report on business performance in 2024 and the 2025 business plan by the Board of General Directors;
3. Report on the activities of the Supervisory Board, and self-assessment report of the Supervisory Board and its members;
4. Proposal for approval of the audited 2024 Financial Statements;
5. Proposal for approval of the 2025 revenue and profit plan;
6. Proposal on remuneration and expenses for the Board of Directors and Supervisory Board, and salary for the General Directors in 2024, along with the plan for 2025;
7. Proposal on the selection of the auditing 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 supplementary election of a Supervisory Board member for the 2022 - 2027 term;
10. Proposal on dismissal and supplementary election of a Board of Directors member for the 2022–2027 term;

Approval of the 2025 Annual General Meeting Minutes: Mr. Nguyễn Tuyển - Secretary of the Meeting - read the full Minutes of the 2025 Annual General Meeting of Shareholders and sought shareholders' consent. The entire content of the Minutes was unanimously approved with a 100% vote.

Mr. Bùi Pháp, Chairman of the Board of Directors and Chair of the Meeting, delivered the closing speech of the General Meeting.

C.T.C.P. * IN

PART V - CONFIRMATION AND EFFECTIVENESS

The General Meeting assigned the Board of Directors to issue a Resolution based on the outcomes of the Meeting, and authorized Mr. Nguyễn Tường Cột, General Director of Duc Long Gia Lai Group Joint Stock Company, to disclose information on the 2025 Annual General Meeting of Shareholders in accordance with regulations.

The Meeting concluded at 02:30 PM on the same day./.

SECRETARY OF THE MEETING**Nguyễn Tuyền****CHAIR OF THE MEETING****Bùi Pháp**



SOCIALIST REPUBLIC OF VIETNAM

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Gia Lai, May 30, 2025

**REPORT ON SHAREHOLDER ELIGIBILITY VERIFICATION
FOR THE 2025 ANNUAL 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 and Internal Corporate Governance Regulations of Duc Long Gia Lai Group Joint Stock Company*

Today, May 30, 2025, at 08:40 AM, at the 12th Floor Hall of Duc Long Gia Lai Headquarters, 90 Le Duan, Phu Dong Ward, Pleiku City, Gia Lai Province.

The Shareholder Eligibility Verification Committee comprises:

- Mrs. Bui Thi Kieu Trang – Head of Committee;
- Mrs. Ha Thi Ngoc Trang – Member;
- Mrs. Tran Thi Tinh Tu – Member.

The Shareholder Eligibility Verification Committee proceeded to verify the eligibility of shareholders attending the 2025 Annual General Meeting of Shareholders ("AGM") with the specific results as follows:

1. Company's Charter Capital: VND 2,993,097,200,000
2. Total number of outstanding voting shares: 299,309,720 shares
3. Total number of shareholders and authorized representatives invited to attend the General Meeting of Shareholders: **19,515 shareholders**, representing **299,309,720 shares** of the Company.
4. Number of shareholders attending the meeting: **164 shareholders**. Representing the ownership of: **151,274,859 shares**, equivalent to **50.54%** of the Company's total voting shares. Including:
 - Attending in person: **73 shareholders**



– Attending by proxy: **91 shareholders** (*Including: 90 shareholders authorized other shareholders, 01 institutional shareholder authorized an individual who is not a shareholder to attend*).

All shareholders and authorized representatives are eligible to attend the 2025 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company.

Pursuant to Clause 1, Article 145 of the Law on Enterprises and Clause 1, Article 18 of the Company's Charter, the Shareholder Eligibility Verification Committee hereby declares that the 2025 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company, with the aforementioned attendees, is valid, eligible to proceed, and has full authority to decide on the matters of the General Meeting.

This Shareholder Eligibility Verification Report was prepared at 8:40 AM on May 30, 2025, and was publicly reported before the General Meeting./.

**DEPUTY HEAD OF INVESTOR
RELATIONS DEPARTMENT
HEAD OF COMMITTEE**



Bui Thi Kieu Trang





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Gia Lai, May 30, 2025

**MINUTES OF BALLOT COUNT FOR MEMBERS
OF THE SUPERVISORY BOARD AND BOARD OF DIRECTORS
TERM 2022-2027**

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*

1. Company Information:

- ✓ Company Name: DUC LONG GIA LAI GROUP JOINT STOCK COMPANY
- ✓ Head Office Address: 90 Le Duan, Phu Dong Ward, Pleiku City, Gia Lai Province
- ✓ Business Registration Certificate: No. 3903000135 issued by the Department of Planning and Investment of Gia Lai Province on June 13, 2007, registration change number 5900415863, 34th amendment dated January 06, 2025
- ✓ Time of General Meeting: 8:00 AM on May 30, 2025
- ✓ Venue of General Meeting: 12th Floor Hall, Duc Long Headquarters, 90 Le Duan, Phu Dong Ward, Pleiku City, Gia Lai Province

2. Composition of the Ballot Counting Committee:

The Election and Ballot Counting Committee was approved by the General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company held on May 30, 2025, and comprises:

- Mr. Do Thanh Nhan
- Head of Committee

- Ms. Le Thi Lua – Member
- Ms. Nguyen Khoa Dieu Thu – Member

3. Shares and Voting Rights:

- Total number of shares with voting rights: **299,309,720 shares**
- Total number of shares attending the General Meeting: **151,274,859 shares**, equivalent to **50.54%** of the total shares with voting rights.
- Total voting rights for electing members of the Board of Directors: **151,274,859 votes**. (Number of shares * 01)
- Total voting rights for electing members of the Supervisory Board: **151,274,859 votes**. (Number of shares * 01)

4. List of Candidates for Members of the Supervisory Board and Board of Directors Approved by the General Meeting of Shareholders:

4.1 List of Candidates for Members of the Supervisory Board:

- Mr. Vu Van Tin.

4.2 List of Candidates for Members of the Board of Directors:

- Mr. Vo Sy Viet.

5. Ballot Counting Results:

5.1 Election of Supervisory Board Members:

➤ Ballots for Supervisory Board Members:

No.	Supervisory Board Ballots	Number of Ballots	Total Shares Attending	Total Voting Rights
1	Number of Ballots Issued	74	151,274,859	151,274,859
2	Number of Ballots Collected	74	151,274,859	151,274,859
3	Number of Invalid Ballots	0	0	0
4	Number of Valid Ballots	74	151,274,859	151,274,859

- *Number of Ballots: Refers to the number of ballots issued to shareholders/authorized representatives.*
- *Total Voting Rights: Is the total number of shares attending multiplied by 01 (the number of additional Supervisory Board members to be elected).*

➤ Ballot Results for Each Supervisory Board Candidate:

No.	Supervisory Board Candidate	Number of Votes Received	Percentage (%)
1	Vu Van Tin	151,274,859	100%

Note: The percentage of votes is calculated based on the number of votes received compared to the total number of shares attending.

5.2 Election of Board of Directors Members:

➤ Ballots for Board of Directors Members:

No.	Board of Directors Ballots	Number of Ballots	Total Shares Attending	Total Voting Rights
1	Number of Ballots Issued	74	151,274,859	151,274,859
2	Number of Ballots Collected	74	151,274,859	151,274,859
3	Number of Invalid Ballots	0	0	0
4	Number of Valid Ballots	74	151,274,859	151,274,859

- *Number of Ballots:* Refers to the number of ballots issued to shareholders/authorized representatives.
- *Total Voting Rights:* Is the total number of shares attending multiplied by 01 (the number of additional Board of Directors members to be elected).

➤ Ballot Results for Each Board of Directors Candidate:

No.	Board of Directors Candidate	Number of Votes Received	Percentage (%)
1	Vo Sy Viet	151,274,859	100%

Note: The percentage of votes is calculated based on the number of votes received compared to the total number of shares attending.

6. Announcement of Ballot Counting Results:

Based on the provisions of law, the Election Regulations, and the ballot counting results, the following candidates are elected as members of the Supervisory Board and

Board of Directors of Duc Long Gia Lai Group Joint Stock Company for the term 2022-2027:

6.1 Members of the Board of Directors:

- Mr. Vo Sy Viet

6.2 Members of the Supervisory Board:

- Mr. Vu Van Tin

The Election and Ballot Counting Committee commits to the accuracy and truthfulness of these Minutes. These Minutes were prepared at 1:30PM on May 30, 2025, and are attached to the Minutes of the 2025 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company held on May 30, 2025.

HEAD OF COMMITTEE



Do Thanh Nhan

MEMBER



Le Thi Lua

MEMBER



Nguyen Khoa Dieu Thu





SOCIALIST REPUBLIC OF VIETNAM

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Gia Lai, May 30, 2025

MINUTES OF BALLOT COUNTING

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 and Internal Corporate Governance Regulations of Duc Long Gia Lai Group Joint Stock Company

1. Company Information:

- ✓ Company Name: DUC LONG GIA LAI GROUP JOINT STOCK COMPANY
- ✓ Head Office Address: 90 Le Duan, Phu Dong Ward, Pleiku City, Gia Lai Province
- ✓ Business Registration Certificate: No. 3903000135 issued by the Department of Planning and Investment of Gia Lai Province on June 13, 2007, registration change number 5900415863, 34th amendment dated January 06, 2025
- ✓ Time of General Meeting: 8:00 AM on May 30, 2025
- ✓ Venue of General Meeting: 12th Floor Hall, Duc Long Headquarters, 90 Le Duan, Phu Dong Ward, Pleiku City, Gia Lai Province

2. Composition of the Ballot Counting Committee:

The Election and Ballot Counting Committee was approved by the General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company held on May 30, 2025, and comprises:

- | | |
|----------------------------|---------------------|
| - Mr. Do Thanh Nhan | - Head of Committee |
| - Ms. Le Thi Lua | - Member |
| - Ms. Nguyen Khoa Dieu Thu | - Member |

3. Shares and Voting Rights:

- Total number of shares with voting rights: 299,309,720 shares
- Total number of shares attending the General Meeting: 151,274,859 shares, equivalent to 50.54% of the total shares with voting rights.

4. Ballot Counting Results for Agenda Items at the General Meeting

The Ballot Counting Committee has conducted the verification and tabulation of votes for the agenda items approved at the General Meeting of Shareholders of Duc



Long Gia Lai Group Joint Stock Company on May 30, 2025, and unanimously prepared these Minutes with the following results:

➤ **Ballots for Agenda Items at the General Meeting:**

No.	Ballot Type	Number of Ballots	Total Shares Voted	Percentage (%)
1	Number of Ballots Issued	74	151,274,859	100%
2	Number of Ballots Collected	74	151,274,859	100%
3	Number of Invalid Ballots	0	0	0
4	Number of Valid Ballots	74	151,274,859	100%

Note: The percentage (%) is calculated based on the total number of shares with voting rights attending the General Meeting.

➤ **Ballot Counting Results for Each Agenda Item are as follows:**

Total number of ballots: **74** ballots, corresponding to **151,274,859** shares, accounting for **50.54%** of the shares with voting rights.

STT	Agenda Item	For		Against		Abstain	
		Shares Voted	Percentage (%)	Shares Voted	Percentage (%)	Shares Voted	Percentage (%)
1	Report of the Board of Directors on governance and operational results of the Board of Directors in 2024, and the Group's business plan for 2025	151,274,859	100%	0	0%	0	0%
2	Report on 2024 business production results and 2025 business production plan of the General Director Board	151,274,859	100%	0	0%	0	0%
3	Report on the activities of the Supervisory Board, self-assessment report on the operational results of the Supervisory Board and Controllers	151,274,859	100%	0	0%	0	0%

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CÔNG TY
CÁ NHÂN
HỢP ĐỒNG
CỘNG HÒA
GIÀ LAI
KHU T. GIÀ

Note: *The voting percentage is calculated based on the total number of shares with voting rights attending the General Meeting.*

The Election and Ballot Counting Committee commits to the accuracy and truthfulness of these Minutes. These Minutes were prepared at ..1:40 PM on May 30, 2025, and are attached to the Minutes of the 2025 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company held on May 30, 2025.

HEAD OF COMMITTEE



Do Thanh Nhan

MEMBER



Le Thi Lua

MEMBER



Nguyen Khoa Dieu Thu





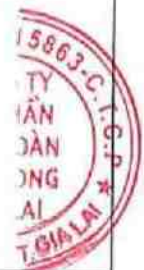
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AGENDA
2025 GENERAL MEETING OF SHAREHOLDERS
DUC LONG GIA LAI GROUP JOINT STOCK COMPANY (DLG)

Time: From 8:00 AM, May 30, 2025

Venue: 12th Floor, Duc Long Gia Lai Group Headquarters – No. 90 Le Duan Street, Phu Dong Ward, Pleiku City, Gia Lai Province.

Time	Agenda	Implementation
8:00 – 8:25	Reception and registration of the list of shareholders. Shareholders receive documents and voting cards.	Organizing Committee
8:25 – 8:40	<ul style="list-style-type: none"> - Organizing and preparing for the General Meeting. - Declaration of the purpose and opening of the meeting. - Introduction of participants. - Report on shareholder eligibility verification; declaration that the conditions to convene the meeting are met in accordance with regulations.. 	Organizing Committee Shareholder Eligibility Verification Committee
8:40 – 8:50	<ul style="list-style-type: none"> - Introduction of the Presidium, appointment of the Secretary of the Meeting, and election of the Vote Counting Committee. - Presentation and approval of: <ul style="list-style-type: none"> + The Meeting Agenda + The Meeting Regulations 	Presiding Panel
8:50 - 9:40	<ul style="list-style-type: none"> - Report of the Board of Directors on activities in 2024, and the Group's plans for 2025 and the following years. - Report on business performance in 2024 and the business plan for 2025. - Report of the Supervisory Board, including assessment of its activities and those of the Supervisors; 	Presiding Panel Chief Executive Officer (CEO) Supervisory Board

Time	Agenda	Implementation
9:40-10:00	Approval of Proposals Submitted to the Meeting: <ol style="list-style-type: none"> 1. Proposal for approval of the audited Financial Statements for 2024. 2. Proposal for approval of the 2025 revenue and profit plan. 3. Proposal on remuneration and expenses for the Board of Directors, Supervisory Board, and salaries for the Executive Board in 2024; and the remuneration plan for the Board of Directors and Supervisory Board in 2025. 4. Proposal on the selection of the auditing firm for the 2025 financial statements. 5. Proposal authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders. 6. Other proposals within the authority of the General Meeting. 	Presiding Panel 
10:00 – 10:20	Discussion of proposals subject to voting;	Chairperson of the Presidium ShareHolders
10:20 –10:40	Announcement of vote counting results	Vote Counting Committee
10:40 – 11:00	Approval of the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders	Secretary of the Meeting
11:00 – 11:15	Closing remarks and adjournment of the meeting	Chairperson

Note: The meeting agenda is subject to change to suit the actual proceedings of the General Meeting.

**REP. ORGANIZING COMMITTEE
HEAD OF THE COMMITTEE**



Nguyễn Tuấn Vũ

Gia Lai, May 09, 2025

**REGULATIONS ON ORGANIZATION
OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

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 and Internal Corporate Governance Regulations of Duc Long Gia Lai Group Joint Stock Company;*
- *Other relevant legal documents,*

**CHAPTER I
GENERAL PROVISIONS**

Article 1. Scope of Regulation and Subjects of Application

1. These Regulations apply to the organization of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "Meeting") of Duc Long Gia Lai Group Joint Stock Company.
2. These Regulations specifically govern the rights and obligations of shareholders and meeting attendees, as well as the conditions and procedures for conducting the Meeting.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS
AND MEETING PARTICIPANTS**

Article 2. Notice of the General Meeting of Shareholders

1. Meeting Venue: 12th Floor, Duc Long Gia Lai Headquarters – No. 90 Le Duan, Phu Dong Ward, Pleiku City, Gia Lai Province.
2. The meeting notice shall be sent to each eligible shareholder in accordance with the Company's Charter, internal governance regulations, and the Law on Enterprises No. 59/2020/QH14. The forms of notification include:
 - a. Delivery in person or via registered courier to the shareholder's contact address;

b. Sent via the shareholder's registered email address, text message, or fax number as registered with the Vietnam Securities Depository;

c. In the case of shareholders who are employees of the Company or its subsidiaries, the notice shall be enclosed in a sealed envelope and handed directly at their workplace, or sent to their email address.

Article 3. Authorization to Attend the Annual General Meeting

1. Shareholders may authorize all or part of their shares to another individual or organization to attend and vote at the Meeting. The proxy does not need to be a shareholder. The proxy shall exercise rights within the authorized scope and shall not further delegate to a third party.

2. Authorization is legally valid when: The shareholder completes the Company's authorization form, signed by both parties. If the shareholder is an individual, they must sign it personally. If a legal entity, the form must bear the company seal and be signed by the legal representative.

3. If using a different format from the Company's template, the authorization must comply with civil law, clearly stating: full name, ID/passport/business registration of the proxy, number of shares authorized, scope and duration of authorization, and signatures of both parties..

Article 4. Rights and Obligations of Shareholders

1. Eligibility to Attend the Meeting

Shareholders listed as of the record date or their authorized representatives (hereinafter referred to as "shareholders") are eligible to attend.

2. Shareholder Rights at the Meeting:

- a) Attend the Meeting in person or via proxy;
- b) Vote on all matters within the authority of the Meeting;
- c) Be informed of the Meeting agenda. Eligible shareholders or shareholder groups may propose items to be included in the agenda by written request sent at least 5 working days before the meeting;

d) Upon check-in, each shareholder/proxy receives a Voting Card, Ballot, and Meeting Documents;

e) Shareholders/proxies may raise comments or questions during the

Meeting by raising their Voting Card to speak for up to 3 minutes, or submit questions in writing to the Organizing Committee;

f) Voting weight corresponds to the number of voting shares held or represented, relative to the total voting shares present;

g) Latecomers may register and vote from that point forward, but previous votes remain valid and unaffected;

h) Shareholders vote via secret ballot on resolutions, including Board of Directors (BOD) and Supervisory Board (SB) elections, using cumulative voting;

i) Other rights in accordance with law and the Company's Charter.

3. Shareholder Obligations at the Meeting:

a) Must present original documents as specified in the meeting notice when registering;

b) Comply with these Regulations;

c) Respect the Meeting's rules and decisions;

d) Dress appropriately and sit in designated areas assigned by the Organizing Committee;

e) No smoking, no private conversations, or mobile phone use during the Meeting—phones must be set to silent;

f) Do not cause disorder, interrupt the proceedings, or speak without permission. Audio/video recording must be pre-approved by the Organizing Committee;

g) Shareholders are expected to stay for the full duration of the Meeting. If one must leave due to force majeure, they must notify the Organizing Committee and submit written votes. Failure to do so will be considered agreement with all matters voted upon afterward..

Article 5. Rights and Obligations of the Shareholder Eligibility Verification Committee

Established by the Chairman of the BOD and introduced at the Meeting, this Committee is responsible for:

1. Verifying the identity of shareholders/proxies (ID/passport/business

registration, meeting notice, proxy documents);

2. Issuing Voting Cards, Ballots, and other Meeting documents;

3. Reporting to the Meeting on the verification results..

Article 6. Rights and Obligations of the Vote Counting Committee

1. Composed of one Head and other members nominated by the Presidium and approved by the Meeting.

2. Responsibilities:

a) Guide shareholders on voting procedures;

b) Collect Ballots after voting and conduct counting;

c) Prepare and present the Vote Counting Report to the Meeting;

d) May establish sub-committees to fulfill duties..

Article 7. Rights and Obligations of the Presidium and Secretariat

1. The Chairman of the BOD presides over the Meeting.

2. The Chairman may assign BOD members, SB members, executives, or managers to assist in chairing the Meeting (collectively referred to as the Presidium).

3. Presidium's Duties and Powers:

a) Direct the Meeting according to the approved agenda and regulations;

b) Take necessary actions to ensure the orderly conduct of the Meeting, reflecting the majority will of shareholders;

c) Presidium decisions on procedures or off-agenda issues are final;

d) Address issues arising during the Meeting;

e) Respond to shareholder questions directly or afterward in writing if needed;

f) May require security checks for attendees. Disruptive individuals may be removed and deemed absent with no voting rights;

g) May postpone or change the venue in accordance with the Enterprise Law and Company Charter.

4. The Secretariat, appointed by the Chairman, records the Meeting

minutes, drafts the Meeting Resolution, and supports the Presidium.

CHAPTER III

PROCEDURES FOR CONDUCTING THE GENERAL MEETING

Article 8. Conditions for Holding the General Meeting

The General Meeting shall be conducted when shareholders representing more than 50% of the total voting shares are present, based on the list of shareholders prepared at the record date for the right to attend the General Meeting.

Article 9. Manner of Conducting the General Meeting

1. The General Meeting is expected to take place over half a day;
2. The Meeting will sequentially discuss and approve the contents outlined in the meeting agenda under the direction of the Chairing Panel.

Article 10. Voting on Matters at the General Meeting

1. Principle: All matters in the meeting agenda (except those approved via secret ballot) shall be voted on publicly using Voting Cards. Each shareholder shall be issued a Voting Card indicating their full name, number of voting shares (owned and authorized), and bearing the seal of Duc Long Gia Lai Group Joint Stock Company;

2. Public Voting Method: Shareholders shall vote on each matter (in order: *Agree, Disagree, No opinion*) by raising their voting cards; Secret Ballot Method: Certain matters will be approved by secret ballot using Voting Slips. Each Voting Slip shall include: full name of the shareholder/authorized representative, registration number, shareholder code, number of voting shares (owned + authorized), number of shares owned, number of shares authorized, matters to be voted on at the Meeting, and boxes for the shareholder/representative to mark "Agree," "Disagree," or "No opinion" for each matter.

3. A Vote Counting Committee elected at the Meeting shall be responsible for managing the secret ballot process, including distributing, collecting, checking, and summarizing ballots, and announcing the results before the Meeting.

CHAPTER IV OTHER PROVISIONS

Article 11. In Case the General Meeting Cannot Be Conducted

1. Pursuant to Clause 2, Article 18 of the Company Charter: If there is not a sufficient number of delegates within 30 minutes from the scheduled opening time, the convener shall cancel the meeting. The General Meeting must be reconvened within 30 days from the originally scheduled date. The reconvened Meeting can only proceed if the attendees represent at least 33% of the voting shares.

2. Pursuant to Clause 3, Article 18 of the Company Charter: If the second meeting cannot proceed due to insufficient attendance within 30 minutes of the scheduled start, a third General Meeting may be convened within 20 days from the date scheduled for the second meeting. In this case, the meeting shall be conducted regardless of the number of shareholders or authorized representatives present and shall be deemed valid and entitled to decide on all matters originally intended for approval at the first General Meeting.

CHAPTER V EFFECTIVENESS

Article 12. Effectiveness

1. This Regulation consists of 5 Chapters and 12 Articles, which have been publicly read before the General Meeting, shall take effect immediately upon being approved by the Meeting, and shall only be valid for the 2025 Annual General Meeting of Shareholders.

2. Shareholders and attendees of the General Meeting are responsible for complying with the provisions of this Regulation./.

**ON BEHALF OF THE BOD
CHAIRMAN**



Bùi Pháp

Pleiku May 09, 2025

REGULATIONS
On Nomination and Candidacy for Election to the Board of Directors and
the Supervisory Board
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;*
- *The Charter of Organization and Operation, and the Internal Governance Regulations of Duc Long Gia Lai Group Joint Stock Company;*
- *Other relevant legal documents.,*

I- Objectives:

- To ensure the principles of transparency, fairness, and democracy;
- To facilitate the organization of the 2025 Annual General Meeting of Shareholders;

II- Criteria for Nomination and Candidacy for the Board of Directors (BoD) and the Supervisory Board (SB):

1- Criteria for BoD Members:

Candidates nominated for election to the Company's Board of Directors must have full legal capacity and not fall within the prohibited categories for enterprise management under the Law on Enterprises. They must possess professional qualifications, experience in business management, and are not necessarily required to be shareholders, unless otherwise stipulated by the Company's Charter. A member of the Board of Directors may concurrently hold the same position in no more than five (05) other companies. Other qualifications and conditions are subject to the Company Charter.

2- Criteria for Independent Members of the BoD:

- a. Not be working for the Company, its parent company, or its subsidiaries, and must not have worked there within the past 3 consecutive years;
- b. Not receive a salary or remuneration from the Company, except for allowances as regulated for BoD members;

- c. Not have a spouse, biological/adoptive parents, biological/adoptive children, or siblings who are major shareholders or executives of the Company or its subsidiaries;
- d. Not directly or indirectly own at least 1% of the total voting shares of the Company;
- e. Not have served as a BoD or SB member of the Company for at least the past five years, except in the case of continuous appointment for two consecutive terms.;

3- Criteria for SB Members:

Candidates must have full legal capacity and not fall within the prohibited categories for company establishment or management as per the Law on Enterprises. They must be in good health, legally knowledgeable, and professionally trained in one of the fields such as economics, finance, accounting, auditing, law, business administration, or other relevant fields. At least one member of the SB must be professionally trained in accounting. SB members are not required to be shareholders or employees of the Company, must not work in the Company's accounting or finance department, or be employees or members of the auditing firm that audited the Company's financial statements within the last three years. They must not be related to BoD members, the General Director/Director, or other executives, and must not hold any management positions in the Company. Other criteria and conditions are subject to the Company Charter.

III- Conditions for Nomination and Candidacy for BoD and SB Members:

1- For BoD Members:

Shareholders or groups of shareholders holding at least 10% of the total ordinary shares for at least six (06) consecutive months are entitled to nominate BoD candidates, specifically:

- From 10% to less than 15%: 1 candidate;
- From 15% to less than 20%: up to 2 candidates;
- From 20% to less than 25%: up to 3 candidates;
- From 25% to less than 30%: up to 4 candidates;
- From 30% to less than 35%: up to 5 candidates;
- From 35% to less than 40%: up to 6 candidates;
- From 40% to less than 45%: up to 7 candidates;
- From 45% to less than 50%: up to 8 candidates;
- From 50% to less than 55%: up to 9 candidates;
- From 55% to less than 60%: up to 10 candidates;
- From 60% to less than 65%: up to 11 candidates.;

2- For SB Members

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Shareholders or groups of shareholders holding at least 10% of the total ordinary shares for at least six (06) consecutive months may nominate SB candidates, specifically:

- From 10% to less than 15%: 1 candidate;
- From 15% to less than 20%: up to 2 candidates;
- From 20% to less than 25%: up to 3 candidates;

IV- Application and Selection of Candidates for BoD and SB:

1- Application Dossier Includes:

- Application letter for candidacy or nomination for BoD/SB membership (as per Company form);
- Candidate information form (as per Company form);
- Other relevant documents.;

2- Candidate Selection

Based on the applications and supporting documents submitted by shareholders or groups of shareholders, the Organizing Committee will compile a list of qualified candidates for election to the BoD and SB in accordance with these regulations.

V- Deadline for Nomination and Candidacy

Candidacy or nomination must be made in writing and sent to the Company by 4:30 PM on May 19, 2025. The nomination letter must clearly state the shareholder's name, the number of shares held (by type), and include the following information about the candidate: Full name, Date of birth, Professional qualifications, Employment history, Positions currently held on the BoD/SB or in executive roles at other companies, Evaluation report on the candidate's contributions to the Company (if the candidate is a current BoD member), Any relevant interests with the Company (if applicable), Signatures of both the nominating shareholder and the nominee, Other relevant information (if any).

Nomination dossiers must be sent to the AGM Organizing Committee by **4:30 PM on May 19, 2025**, at the following address:

Duc Long Gia Lai Group JSC No. 90 Le Duan Street, Phu Dong Ward, Pleiku City, Gia Lai Province.

Contact person: Mr. Nguyen Tuan Vu – Head of the AGM Organizing Committee
Phone (Zalo): 0979.345.497 - Fax: (0269) 3747 366 - Email: codong@duclonggroup.com

Only candidates who meet the criteria outlined above, are properly nominated by eligible shareholders or groups of shareholders, and have submitted a complete and valid dossier by the deadline will be included in the official list of candidates for election at the General Meeting.

VI- In Case of Insufficient Number of BoD/SB Candidates Nominated by Shareholders.

If the number of nominated or self-nominated candidates for the Board of Directors or the Supervisory Board remains insufficient, the incumbent Board of

Directors may nominate additional candidates in accordance with the Company Charter, the internal governance regulations, and the operational rules of the Board of Directors.

**ON BEHALF OF THE BOD
CHAIRMAN**



Bùi Pháp





SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Pleiku May 09, 2025

REGULATIONS

**Election regulations For Members of the
Board of Directors and Members of the Supervisory Board
At the 2025 Annual General Meeting of Shareholders
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;*
- *The Charter of Organization and Operation, and the Internal Governance Regulations of Duc Long Gia Lai Group Joint Stock Company;*
- *Other relevant legal documents.,*

Article 1. Eligible voters: Shareholders holding shares and authorized representatives with voting rights are entitled to attend and vote at the General Meeting.

Article 2. Eligibility criteria for nominees and candidates for the Board of Directors (BOD) and the Supervisory Board (SB): Candidates must meet the conditions set forth in Articles 155 and 169 of the Law on Enterprises and Articles 275 and 286 of Decree No. 155/2020/ND-CP dated December 31, 2020, which provides detailed guidance on the implementation of certain provisions of the Law on Securities. Additional criteria and conditions are specified in the Company's Charter.

Article 3. Number of BOD and SB members to be elected:

- **Number of BOD members to be elected: 01 persons;**
- **Number of SB members to be elected: 01 persons.**

Article 4. Ballot papers:

4.1. Ballots are uniformly printed, stamped with the seal of Duc Long Gia Lai Group Joint Stock Company, and distributed to shareholders by the Organizing Committee.

4.2. Each ballot must clearly indicate: the number of shares owned, the number of authorized shares, the total number of shares, and the total number of votes.

- **Total number of shares = Owned shares + Authorized shares**



- Number of votes = Total number of shares × Number of BOD or SB members to be elected

4.3. The ballot contains the list of nominated/candidate individuals; the “Number of votes” field is left blank for the shareholder to fill in. To support any candidate, shareholders shall write the number of votes they cast in the corresponding “Number of votes” field next to that candidate’s name.

4.4. Each shareholder attending the General Meeting shall receive one (1) ballot per election round for electing BOD or SB members.

Article 5. Voting method:

5.1. The election of BOD and SB members of Duc Long Gia Lai Group JSC shall be conducted via secret ballot using cumulative voting at the General Meeting.

5.2. Shareholders may allocate all of their votes to one or more candidates. Each shareholder may only cumulatively vote within the limit of their total voting rights.

Article 6. Valid and invalid ballots:

6.1. Valid ballots must:

- Be issued by the Organizing Committee and contain no erasures or alterations;
- Vote for a number of candidates equal to or fewer than the number of BOD or SB members to be elected;
- Have the total number of votes cast for all candidates less than or equal to the total number of voting rights of the shareholder;
- Be left blank (optional).

6.2. Invalid ballots include:

- Ballots not issued by the Organizing Committee;
- Ballots with erasures, tears, alterations, or with names crossed out;
- Ballots that include names not on the approved list of nominees/candidates;
- Ballots that indicate voting rights as a percentage (%) instead of a specific number;
- Ballots in which the shareholder allocates more votes than they are entitled to (based on ownership or proxy).

Article 7. Vote counting committee and voting/counting principles:

7.1. The vote counting committee is nominated by the Organizing Committee and approved by the General Meeting.

7.2. Responsibilities of the vote counting committee include:

- Presenting and gaining approval of these regulations at the Meeting;
- Introducing and distributing the ballots;
- Conducting the vote count and preparing a vote-counting report;
- Announcing the election results to the Meeting.

The committee must ensure the integrity and confidentiality of the election and is held accountable for any violations. After counting, all ballots must be sealed and handed over to the Organizing Committee.

7.3. Voting and counting principles:

- Finalize the list of shareholders eligible to vote;
- Check the ballot box in the presence of shareholders;
- Ballot casting begins after distribution and ends once the last shareholder has cast their vote;
- Ballot count must begin immediately after voting ends;
- Results must be documented and announced by the Head of the vote counting committee before the Meeting..

Article 8. Election principles:

8.1. Elected BOD or SB members are those with the highest number of votes until the required number of members is filled.

8.2. In case of a tie among candidates where the number of elected members must be reduced, the tied candidates shall be voted on again using cumulative voting.

8.3. If the required number of BOD or SB members is not elected in the first round, a second round of voting shall be conducted. Only those not elected in the first round will be re-voted.

If after two voting rounds, the required number of BOD or SB members is still not met, the General Meeting shall decide whether to continue voting or leave the positions vacant and fill them at the next General Meeting.

Article 9. Preparation and announcement of the vote-counting report:

- After counting, the committee must prepare a vote-counting report;
- The report shall include: total number of shareholders attending; total shareholders who voted; the ratio of votes cast to total eligible votes (under cumulative voting); numbers and ratios of valid and invalid ballots; votes and ratios per candidate, etc.;
- The report shall be announced before the Meeting.

Article 10. Complaints:

All complaints regarding the election results must be addressed immediately during the Meeting and decided by the Chairperson. Shareholders may not contest the election results afterward. In case of disagreement over voting procedures or results, the vote counting committee shall re-examine and request the Meeting's decision.

All other matters related to the BOD and SB shall comply with the Company's Charter.

Article 11. Effectiveness of these regulations:

This Regulation includes 11 articles, is read publicly at the General Meeting, and takes effect upon approval by the 2025 Annual General Meeting of Shareholders. It applies solely to the election of the BOD and SB for the 2022–2027 term at this Meeting./.

**ON BEHALF OF THE BOD
CHAIRMAN**

A handwritten signature in black ink is written over a red circular stamp. The stamp contains the text: "M.S.D.N: 5900415863-C", "CÔNG TY CỔ PHẦN TẬP ĐOÀN ĐỨC LONG GIA LAI", and "TR. PLEIKU. T. GIA LAI".

Bùi Pháp

A partial red circular stamp is visible on the right side of the page, showing the text "CÔNG TY CỔ PHẦN TẬP ĐOÀN ĐỨC LONG GIA LAI".



THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Pleiku, May, 09, 2025

**REPORT ON THE BOARD OF DIRECTORS' ACTIVITIES IN 2024
DIRECTION AND PLAN FOR THE BOARD OF DIRECTORS'
ACTIVITIES IN 2025
(Presented at the 2025 Annual General Meeting of Shareholders)**

Dear General Meeting!

Dear Shareholders and Delegates!

In recent days, the whole country has been joyfully celebrating the great national holidays with numerous important events: the 50th Anniversary of the Liberation of the South and National Reunification (April 30, 1975 - April 30, 2025); the 135th Birth Anniversary of President Ho Chi Minh (May 19, 1890 - May 19, 2025); towards the 100th Anniversary of Vietnam Revolutionary Press Day (June 21, 1925 - June 21, 2025); the 80th Anniversary of the August Revolution (August 19, 1945); and the National Day of the Socialist Republic of Vietnam (September 2, 1945), along with other major national holidays;

Today, Friday, May 30, 2025, on the 12th floor of the Duc Long Gia Lai Group Headquarters - No. 90 Le Duan, Phu Dong Ward, Pleiku City, Gia Lai Province, DLGL Group solemnly holds its 2025 Annual General Meeting of Shareholders. On behalf of the Board of Directors, I would like to extend my sincere thanks to the esteemed shareholders attending in person, those who could not attend but have authorized their representation, and to all delegates for taking the time to join this meeting. I wish you all good health and my most respectful greetings!

On behalf of the Board of Directors and the Executive Board, I hereby report to the General Meeting on the results of operations in 2024 and the business plan of DLGL Group for 2025 as follows:

PART I

GENERAL ASSESSMENT OF THE SOCIO-ECONOMIC SITUATION IN 2024

In 2024, the global landscape continued to evolve in a complex and unpredictable manner, with many risk factors and uncertainties. Escalating military conflicts between Russia and Ukraine, as well as tensions in the Middle East; increasingly fierce strategic competition among major powers; and U.S. protectionist tariff policies posing risks of trade wars and partial disruptions to global supply chains—all significantly affected global peace, stability, and economic growth. In addition, natural disasters and extreme weather conditions severely impacted people's lives and socio-economic development in many countries. Nevertheless, the global economy showed signs of gradual stabilization as global goods trade improved. Global economic growth increased

by 0.1 to 0.3 percentage points compared to previous forecasts, reaching 2.7% to 3.2%, roughly equivalent to the growth rate in 2023.

Amid these global challenges, under the proactive, flexible, and decisive leadership and governance of the Party, the Government, and the Prime Minister, Vietnam's socio-economic situation in 2024 continued to recover visibly. Major economic balances were maintained, and results across many important areas met or exceeded set targets. The national GDP growth reached 7.09% for the year—a standout figure both regionally and globally—demonstrating a remarkable effort to achieve breakthrough growth and sustainable development. Notably, the Party and State have recently intensified efforts to restructure and streamline the political system, ensuring effective and efficient operations. Alongside measures to stimulate economic growth and create favorable conditions for private sector activity, these efforts are steering the country toward a "New Starting Point," a "New Era," and "The Era of Vietnam's Rise"—sparking positive responses among the population and business community alike.

However, Vietnam's economy still faced significant and persistent challenges in 2024, including: natural disasters, epidemics, tight monetary policies, inflation, a frozen real estate market, volatile stock markets, soaring domestic gold prices, and numerous changes in state policies and regulations. While the ongoing political system reform presents opportunities for national progress, it has also temporarily delayed the implementation of economic policies and administrative procedures. These factors created considerable difficulties for businesses across the country—including Duc Long Gia Lai Group (DLG).

In this context, the DLG Board of Directors closely monitored developments in global and domestic geopolitics, proactively forecasted and assessed trends, and seized opportunities with determination and focus. With experience, confidence, and decisive leadership, the Board of Directors led DLG and its subsidiaries to gradually overcome challenges, maintain stable operations, secure employment for staff, contribute to the state budget, and achieve commendable results in 2024.

PART II

2024 BOARD OF DIRECTORS PERFORMANCE EVALUATION

2.1- Regarding personnel and assignment of duties to the members of the Board of Directors (BOD); general assessment of the BOD members' performance and individual evaluations:

2.1.1. BOD Personnel:

The Group's BOD for the 2022–2027 term consists of 5 members: Mr. Bui Phap, Mr. Nguyen Tuong Cot, Mr. Paul Anthony Murphy, Mr. Nguyen Tien Dung, and Mr. Vo Mong Hung. Among them, there are 2 independent BOD members (Mr. Nguyen Tien Dung and Mr. Vo Mong Hung) and 3 non-executive BOD members (Mr. Nguyen Tien Dung, Mr. Vo Mong Hung, and Mr. Paul

Anthony Murphy), which ensures compliance with the structure required under Article 276 of Decree No. 155/2020/ND-CP dated December 31, 2020, issued by the Government.

2.1.2. Assignment of duties and performance results of the BOD members:

According to Decision No. 06/QĐ-HĐQT-DLGL dated June 30, 2022, regarding the election of the Chairman of the BOD for the 2022–2027 term and the assignment of duties to BOD members, the allocation of responsibilities and performance of BOD members in 2024 remained consistent with previous years. Specifically:

- Mr. Bui Phap was elected Chairman of the BOD. He fulfilled his duties well in accordance with the Law on Enterprises, the Group's Charter, and the BOD's Operating Regulations. He was responsible for formulating and executing the annual work plan; regularly overseeing and urging BOD members to fulfill their assigned tasks; organizing BOD meetings; issuing BOD Resolutions, Decisions, and Notices; directing, managing, and supervising the CEO and specialized departments in implementing shareholder and BOD resolutions; assigning tasks and urging the Internal Audit Committee and Corporate Governance Officer/Company Secretary to effectively perform their internal audit and advisory functions to the BOD.

- Mr. Nguyen Tuong Cot served as a BOD member and concurrently as CEO. He effectively implemented shareholder and BOD resolutions, assigned responsibilities to the Executive Management Team, and assumed full responsibility before the BOD for all business, management, and operational activities, as well as business and investment plan execution, in accordance with the Law on Enterprises, the Charter, and internal regulations.

- Mr. Paul Anthony Murphy, a BOD member, was responsible for overseeing subsidiary companies operating in electronics and electronic components in South Korea, China, Hong Kong, and Vietnam, as well as fundraising, investment promotion, and IPO activities in Hong Kong. He effectively carried out his assigned tasks.

- Mr. Nguyen Tien Dung, an independent BOD member, was responsible for and performed well in project development; monitoring and supporting the implementation of renewable energy and other projects; and supporting corporate leadership in external relations and coordination with local and central government agencies.

- Mr. Vo Mong Hung, also an independent BOD member, was in charge of the Group's HR, salary, and bonus policies; overseeing the operations of subsidiaries and affiliates. He performed his duties satisfactorily;

Evaluation of independent BOD members' performance:

Mr. Nguyen Tien Dung and Mr. Vo Mong Hung performed their duties in accordance with legal requirements, the Company's Charter, and the BOD's assignments with diligence, dedication, and a high sense of responsibility. Their

opinions during BOD voting sessions were always objective, constructive, and independent, aimed at ensuring the Company's stability and development.

2.1.3. General evaluation of BOD members' performance:

The BOD operates on the principle of collective leadership and individual responsibility, with decisions made by majority vote. Duties and powers are exercised in accordance with the Company Charter, BOD regulations, and applicable laws. Members are assigned duties based on their strengths to maximize collective intelligence and ensure effective performance of the BOD's responsibilities.

2.2- BOD Meetings and Decisions:

In 2024, the BOD maintained flexible governance measures to promptly adapt to macroeconomic challenges and implemented management practices to address global and domestic economic fluctuations.

- Regular quarterly BOD meetings and ad hoc meetings were held both in person and online. Thousands of phone calls, email exchanges, and direct communications between the Chairman and BOD members took place. Dozens of resolutions and decisions were issued to provide timely direction and ensure comprehensive management of the Company's activities in alignment with its plans.

A total of 12 meetings were held in 2024, resulting in 12 resolutions/decisions to implement approved policies.

(A summary table of 2024 BOD Resolutions and Decisions is published in the 2024 Corporate Governance Report).

Overall, BOD meetings were organized lawfully and thoroughly, with high consensus on strategic direction, policies, and operational decisions.;

2.3- Information Disclosure:

The BOD consistently urged, reminded, and monitored compliance with information disclosure regulations to ensure timely, accurate, complete, transparent, and public communication.

2.4- BOD Remuneration and Expenses:

The 2024 Annual General Meeting of Shareholders approved the remuneration and expense budget for the BOD. According to its resolution, remuneration is as follows: Chairman – VND 15,000,000/month; Vice Chairman – VND 10,000,000/month; Other BOD Members – VND 6,000,000/month/person. Additionally, based on business performance, a bonus is awarded at 2% of post-tax profit upon achieving the annual profit target and 5% of the amount exceeding the plan.

In 2024, the Company reported a post-tax profit of VND 244 billion, exceeding the annual plan (VND 120 billion) by 103.3%. However, revenue reached only VND 1,058.72 billion, or 75.62% of the target, down VND 63.61 billion (5.67%) from the previous year. Moreover, the accumulated losses from

2022 and 2023 totaled VND 1,775.92 billion, which 2024's profit could not offset. Given ongoing restructuring and debt repayment efforts, BOD and Supervisory Board members voluntarily declined remuneration and profit-based bonuses as approved by the 2024 AGM.

2.5- Independent BOD Members' Evaluation of BOD Performance in 2024:

Pursuant to Clause 4, Article 280 of Decree No. 155/2020/ND-CP, the independent BOD members evaluated the BOD's 2024 performance as follows:

- Compliance and effectiveness of governance structure: With 3 out of 5 non-executive members (including 2 independent members) and a Chairman not concurrently serving as CEO, DLG's BOD structure complies with legal requirements for listed companies. The BOD assigned responsibilities to each member and regularly monitored performance to ensure accountability.

- Meeting organization and resolutions: Quarterly meetings were held regularly, with participation from the Supervisory Board and Executive Board. Resolutions were passed unanimously (100% approval of attending BOD members). The BOD consistently adhered to legal regulations, the Charter, and shareholder resolutions in performing its duties.

- Related party transactions: Transactions involving related parties (BOD members, Supervisory Board members, the CEO, and other managers) were conducted honestly, prudently, and in compliance with laws and the Charter.

- Legal compliance by BOD members: All BOD members complied with legal restrictions, such as not holding BOD positions at more than five companies simultaneously, allowing them to devote more time and energy to the Company's development.

2.6- Activities of BOD Subcommittees:

2.6.1. In 2024, the BOD created favorable conditions to enable the Internal Audit Committee to exercise its authority and duties as prescribed.

The Internal Audit Committee carried out corporate governance, risk management, and internal control assessments, helping the Company achieve its objectives. It ensured the accuracy and reliability of financial data and conducted ongoing monitoring to ensure regulatory compliance.

In 2024, no material risks or compliance violations were detected. The committee provided objective evaluations of internal control efficiency, compliance, financial performance, and operational systems, reporting directly to the BOD and Executive Board. Departments promptly corrected any errors following audit recommendations, improving work quality.

2.6.2. The Company has not yet formally established all BOD subcommittees but has delegated advisory duties as follows:

- Mr. Nguyen Tuyen – Chief of Office and Corporate Governance Officer/Company Secretary;

- Mr. Vo Mong Hung – Independent BOD member responsible for HR, labor emulation, and reward, in accordance with the law and Company Charter; oversight of subsidiary/affiliate operations;

2.6.3. The Company plans to formally establish BOD subcommittees composed of BOD members and external experts. It is currently seeking individuals with legal knowledge, understanding of company operations, and qualifications as required by law and the Company Charter.

2.7- Report on Related Party Transactions: In 2024, the following transactions occurred:

2.7.1. Between the Company and its related parties, major shareholders, insiders, or their related parties:

- Receipt of dividends from BOT & BT Duc Long Dak Nong JSC;
- Recovery of loans from BOT & BT Duc Long Dak Nong JSC;
- Payment of loan interest and other liabilities to BOT & BT Duc Long Gia Lai JSC;
- Repayment of principal to BOT & BT Duc Long Gia Lai JSC;
- Refund of project advances to BOT & BT Duc Long Gia Lai JSC;
- Customer collections on behalf of Duc Long Gia Lai Power Investment and Development JSC;
- Loan settlements, including interest, for Duc Long Gia Lai Power Investment and Development JSC;
- Prepayments to vendors and profit-sharing with Gia Lai Transportation Construction Consulting JSC;
- Collection of rental income and receivables from Duc Long Bao Loc Public Services JSC;
- Asset lease contracts, debt offsetting, deposit payments, capital transfers (e.g., Mass Noble Company), and asset transfers for third-party loan guarantees involving Alpha Seven Group JSC;
- Short-term loan receivables, interest collection, loan settlements, construction contracts, and repayments involving Duc Long Gia Lai Construction Investment JSC;
- Loan transaction and settlement involving Mr. Vo Mong Hung – BOD member.

2.7.2. Transactions between insiders or their related parties with subsidiaries or entities controlled by the Company: None

(Details of the above transactions are available in the 2024 Corporate Governance Report published at: https://duclonggroup.com/images/tailieu/BAO_CAO_TINH_HINH_QUAN_TRI/20250124_-_DLG_-_Bao_cao_tinh_hinh_quan_tri_nam_2024)

2.8- Report on the Implementation of Assigned and Delegated Tasks by the 2024 General Meeting of Shareholders:

In accordance with the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors (BOD) proposed and obtained approval from the General Meeting to authorize the BOD to decide on the following matters: proactively adjusting the 2024 business plan in line with market developments and legal regulations; adding new business lines in accordance with the law and making necessary changes to the Company's Business Registration Certificate; determining the structure and organization of the management and executive apparatus in line with legal requirements and the Company's operational scale from time to time; deciding on the issuance of private/convertible bonds; adjusting charter capital and share offering plans; deciding on the repurchase of over 10% of the total issued shares of each type; and conducting transactions with related parties.

During the year, the BOD did not make changes to the following: adjustment of the business plan, addition of business lines, issuance of private/convertible bonds, change of charter capital, share offerings, and repurchase of over 10% of issued shares of each type. The list of related parties and interests of insiders has been updated in the 2024 Corporate Governance Report and disclosed in accordance with legal regulations. During business operations, the Company carried out transactions with related parties. These included the purchase and sale of goods, semi-finished products, and arising receivables/payables. These transactions occurred regularly and were part of the Company's normal course of business;

2.9 - Supervision, Monitoring, and Actions of the BOD Toward the Executive Board:

The BOD regularly convened periodic and extraordinary meetings and provided close and decisive guidance to the Executive Board in proactively implementing its assigned functions and duties, business and investment plans, and promptly and effectively addressing arising issues. The monitoring and evaluation activities helped ensure the Executive Board managed operations consistently and in compliance with the Company Charter, while still preserving the initiative and creativity of the executive leadership.

Through these supervision mechanisms, the BOD assessed that the Executive Board consistently monitored market developments to implement flexible and synchronized solutions across products, services, capital, human resources, and risk management to execute the 2024 business plan and pursue long-term strategic objectives. The Executive Board performed its assigned powers and duties with caution, honesty, effectiveness, and transparency regarding any related interests, in compliance with current laws, the Company Charter, and resolutions of the General Meeting of Shareholders and the BOD.

2.10- Supervision, Monitoring, and Actions of the BOD Toward Departments and Subsidiaries:

The BOD regularly directed the consolidation and strengthening of the organizational apparatus, and monitored the performance of department heads and subsidiaries. Through periodic inspections and timely handling, performance was evaluated against assigned functions and duties, and used as a basis for staff assessment, appointments, transfers, and appropriate remuneration policies. In general, the executive staff demonstrated a strong sense of responsibility, dedication, and diligence in their work, effectively advising the General Director in a timely and efficient manner.

PART III

BUSINESS AND INVESTMENT PERFORMANCE REPORT IN 2024

3.1- Business Results:

By the end of the 2024 fiscal year, the Company recorded revenue of nearly VND 1,059 billion, achieving 75.6% of the annual target. Profit before tax reached VND 261 billion. Profit after tax was VND 244 billion, equivalent to 203.3% of the annual target.

The reason for exceeding the 2024 profit target by 103.3%, as set by the 2024 General Meeting of Shareholders, is as follows:

- Although the global and domestic economic situation was complicated and posed challenges for businesses, the Board of Directors (BOD) instructed the Executive Board to proactively develop multiple business scenarios and offer flexible solutions adapted to the market conditions. These included a comprehensive restructuring of the Company's financial status, risk assessment, enhanced debt repayment to banks, receivables collection from customers, and cost reduction measures. Moreover, the BOD directed subsidiaries to maintain and boost business operations to ensure growth and efficiency. As a result, all sectors experienced remarkable growth: the BOT toll collection segment grew by over 20% year-on-year, and other segments such as hydropower and commercial services maintained steady growth and delivered outstanding profits.

- However, due to several objective reasons—mainly DLG's divestment from Mass Noble Company—revenue from the electronic component sector dropped sharply, causing the total 2024 revenue to fall short of the planned target..

3.2- Notable Business and Investment Activities in 2024:

a) Restructuring Activities:

- By the end of 2024, the Company completed the transfer of all capital contributions in Mass Noble Investments Limited to Alpha Seven Group Joint Stock Company for VND 255 billion. This divestment was part of DLG's comprehensive restructuring roadmap, aiming to reduce corporate financial costs by offloading underperforming projects and assets.

- Proceeds from the Mass Noble divestment were used to fully settle a loan with Sacombank and partially repay principal to BIDV. As a result, Sacombank waived all interest and overdue interest, totaling VND 420 billion. The capital surplus from the divestment, combined with the waived interest, reversed prior provisions and contributed to DLG's recognized profit.

- 2024 financial indicators demonstrate that DLG's restructuring is on the right track and delivering initial results: the Company reversed previous years' losses and recorded an after-tax profit of VND 244 billion. Total liabilities decreased by 20.5%, from VND 4,524.4 billion (2023) to VND 3,596.5 billion (2024). Owner's equity increased by 42.5%, from VND 527.5 billion to VND 751.9 billion. Most receivables were collected, with the remainder secured by collateral. These results show DLG's effective loan management, reduced financial costs, and alleviated debt burden. The 2024 financial statements received a clean audit with no exceptions. HOSE reclassified DLG shares from control to watchlist. These positive developments provide a solid financial foundation for DLG to continue its comprehensive restructuring in 2025 and beyond..

b) Investment Activities:

- **Infrastructure investment:** The Group focused on maintenance, repair, and major overhauls of roads in Gia Lai, Đắk Nông, and Bình Phước to ensure road quality and stable toll collection. This sector contributed the largest share of the Company's revenue and profit structure.

- Energy investment:

+ **Hydropower plants (Đắk Pô Cô) and Ninh Thuận Solar Power Plant** maintained effective infrastructure and equipment maintenance; power generation revenue grew strongly, providing stable and efficient cash flow.

+**Renewable energy project development:** On April 15, 2025, the Prime Minister issued Decision No. 768/QĐ-TTg approving adjustments to the National Power Development Plan for 2021–2030, with a vision to 2050. Under this plan, DLG and its subsidiaries had their proposed projects included in Power Plan VIII for 2025–2030 and 2031–2035, with a total capacity of nearly 700MW. These include: 3 hydropower projects (203MW in the Central Highlands and Southeast), 2 wind power projects (80MW), 2 solar power projects in Gia Lai (80MW), a 500kV substation (900MVA), and 3 wind power projects in Gia Lai (250MW). These renewable projects will maximize current resources, support the restructuring plan, and set the foundation for future growth.

- **Residential–Tourism–Resort real estate:** The Group proposed investments and is completing legal procedures for various projects in Gia Lai, Kon Tum, Đắk Nông, Bình Định, Bình Thuận, Bà Rịa–Vũng Tàu, and Bến Tre to capitalize on domestic and international tourism growth.

- **Bus station and parking lot operations:** These facilities have fully recovered post-COVID-19, with strong revenue growth.

- **Rubber plantation care and latex harvesting:** Rubber farms continued to be well maintained and tapped, generating stable and growing revenue compared to 2023.

- **Wood and granite processing plants:** Maintained stable production with diverse product designs catering to domestic demand, especially for DLG Group's projects..

3.3- Social Welfare, Environmental Protection, and External Relations Activities:

Alongside economic goals, the BOD recognizes that environmental protection and social responsibility are essential to the Group's long-term, sustainable success.

- **Social welfare: The Group actively contributed to poverty reduction and gratitude** programs, emphasizing social responsibility linked with business development. For example, during Tet 2025, DLG provided gifts to poor and near-poor households in project areas. Notably, in September 2024, DLG donated VND 200 million, 20 tons of rice, and 5,000 packages of instant noodles (valued at about VND 515 million in total) to support northern provinces affected by Typhoon No. 3 (Yagi). These contributions were recognized and commended by the Party and State.

- **Environmental protection:** The Group prioritized applying environmentally friendly technologies in operations, procuring energy-efficient equipment, and fostering clean, organized, and well-ventilated workplaces. These efforts improved working conditions and productivity.

- **External relations:** On the diplomatic front, the Group maintained strong relationships with central and local government agencies. DLG also supported local political security and social order initiatives. The Group received attention and encouragement from central and local authorities, which served as a significant motivator to boost business operations, employment, social welfare, and contributions to the state budget. These efforts enhanced DLG's reputation and brand image significantly.

PART IV STRATEGIC ORIENTATION, PLAN INDICATORS, AND IMPLEMENTATION MEASURES FOR 2025 AND SUBSEQUENT YEARS

According to economists, global economic growth may recover slowly or even decline in 2025. The global economic outlook for 2025 remains uncertain, with potentially significant fluctuations in commodity prices and intensifying competition among superpowers. Recently, the United States has imposed retaliatory tariffs on several trading partners, causing global turmoil and further complicating international trade.

In Vietnam, despite facing challenges from natural disasters, financial and securities market volatility, and international trade fluctuations, the country's economy is projected to remain among the world's fastest-growing in 2025.

Moreover, the government's key direction for 2025 emphasizes bold, decisive, revolutionary, and comprehensive reforms in administrative restructuring and economic management to propel the nation into a new "Era of Rising"—a period of breakthrough and accelerated development, under the leadership of the Communist Party, aiming to build a prosperous, democratic, equitable, civilized, and happy socialist Vietnam. The Party and State have also emphasized the vital role of the private economy. The Politburo's Resolution No. 68-NQ/TW, dated May 4, 2025, affirms that the private economy is one of the most important drivers of national economic development and a pioneering force in science, technology, and innovation, contributing significantly to the successful implementation of the Party's policies. These orientations provide a solid foundation for DLG Group to rise in the coming years.

Based on the results achieved in 2024 and considering global and domestic economic forecasts, the Board of Directors (BOD) has cautiously proposed the following strategic directions and key targets for 2025:

4.1- Strategic Orientation:

- In 2025, DLG will continue implementing its comprehensive restructuring strategy across business, investment, finance, and human resource management, following the principle of **“Turning nothing into something, turning difficulties into opportunities, making the impossible possible”** with the goal of **“Transforming the Company into a leading investment group in Vietnam in terms of market capitalization, brand, technology, management capacity, business efficiency, and successful integration both domestically and internationally.”**

- The strategic business sectors for 2025–2027 include: Transport infrastructure investment under the BOT model; Energy investment (hydropower, solar power, wind power); Real estate development (residential, tourism, and resort properties); Financial investment and mergers & acquisitions (M&A); At the same time, the Group will strengthen its traditional business segments, including hotel & resort services, wood processing, granite and basalt stone processing, bus stations and parking lot operations.....

4.2- Development of Specific Sectors:

- **Infrastructure sector:** Continue intensive management, maintenance, and quality assurance of National Highway 14 projects from Gia Lai to Binh Phuoc to ensure stable toll revenue. DLG will also explore joint ventures and partnerships under the PPP model or public investment contracts (BT) for expressways such as Quang Ngai–Kon Tum, Pleiku–Quy Nhon, and others from Kon Tum to Binh Phuoc.

- **Renewable energy sector:** Maintain and operate existing hydropower and solar power projects; proactively carry out investment procedures to begin construction of renewable energy projects in Gia Lai, Dak Nong, and Binh Phuoc that have been approved under the revised National Power Development Plan VIII.

- **Real estate sector:** Expand and complete legal procedures for residential and urban real estate projects combined with hotel, tourism, and resort services in Gia Lai, Kon Tum, Dak Nong, Binh Dinh, Binh Thuan, Ba Ria-Vung Tau, Ben Tre, and other provinces.

- **Financial investment and M&A:** Enhance partnerships, alliances, and financial investments to increase revenue and profit.

- **Traditional sectors:** Strengthen core investments in hospitality, wood and stone processing, and transportation services to meet domestic demand and support internal DLG projects, while further developing the established DLG-branded wood and stone products..

4.3- Business Plan Targets:

Based on past performance, global economic forecasts, and domestic policies, the BOD proposes the following key financial targets for DLG for the 2025–2027 period

(Unit: VND billion)

INDICATOR	2025
- Revenue (Billion VND)	650
- Net Profit after tax (Billion VND)	200

The BOD seeks shareholder approval of these targets and requests authorization to adjust them if major unforeseen economic changes occur.

4.4- Key Implementation Measures:

To overcome immediate difficulties and ensure successful implementation of these targets, the BOD will focus on the following measures:

4.4.1. Conduct BOD operations in strict accordance with legal regulations; prioritize regular and extraordinary meetings, consider forming specialized subcommittees, issue resolutions, ensure timely disclosure, and effectively implement shareholder authorizations.

4.4.2. Maintain strong supervision, leadership, and direction by the BOD, and enhance the capacity and compliance of its members.

4.4.3. Require all BOD members to further enhance their sense of responsibility, vision, comprehensive knowledge, passion, integrity, and capability to fulfill assigned duties.

4.4.4. Firmly advance comprehensive corporate restructuring, focusing on:

- **Regarding business and investment activities:** Focus on restructuring strategic business sectors, investing in areas where the Group has experience, competitive advantages, and positive cash flow results, and which have already

been approved in principle by the Government, central ministries, and local authorities. At the same time, divest from inefficient investment sectors.

- **Finance:** Continue implementing comprehensive financial restructuring through decisive measures: mobilize capital from both domestic and international financial institutions; engage in investment cooperation with financially capable individuals and organizations to develop projects; issue bonds and shares; transfer inefficient projects and assets; thoroughly recover outstanding debts; minimize costs in production, business, and investment activities; and focus on retained earnings as a revenue source. The goal is to achieve basic stability in business operations and financial health by the end of 2026, strive to fully repay loans of over VND 700 billion to credit institutions, and accumulate funds for the development of new and potential projects of the Group.

- **Investment Partnerships:** Seek domestic and international partners to co-invest in key sectors (infrastructure, green energy, renewable energy, and hospitality), aiming to enhance financial capacity, technology, and governance as international standard.

- **Human Resources:**

+ Implement the “Attracting and Rewarding Talent” policy, enhance capacity, and effectively utilize the core team of officers and employees—especially those with over 15 years of experience and dedication to DLG—while rejuvenating the human resource base with high-quality young talent. On-the-job training for staff will be emphasized to ensure they can fulfill both current and long-term responsibilities.

+ Improve human resource management by closely coordinating with the Group to review, evaluate, and develop plans for leadership succession planning at both the Group and subsidiary levels; implement staff rotation policies in conjunction with training to build a talent pool that meets both immediate and future needs of the organization.

+ Strengthen the senior leadership team with individuals who possess intelligence, vision, strategic thinking, and comprehensive knowledge to participate in strategy development and corporate governance. Ensure leadership is transparent, clean, strong, and highly effective—aligned with the commitments, goals, and tasks in the new context, while enhancing DLG's management capacity according to international standards.

+ Consolidate and improve the effectiveness of the Internal Audit Board, with a focus on inspection and supervision; promptly detect and address issues; and proactively prevent risks early and from a distance, with the goal of improving financial management and effective capital utilization

- **Corporate Governance:**

+ Continue to comprehensively reform corporate governance toward professionalism, advancement, and modernization in line with international standards. Apply Industry 4.0 technologies and adopt digital business, digital

management, and digital finance practices to save time, enhance business production capacity, and improve the quality and efficiency of leadership and operations.

+ Continue building on the foundations established in previous phases, with a focus on the following key initiatives: (i) A centralized management model based on IT applications; (ii) Business management and development focused on “balancing efficiency and revenue”; (iii) Financial and investment management that is “flexible and effective.”

Dear General Meeting of Shareholders,

With over 25 years of brand-building, Duc Long Gia Lai Group (DLG), through decisive actions and an abundance of business opportunities—both current and emerging—has built a solid foundation and serves as the compass guiding DLG to successfully fulfill its goals and plans. In the time ahead, DLG remains steadfast in its comprehensive restructuring strategy, focusing on corporate governance, and continuing to mobilize all resources to restore financial health, improve operational efficiency step by step, ensure continuous, stable, and sustainable business operations, and uphold the core philosophy: **“DUC LONG – A PROMISE DELIVERED”**, with the guiding message: **“INNOVATION – CREATIVITY – LEANNESS – EFFICIENCY.”**

On behalf of the Board of Directors, I pledge to devote my full time, intellect, resources, and unwavering commitment to lead and oversee the execution of these objectives; and to do whatever is necessary to bring the highest value to our esteemed shareholders, investors, and customers. We sincerely hope that our shareholders, investors, and customers will closely monitor the activities of the Board of Directors as outlined above, stand by our side, and support us in successfully implementing the strategies and plans set forth at this Annual General Meeting.

After a year filled with both opportunities and challenges, and with the achievements we have attained, on behalf of the Board of Directors, I would like to express my gratitude to fellow Board members, the CEO, Deputy CEOs, and all department heads and deputies who have dedicated their effort, responsibility, unity, and positive contributions to help DLG overcome hardships and continue developing its business operations. I hope you will continue to promote your roles and contribute even more to the Group’s future development. Looking ahead, after successfully completing the comprehensive restructuring of our finances, operations, investments, and human resources, we expect that members of the Board will strive even harder to fulfill their duties during the 2025–2027 term—worthy of the trust and expectations of our shareholders.

Finally, on behalf of the Board of Directors, I sincerely thank our shareholders for their trust and confidence in us. We hope that our esteemed shareholders, partners, investors, and customers will maintain their trust and continue to accompany and support the Board on DLG's path of current and long-term growth.

Thank you very much!./.

**REP. BOARD OF DIRECTORS
CHAIRMAN**



Bùi Pháp



THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Pleiku, May 9, 2025

2024 ANNUAL GENERAL MEETING REPORT FROM THE BOARD OF GENERAL DIRECTORS

Dear Members of the Presidium;

Dear Shareholders, Distinguished Delegates, Partners, and Valued Customers;

Dear Congress.

On behalf of the Board of General Directors, I would like to report to the General Meeting of Shareholders on the business and investment performance in 2024, and at the same time present the plan and implementation measures for business and investment activities in 2025, as follows:

I- ASSESSMENT OF BUSINESS AND INVESTMENT PERFORMANCE IN 2024:

1.1- Overview:

The year 2024 marked a period of significant geopolitical turbulence worldwide, with a series of major global events, including ongoing or newly emerged issues such as the Russia-Ukraine conflict, tensions in the Middle East, and the U.S. presidential election. While the global economy maintained stable growth throughout 2024, the negative impacts of geopolitical conflicts limited any substantial economic breakthroughs. Although inflation cooled compared to 2023, it remained above target levels in many countries. The rise of protectionist measures and trade defense instruments also affected import and export activities. Recently, the risk of a global trade war has re-emerged, driven by the U.S. initiative to impose reciprocal import tariffs on a number of its trade partners;

In 2024, Vietnam's socio-economic development has been under pressure from both external and internal factors. Externally, the country faces challenges stemming from complex developments in the global and regional economic, political, and military landscapes. Internally, Vietnam grapples with the inherent difficulties of an open economy that remains heavily dependent on external forces. Inflation remains high, the labor market suffers from shortages, and economic development disparities between regions continue to widen. At the same time, shifts in global supply chains and volatility in international markets are creating additional pressure.

Despite these challenges, by the end of 2024, Vietnam achieved an impressive GDP growth result, reaching USD 476.3 billion with a growth rate of

7.09%, placing it among the world's fastest-growing economies. This growth rate was only lower than those of 2018, 2019, and 2022 within the 2011–2024 period. However, these realities also highlight the need for Vietnam to adopt a more comprehensive approach and longer-term solutions to ensure national stability and sustainable development.

In that context, the Company's Board of General Directors has closely monitored socio-economic developments, proactively forecasted and assessed the situation, and strictly followed the guidance and directions of the Board of Directors and the Chairman. Based on this, the Board has proposed and implemented timely and effective response measures.

1.2- Results of Business Operations in 2024:

With the unity, effort, and determination of all staff members, along with the strong support and decisive leadership of the Board of Directors, especially the Chairman of the Board, the Company has overcome its difficulties. The results of business operations in 2024 are as follows:

1.2.1- Results of Revenue and Profit Plan Execution in 2024:

Unit: Billion VND

Target	Plan for 2024	Implementation in 2024	Actual vs. Plan (%)
Total Revenue	1.400	1.058,7	75,6%
Net Profit	120	244	203,4%

The actual revenue achieved in 2024 was VND 1,058.7 billion, reaching 75.6% of the plan. The net profit after tax was VND 244 billion, exceeding the target approved by the Annual General Meeting of Shareholders in 2024;

The main reasons affecting the actual revenue results in 2024, which did not meet the target set by the General Meeting of Shareholders, are: DLG's divestment from Mass Noble, and the significant decline in revenue from the electronics components sector, leading to 2024 revenue falling short of the planned target.

The consolidated profit in 2024 reached VND 244 billion, a significant increase compared to the same period in 2023, and more than double the target set for 2024 (203% of the plan). To achieve this result, the Group has:

(i) The Group proactively developed various business scenarios and implemented flexible solutions based on the domestic economic situation and market fluctuations, including: a comprehensive restructuring of the company's financial situation, risk assessment, increased debt repayment to banks and collection of receivables from customers, and cost reduction;

(ii) The Group focused on maintaining effective business growth, such as the BOT toll collection sector, which grew by over 20% compared to the same

period, and the hydropower and commercial services sectors, which maintained stable growth...;

(iii) As of now, the Group has recovered the majority of receivables from partners and customers, with the remaining amounts secured by collateral. Notably, in 2024, DLG fully repaid the principal along with a portion of the interest to Sacombank, and the bank waived most of the interest on time and penalty fees.

1.2.2- Asset and Capital Position in 2024:

a) Assets:

Unit: Million VND

No.	ASSETS	2023	2024	Amount of Increase/Decrease	Rate %
A.	SHORT-TERM ASSETS	1.131.710.307	1.513.597.804	381.887.497	33,7
I.	Cash and Cash Equivalents	194.659.449	95.024.595	(99.634.854)	(51.2)
II.	Short-term Financial Investments	50.000.000	-	-	-
III.	Short-term Receivables	707.118.433	1.304.127.171	597.008.738	15.6
IV.	Inventory	178.445.983	112.637.141	(65.808.842)	(36.9)
V.	Other Short-term Assets	1.486.441	1.808.897	322.456	21.69
B.	LONG-TERM ASSETS	3.920.238.846	2.834.771.665	(1.085.467.181)	(27.69)
I.	Long-term Receivables	1.125.443.979	387.874.470	(737.569.509)	(65.54)
II.	Fixed Assets	2.417.447.296	2.180.546.884	(236.900.412)	(9.8)
III.	Investment Property	27.444.199	26.183.036	(1.261.163)	(4.6)
IV.	Long-term Work in Progress	34.957.890	47.695.358	12.737.468	36.4
V.	Long-term Financial Investments	21.974.113	7.091.938	(14.882.175)	(67.73)
VI.	Other Long-term Assets	292.971.369	185.379.977	(107.591.392)	(36.73)
	TOTAL ASSETS	5.051.949.153	4.348.369.469	(703.579.684)	(13.93)

b) Capital Structure and Shareholders' Equity:

Unit: Million VND

No.	CAPITAL	2023	2024	Amount of Increase/Decrease	Rate %
C.	LIABILITIES	4.524.434.307	3.596.496.123	(927.938.184)	(20.5)
I.	Short-term Liabilities	2.769.672.370	2.093.435.832	(676.236.538)	(24.42)
II.	Long-term Liabilities	1.754.761.936	1.503.060.291	(251.701.645)	(14.35)
D.	SHAREHOLDER'S EQUITY	527.514.846	751.873.346	224.358.500	(42.53)
I.	Shareholders' Equity	527.514.846	751.873.346	224.358.500	(42.53)
II.	Other Funds and Reserves	-	-	-	-
	TOTAL CAPITAL	5.051.949.153	4.348.369.469	(703.579.684)	(13.93)

The total assets (capital) of the Company as of December 31, 2024, are VND 4,348.4 billion, a decrease of VND 703.6 billion, corresponding to a 13.93% decrease compared to the same period in 2023.

(The indicators related to assets, finance, currency, etc.) are detailed in the Consolidated Financial Statements for 2024, which have been audited and disclosed in accordance with regulations, and are also published on the Company's website at <http://www.duclonggroup.com/>)

1.3- Implementation of Project Investment Activities:

- In response to the policy encouraging investment in renewable energy, DLG Group and its member companies have been implementing and finalizing procedures for proposing the inclusion of solar power, wind power, hydropower projects, and the investment in 500kV substations along with transmission networks to release capacity. On April 15, 2025, the Prime Minister issued Decision No. 768/QĐ-TTg, approving the adjustment of the National Power Development Plan for the period 2021-2030, with a vision to 2050. Accordingly, the investment projects proposed by the Company, its member companies, and those in the DLG ecosystem were added to the Power Plan VIII for the 2025-2030 and 2031-2035 periods, with a total capacity of 613MW, including: 03 hydropower projects with a capacity of 203MW in the Central Highlands and Southeast regions, to be operated in the 2031-2035 period; 02 wind power projects with a capacity of 80MW and 02 solar power projects in Gia Lai with a capacity of 80MW, to be operated in the 2025-2030 period; 01 500kV substation with a capacity of 900 MVA and 03 wind power projects in Gia Lai with a capacity of 250MW, to be operated in the 2031-2035 period. This forms the basis for the Group to proceed with the investment procedures in the coming period.

- The member companies are always proactive in performing regular and periodic maintenance work on the Ho Chi Minh Highway to ensure traffic safety along the entire route and to maintain the toll collection operations at the 04 toll stations that are owned by the investor;

- In addition, DLG Group is preparing the necessary procedures to submit to central ministries, agencies, and provincial authorities for approval of the investment policy for several important infrastructure and resort tourism projects in Gia Lai, Kon Tum, Binh Dinh, Binh Thuan, Ba Ria - Vung Tau, Ho Chi Minh City, and Ben Tre,...;

The results achieved from the Company's business operations and investments in 2024 have shown positive developments, thus affirming the Board of Directors' sound strategy. This has laid the foundation for DLG Group to set objectives and solutions to achieve significant progress in 2024 and the following years.

1.4- Regarding Organization, Policies, and Management:

1.4.1- Management Work:

- Continue to maintain and improve the management system with a focus on modern technology to meet the development scale and the requirements for innovation in corporate governance;

- Developing and submitting to the Board of Directors for the issuance of regulations and operating rules in line with the governance model of a modern and advanced enterprise; implementing regulations on information disclosure and reporting requirements in accordance with the State Securities Commission (SSC) and the Ho Chi Minh City Stock Exchange (HOSE);

- Continue to implement solutions for strict control of the Company's operating costs in order to reduce expenses and increase labor productivity;

- Enhance financial management capacity to ensure financial health and efficiency. Continue to review the effectiveness of capital and asset utilization.

1.4.2- Human Resources - Labor Management:

- Build a professional human resources management system; establish attractive salary, bonus mechanisms, and working environment and conditions; recruit, train, and arrange personnel for departments at the Group's headquarters and its member companies/units to meet the requirements and tasks;

- The Board of General Directors has closely coordinated with the Party Committee and the grassroots Trade Union to effectively organize social and ceremonial activities for employees and their families; held discussions and celebrations for holidays and festivals; and organized gift-giving and commendation events for the children of staff members who achieved excellent academic results on International Children's Day and the Mid-Autumn Festival each year.

1.5- Social Welfare and Environmental Protection Activities:

- Regarding social welfare: Over the past year, DLGL has effectively implemented social welfare policies and humanitarian charity programs nationwide. The company has also been very successful in diplomacy, maintaining strong and long-lasting relationships with domestic and international partners and customers, central and local authorities, as well as media agencies. These efforts have contributed to maintaining political stability and public order in various localities. In 2024, the company participated in sponsoring and supporting many meaningful initiatives, joining hands with the nation to overcome challenges. These efforts included donating money and goods to flood-affected communities and providing annual Tet and holiday support for poor and near-poor households in areas where the Group has projects. DLGL's achievements have been acknowledged, praised, and honored by the Party and the State through various forms of recognition;

- Regarding environmental protection: DLGL Group places special emphasis on environmental protection. All ongoing and completed projects by the Group have undergone environmental impact assessments or have environmental protection commitments that were approved by the relevant authorities. DLGL Group always fulfills its environmental responsibilities as an enterprise and ensures no violations resulting in environmental penalties occur.

II. OBJECTIVES, PLANS, AND IMPLEMENTATION MEASURES FOR 2025:

Based on forecasts of global and domestic economic conditions, evaluations of the results achieved in 2024, and the Company's development potential in the near future, the Executive Board has developed the 2025 business plan to be submitted to the General Meeting of Shareholders for approval and implementation as follows:

2.1- Objectives and Strategic Orientation for 2025:

The Executive Board remains steadfast in pursuing the investment areas approved by the General Meeting of Shareholders, with a focus on: Infrastructure investment in the form of BOT projects; Investment in renewable energy (hydropower, wind power, solar power); Investment in residential, tourism, and resort real estate; Financial investment and mergers & acquisitions (M&A). At the same time, the Company will leverage its strengths to continue deep investment in traditional business areas, including: hotels, tourism and resort services, wood production and processing, granite and basalt stone processing, construction and operation of bus and parking stations, etc.

In addition to focusing on business development, the Company will continue to restructure its finances and assets, with a focus on the financial sector: divesting from inefficient projects and assets with the goal of gradually settling bank loans and reallocating resources to potentially profitable projects—especially in the renewable energy sector;

The Company also aims to improve corporate governance and restructure operations by business area and customer segment to ensure sustainable development. Resources will be prioritized to invest in systems and infrastructure in-depth to complete the 2025 business plan and lay the groundwork for the DLGL Group's long-term strategy.

2.2- 2025 Business Plan Targets:

Unit: billion VND	
INDICATOR	2025
- Revenue	650
- Profit after Corporate Income Tax	200

2.3- Measures for Implementing the 2025 Business and Investment Plan:

- Actively implement investment procedures for renewable energy projects approved in the revised Power Development Plan VIII under Decision No. 768/QĐ-TTg dated April 15, 2025;

- Monitor and implement investment and construction procedures for multi-functional real estate projects (hotels, tourism, and resorts) in Ho Chi Minh City, the Southeast region, Central Highlands, and the Central region, among others.

DLGL Group is also exploring investment opportunities in other provinces and cities to align with its strategic goals;

- Continue implementing the financial restructuring plan through decisive measures: raise capital from domestic and international financial institutions; partner with financially capable individuals/organizations to develop projects; issue bonds and shares; divest from inefficient projects/assets; negotiate with financial partners to recover debts thoroughly; reduce production and investment costs to the minimum; reinvest retained earnings; and aim to settle all bank loans during 2025–2026. These actions are intended to strengthen the Company's financial health and build a solid foundation for future investment and development.

- Maintain and improve service quality while exploring new markets. Strengthen communication and promotional activities to enhance the DLGL Group's public image and brand recognition among customers and partners. Improve shareholder relations and external communications, ensuring full compliance with current disclosure regulations;

- Maintain close relationships with government agencies to stay informed about relevant policies, financial institutions, customers, and partners. Fulfill all tax and financial obligations to the State;

- In terms of management and operations: strictly follow the resolutions of the General Meeting of Shareholders and the Board of Directors. Strengthen executive leadership, enhance coordination within the Executive Board, and effectively address any weaknesses;

- Continue enhancing risk control activities, innovating and minimizing indirect operational costs. Improve investment and business efficiency while ensuring job stability and increasing income for staff across the Group;

- Encourage staff to contribute ideas and innovations. Improve production processes, operational workflows, and quality management systems to enhance responsibility, productivity, and efficiency. Promote management training and upskill employees to align with the Group's development stages. Ensure optimal working conditions and protect employee rights and benefits.

Dear General Meeting!

The achievements in 2024 are a testament to the dedicated efforts of the Executive Board and all employees of the Company. These results have laid a strong foundation and created favorable conditions for DLGL Group to further advance its business and investment activities, restructure and realign its financial operations and business sectors in line with practical needs and development trends. They also provide a solid basis for striving to fulfill the 2025 business plan.

On behalf of the Board of General Directors, I would like to express my sincere gratitude for the trust and close guidance from the Board of Directors,

especially Mr. Bùi Pháp, Chairman of the Board, who has continuously followed, supported, and encouraged us in a timely manner. His consistent and timely direction has enabled the Executive Board to fulfill its duties effectively. We are also grateful for the close coordination among departments, subsidiaries, and most importantly, the commitment and hard work of all employees and workers of the Company. Your support has enabled me and the Executive Board to carry out our responsibilities successfully during this past period;

We extend our heartfelt thanks to our valued shareholders and investors for your ongoing support, attention, contributions, and companionship with DLGL Group and its Executive Board;

In carrying out our business and investment tasks, we respectfully request the continued trust and support from the Board of Directors. We also call upon all employees to uphold a proactive, creative, and dedicated spirit, working side by side with the Company's leadership to achieve the best possible results in 2025 and beyond. Furthermore, the Executive Board looks forward to continued enthusiastic support from our esteemed shareholders, customers, partners, and relevant government authorities. Your encouragement is of great significance and plays a crucial role in the continued success of DLGL Group.

On behalf of the Executive Board, I hereby commit to the General Meeting and the Board of Directors that we will make even greater efforts, operate proactively, leverage our full capacity, and strictly comply with laws and the Board's directions. We are committed to consistent and effective management to successfully realize the goals, objectives, and business targets set forth by the General Meeting of Shareholders and the Board of Directors for 2025.

Lastly, I wish all our valued shareholders and distinguished delegates good health and continued success. Wishing the General Meeting great success!

Respectfully! ./.

Recipients:

- As above;
- Archives.

CHIEF EXECUTIVE OFFICER



Nguyen Tuong Cot



THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Pleiku, May 9, 2025

**REPORT OF THE SUPERVISORY BOARD
PRESENTED TO THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

To: All Esteemed Shareholders and the General Meeting!

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

- Pursuant to the Charter on the Organization and Operation of Duc Long Gia Lai Group Joint Stock Company;

- Pursuant to the Regulations on Operations of the Supervisory Board of Duc Long Gia Lai Group Joint Stock Company;

- Pursuant to Resolution No. 01/NQ-AGM2024 dated June 21, 2024, of the 2024 Annual General Meeting of Shareholders;

- Pursuant to the 2024 Financial Statements of Duc Long Gia Lai Group Joint Stock Company, audited by UHY Auditing and Consulting Co., Ltd.;

The Supervisory Board (SB) respectfully submits to the General Meeting its report on the operational status and the results of performing the assigned duties and powers in 2024, as well as the directions and tasks for 2025, as detailed below:

**PART I
ACTIVITIES OF THE SUPERVISORY BOARD**

1.1. Structure and Responsibilities of the Supervisory Board:

In 2024, the members of the Supervisory Board elected for the 2022–2027 term continued to carry out their assigned functions and duties, specifically:

- Ms. Phan Thi Ngoc Anh, Head of the Supervisory Board, was responsible for: being accountable to the General Meeting of Shareholders for implementing the tasks of the Supervisory Board; organizing necessary activities to execute the 2024 AGM resolutions; assigning, monitoring, and urging members of the Supervisory Board to carry out their duties; overseeing quarterly and annual financial statements; reviewing accounting data and other relevant matters;

- Ms. Dang Thi Ha, Member of the Supervisory Board, was responsible for overseeing the implementation of AGM resolutions in the fields of business operations and investment in projects;

- Ms. Tran Thi Nhu Hanh, Member of the Supervisory Board, was in

charge of monitoring the implementation of AGM resolutions in areas of labor, salaries, and employee benefits; investments in cultural, social, and sports activities; and supervising the enforcement of internal regulations, procedures, and compliance with state policies in the Company's operations.

1.2. Activities of the Supervisory Board and Its Members in 2024:

In 2024, the Supervisory Board of Duc Long Gia Lai Group JSC undertook the following:

- Inspected and monitored the implementation of the Company's production, business, and service plans via monthly, quarterly, and annual reports;
- Supervised compliance with the 2024 AGM resolutions, the Company Charter, state laws, and the regulations and decisions of the Board of Directors and the Executive Board in managing and executing duties;
- Participated in giving opinions to the Board of Directors and Executive Board on matters related to the Company's business through attending BOD meetings and meetings with the Executive Board.
- Contributed to the review and revision of corporate governance documents;
- Proposed UHY Auditing and Consulting Co., Ltd. as the independent auditor for the Company's 2024 financial statements.
- Reviewed the financial statements to evaluate the truthfulness and reasonableness of the data in compliance with accounting standards, systems, and legal regulations.

The Supervisory Board held three regular meetings in 2024 as follows:

NO.	TOPIC	DATE	DETAILS	RESULT
1	Discussing plans and assigning tasks for 2024	25/01/2024	Discussing plans and assigning specific tasks to each member for 2024	The meeting reached a consensus and was approved by 03/03 members, achieving 100%
2	Approving the Supervisory Board's report to be presented at the 2024 Annual General Meeting of Shareholders	15/5/2024	Discussing and approving the 2023 activity report and the 2024 activity plan to be presented at the 2024 Annual General Meeting of Shareholders	The meeting reached a consensus and was approved by 03/03 members, achieving 100%
3	Meeting to evaluate activities in the last 6 months of 2024	27/12/2024	Evaluating the performance of tasks in the last 6 months, summarizing 2024, and planning tasks for 2025	The meeting reached a consensus and was approved by 03/03 members, achieving 100%

1.3. Salaries, Remuneration, and Operating Expenses of the Supervisory Board:

- Salaries, bonuses, and benefits of the Supervisory Board were implemented in accordance with Resolution No. 01/NQ-AGM2024 dated June 21, 2024. However, due to the Company not meeting its 2024 revenue targets, and although it achieved a profit, the cumulative losses from 2022 and 2023 were still high, amounting to VND 1,775.9 billion. Given ongoing difficulties in restructuring to settle bank loans, the Supervisory Board members voluntarily waived their remuneration in 2024;

- Operating expenses of the Supervisory Board are approved by the General Meeting of Shareholders and serve as the basis for the BOD and Executive Board to facilitate the Board's functions.

1.4. Evaluation of the Competence and Performance of the Supervisory Board and Its Members:

- With a high sense of responsibility, each Supervisory Board member demonstrated professional competence, conducted independent and objective inspections, and provided opinions on the accuracy of financial reports and the legal compliance of Company operations. Members regularly exchanged and contributed frank feedback to the BOD and Executive Board upon identifying shortcomings or risks.

- The contributions from the Supervisory Board, both collectively and individually, were highly valued by the BOD and Executive Board in terms of quality and timeliness.

- During the performance of its duties, the Supervisory Board received strong support from the Board of Directors, Executive Board, and management. The Board also received no complaints from shareholders regarding Company operations or the performance of the BOD and Executive Board.

1.5. Results Achieved by the Supervisory Board in 2024:

- Reviewed the financial statements and evaluated the implementation of the business plan on a quarterly, semi-annual, and annual basis in 2024;

- Prepared regular reports of the Supervisory Board;

- Reviewed the appropriateness of internal management documents issued by the Company;

- Monitored the implementation of 2024 AGM resolutions;

- Inspected capital preservation efforts, assessed economic contracts and project implementation, and monitored compliance with Company regulations and state laws;

- Maintained close coordination with the Board of Directors, Executive Board, and Company departments.

PART II

SUPERVISORY REVIEW RESULTS

2.1. Supervision of the Board of Directors (BOD) and Executive Board:

- In 2024, the operations of the BOD were compliant with the Law on Enterprises, the Company's Charter, Resolutions of the General Meeting of Shareholders/BOD, and other applicable legal regulations;
- The BOD maintained regular and ad-hoc meetings. Throughout 2024, regular and extraordinary meetings were held in a timely manner to direct the implementation of important tasks;
- The resolutions and decisions issued by the BOD followed proper procedures, were within their authority, and legally grounded in accordance with actual management and operational requirements of the Company.

2.2. Supervision of the Executive Board (EB):

The Executive Board operated in accordance with its functions and duties, seriously implemented the Resolutions of the General Meeting of Shareholders and the BOD, complied with legal regulations, and acted with high responsibility and proactive, flexible management across all Company activities. To date, the Supervisory Board has not detected any irregularities in the activities of the BOD or the Executive Board.

2.3. Coordination between the Supervisory Board, BOD, Executive Board, and Shareholders:

- Overall, the BOD and Executive Board coordinated effectively with the Supervisory Board in inspection and supervision efforts, ensuring favorable conditions for task execution. This cooperation followed applicable laws, shareholder resolutions, the Company's Charter, and internal regulations;
- Information exchange between the Supervisory Board and the BOD/Executive Board was regularly maintained through various channels including direct communication, phone, email, and written correspondence;
- During the year, the Supervisory Board did not receive any feedback or complaints from state agencies or shareholders regarding the operations of the BOD or the Executive Board.

2.4. Evaluation of 2024 Business Performance:

- In 2024, despite the BOD and Executive Board's decisive guidance and the joint efforts of all staff, business results fell short of expectations. Revenue reached VND 1,058.7 billion, fulfilling 75.6% of the target; after-tax profit was VND 244 billion, exceeding the planned target for 2024 by 103%;
- Business results and accounting figures were closely monitored and verified for accuracy and legal compliance;

- No irregularities were found in the Company's business activities throughout the year. All operations complied with the Enterprise Law, Securities Law, Company Charter, and other relevant legal provisions;

2.5. Evaluation of the 2024 Financial Statements:

- The Company's accounting and financial practices were properly organized and operated in accordance with legal requirements, ensuring transparency and early detection of risks;

- The 2024 financial statements, audited by UHY Auditing & Consulting Co., Ltd., accurately and fully reflected the Company's and subsidiaries' operations and financial standing as of December 31, 2024, as well as the consolidated business and production results of the Company in 2024.... All forms, documents, and reporting procedures comply with applicable accounting standards and current regulations. The financial statements were prepared and disclosed in accordance with legal requirements;

- The Supervisory Board confirms that the financial data presented in the BOD's report and materials submitted to the General Meeting of Shareholders truthfully reflect the Company's actual accounting and financial status as of December 31, 2024:

No.	Indicator	Unit	2023	2024	Increase (+) Decrease (-)
1	Total Assets	Mil. VND	5.051.949	4.348.369	-703.580
2	Net Revenue	Mil. VND	1.122.334	1.058.721	-63.613
3	Operating Profit	Mil. VND	(558.790)	(40.269)	518.521
4	Other Income	Mil. VND	(3.027)	301.364	304.391
5	Profit Before Tax	Mil. VND	(561.817)	261.095	822.912
6	Net Profit After Tax	Mil. VND	(578.740)	244.031	822.771

In 2024, although Vietnam's economy was boosted by government policies, its recovery remained slow with limited foreign investment and high inflation. Global and regional challenges also impacted the Company's operations. Real estate projects could not be launched as expected due to unresolved state policies. Additionally, the divestment from subsidiary Mas Noble led to a decline in revenue from electronic components. These factors resulted in revenue falling short of the 2024 target. However, net profit exceeded expectations, mainly due to the reversal of provisions from Sacombank interest waivers, reduced financial expenses, and other income improvements compared to 2023.

2.6. Transactions between Parent Company, Subsidiaries, and Controlled Entities:

- The Company engaged in related party transactions in compliance with the law and company charter. Specifically:

+ Transactions with companies where BOD members, Supervisory Board members, the CEO, or other managers have been founders or held leadership positions in the past three years included: dividend receipts and payments, loans granted and repaid, debt repayments, interest payments, contract prepayments, sales receipts, borrowings and settlements, asset leasing and lease income, and interest-bearing loans, etc.

+ Transactions with companies where relatives of BOD or Supervisory Board members, or other managers, held executive positions included: asset leasing, capital transfers, and lending.

+ No transactions were identified that could bring direct material or immaterial benefits to individual members of the BOD, Supervisory Board, or Executive Board.

- No contracts or transactions occurred in 2024 between the Company and internal shareholders;

- No internal shareholder stock transactions were reported in 2024.

PART III

PLANNED ACTIVITIES OF THE SUPERVISORY BOARD FOR 2025

Pursuant to the Resolution of the Annual General Meeting of Shareholders, in 2025 the Supervisory Board (SB) will focus on the following key tasks:

- Examine the reasonableness, legality, truthfulness, and prudence of the Board of Directors (BOD) and General Director in managing business operations, organizing accounting and statistics activities, and preparing the Company's financial statements.

- Appraise the Company's quarterly and annual business performance reports and financial statements; review compliance with accounting standards in periodic and ad-hoc reports when required;

- Review accounting records and related financial documents periodically or on an ad-hoc basis, if deemed necessary or upon request by the General Meeting of Shareholders or a shareholder/group of shareholders;

- Coordinate with relevant departments to assist the BOD, Executive Board, and leaders of subsidiaries through inspectors to review internal regulations, operational processes at the parent company, subsidiaries, and investment projects, to enhance governance effectiveness and risk warning;

- Conduct inspections and provide explanations on matters as required by

11/01/2025 10:10

the BOD or shareholders/group of shareholders;

- In case of violations of laws or the Company's Charter, issue written notifications to the BOD, requesting cessation of the violations and proposing remedial solutions;

- Present the annual appraisal report on financial statements and business performance to the General Meeting of Shareholders and participate in the report evaluating the BOD's management performance;

- Fulfill other duties and exercise rights in accordance with the Law on Enterprises, the Company's Charter, and resolutions of the General Meeting of Shareholders.

PART IV

RECOMMENDATIONS AND PROPOSALS OF THE SUPERVISORY BOARD

The Supervisory Board recommends the BOD and Executive Board focus on strengthening the following activities in 2025 and subsequent years:

4.1. Recommend the BOD promptly organize the 2025 Annual General Meeting of Shareholders to approve key contents, including the 2025 business plan and other important matters, to set directions for sustainable development in the coming years;

4.2. Recommend the BOD continue implementing a comprehensive restructuring process, with a strong focus on financial restructuring to improve financial health. Efforts should include recovering outstanding receivables, coordinating with banks and credit institutions to resolve debts, seeking partners to divest ineffective assets and projects, thereby reducing debt and aiming to fully settle credit obligations. This will facilitate investment in the Company's strategic sectors;

4.3. Company's BOD and Executive Board:

- Develop clear, detailed, and practical monthly and quarterly business and production plans.

- Continue reviewing, developing, amending, and issuing internal management regulations in line with current legal provisions and the Company's specific conditions;

- Invest in and enhance IT application capabilities to meet the Company's management, operational, and development needs.

This concludes the report on the Supervisory Board's activities presented at the 2025 Annual General Meeting of Shareholders.

We respectfully wish all shareholders good health and great success, and wish the General Meeting a successful outcome.

Respectfully!

Recipients:

- As above;
- Members of the SB;
- BOD of the Company;
- Filing: Office, SB.

ON BEHALF OF THE SB
HEAD OF SB



Phan Thi Ngoc Anh





DUCLONG GROUP

No: 01/TTr-ĐHĐCĐ2025

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Pleiku May 09, 2025

PROPOSAL

Re: Approval of the 2024 Audited Financial Statements

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 audited 2024 Financial Statements of the Company;*
- *The Charter of Duc Long Gia Lai Group Joint Stock Company;*
- *Minutes No. 04/BB-HDQT-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;*
- *Relevant legal documents,*

The Board of Directors of Duc Long Gia Lai Group Joint Stock Company hereby respectfully submits to the General Meeting of Shareholders for consideration and approval of the following matters:

1. The separate and consolidated audited financial statements for the fiscal year 2024, audited by UHY Auditing and Consulting Company Limited. The audited financial statements for 2024 have been duly disclosed in accordance with regulations and published on the Company's official website at <http://www.duclonggroup.com/>.

2. Based on the consolidated audited financial statements for 2024, the undistributed after-tax profit is negative VND 2,456,466,005,020. As such, the Company does not have sufficient resources to pay dividends for the year 2024. The Board of Directors respectfully proposes that the General Meeting of Shareholders approve not to distribute dividends for the year 2024.

We respectfully submit this for your consideration and approval.

Respectfully! ./.

Receipts:

- Shareholders;
- Filing;

**REP. BOARD OF DIRECTOR
CHAIRMAN**



Bùi Pháp



DUCLONG GROUP

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Pleiku May 09, 2025

No.: 02/TTr-ĐHĐCĐ2025

PROPOSAL

Regarding the Approval of the 2025 Revenue and Profit Plan

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 audited 2024 Financial Statements of the Company;*
- *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;*
- *Relevant legal documents,*

Based on the business and investment performance in recent years, and in the context of anticipated global economic fluctuations and the macroeconomic policies of the State in 2025, and considering the financial situation of the Parent Company and its subsidiaries, the Board of Directors respectfully submits to the General Meeting of Shareholders the proposed 2025 revenue and profit plan as follows:

- | | |
|--------------------|---------------------|
| - Revenue: | 650.000.000.000 VND |
| - Profit after tax | 200.000.000.000 VND |

We respectfully submit this proposal to the General Meeting of Shareholders for review and approval.

Sincerely! ./.

Recipients:

- Shareholders;
- Filing;

**REP. BOARD OF DIRECTOR
CHAIRMAN**



Bùi Pháp

Pleiku May 09, 2025

No.: 03/TTr-ĐHĐCĐ2025

PROPOSAL

Regarding the Remuneration and Expenses of the Board of Directors, Supervisory Board, and Salaries of the Executive Board for 2024, and the Remuneration and Expense Plan for the Board of Directors and Supervisory Board for 2025

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 audited 2024 Financial Statements of the Company;*
- *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;*
- *Relevant legal documents,*

The Board of Directors of Duc Long Gia Lai Group Joint Stock Company respectfully proposes that the General Meeting of Shareholders approve the remuneration and expenses for the Board of Directors and Supervisory Board, and the salaries of the Executive Board for 2024, as well as the remuneration and expense plan for the Board of Directors and Supervisory Board for 2025, as follows:

I. Remuneration for the Board of Directors, Supervisory Board, and Salaries for the Executive Board in 2024:

1. Remuneration and expenses for members of the Board of Directors:

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

Members of the Board of Directors who concurrently hold positions at Duc Long Gia Lai Group Joint Stock Company or its subsidiaries shall not receive remuneration.

2. Remuneration for members of the Supervisory Board:

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

Members of the Supervisory Board who concurrently hold positions at Duc Long Gia Lai Group Joint Stock Company or its subsidiaries shall not receive remuneration.

In 2024, although profit after tax exceeded the planned target, the Company only achieved 75.62% of the revenue target, representing a 5.67% decrease compared to the previous year. In addition, the accumulated losses from 2022 and 2023 amounted to VND 1,775.92 billion, and the profit in 2024 was not sufficient to offset these prior losses. Given the ongoing restructuring challenges and the Company's efforts to fully settle bank debts in the coming years, members of the Board of Directors and Supervisory Board have voluntarily waived their remuneration and bonus entitlements based on the excess profit after tax, as stipulated in the resolution of the 2024 General Meeting of Shareholders.

3. Salaries for the Executive Board:

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

(As disclosed in Note 34, page 43 of the audited Separate Financial Statements for 2024)

II. Remuneration and Expense Plan for 2025:

1. Remuneration and expenses for members of the Board of Directors:

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

Members of the Board of Directors who concurrently hold positions at Duc Long Gia Lai Group Joint Stock Company or its subsidiaries shall not receive remuneration.

2. Remuneration for members of the Supervisory Board:

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



Members of the Supervisory Board who concurrently hold positions at Duc Long Gia Lai Group Joint Stock Company or its subsidiaries shall not receive remuneration.

3. In addition to the fixed remuneration mentioned above, based on the Company's actual business performance, members of the Board of Directors and Supervisory Board will be eligible for the following bonuses:

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

We respectfully submit this for your consideration and approval.

Respectfully! ./.

Recipients:

- Shareholders;
- Filing;

**REP. BOARD OF DIRECTOR
CHAIRMAN**



Bùi Pháp





DUCLONG GROUP

No.: 04/TTr-ĐHĐCĐ2025

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Pleiku May 09, 2025

PROPOSAL

Regarding the Selection of the Auditing Firm for the 2025 Financial Statements

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 audited 2024 Financial Statements of the Company;*
- *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;*
- *Relevant legal documents,*

In order to ensure compliance with accounting standards and the principles of transparency and disclosure in the Company's financial reporting, the Board of Directors and the Supervisory Board respectfully submit to the General Meeting of Shareholders for approval the selection of an auditing firm for the Company's 2025 financial statements as follows:

1. Criteria for Selecting the Auditing Firm:

- The General Meeting of Shareholders is requested to approve the following criteria for selecting the auditing firm:
 - Must be an independent auditing firm licensed under the law and approved by the State Securities Commission to audit public and listed companies;
 - Must meet the Company's requirements regarding audit scope, schedule, and quality;
 - Must have experience auditing public companies, listed companies in Vietnam, and businesses operating in industries similar to that of the Company;
 - Must have a team of highly qualified and experienced auditors;
 - Must have a reputable record of audit quality;
 - Must offer an audit fee that is reasonable and commensurate with the quality of service, based on submitted audit proposals and scope of work.



2. Proposal:

Considering the recommendation of the Supervisory Board, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the above criteria for selecting the auditing firm and requests authorization for the Board of Directors to select an independent auditing firm from the list of firms approved by the State Securities Commission. The selected firm will audit the 2025 financial statements and perform any necessary operational reviews of the Company (if required), ensuring that all criteria are met and the most appropriate audit cost is applied.

We respectfully submit this for your consideration and approval.

Respectfully! ./.

Receipts:

- Shareholders;
- Filing;

REP. BOARD OF DIRECTOR
CHAIRMAN



Bùi Pháp



DUCLONG GROUP

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 05/TTr-ĐHĐCĐ2025

Pleiku May 09, 2025

PROPOSAL

Regarding the Authorization for the Board of Directors to Decide on Certain Matters Under the Authority of the General Meeting of Shareholders

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 audited 2024 Financial Statements of the Company;*
- *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;*
- *Relevant legal documents,*

Based on the current socio-economic context, the State's macroeconomic regulatory policies, the financial status of the Company and its subsidiaries, and with the aim of ensuring efficiency in corporate governance and operational management, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders, provided that the Company's interests are safeguarded, with the following scope:

1. Proactively adjust the 2025 business plan in accordance with market developments and legal regulations;
2. Add new business sectors in accordance with the law and proceed with the procedures to amend the business registration certificate to reflect such additions;
3. Decide on the structure and organizational apparatus for management and operations appropriate to the law and the Company's scale of business activities in each period;
4. Decide on the issuance of private/convertible bonds, changes to charter capital, and plans for share offerings;
5. Decide on the repurchase of more than 10% of each class of issued shares;
6. Conduct transactions with related parties: In the course of business operations, the Company conducts transactions with related parties, including the purchase and sale of goods, semi-finished products, and associated receivables/payables. These transactions are frequent and considered normal business activities of the Company;

The authorization of the Board of Directors by the General Meeting of Shareholders to decide on certain matters under the authority of the latter will provide the Board with the necessary flexibility and initiative to further fulfill its role in the coming period. At the same time, it will enhance the responsibility of Board members, as under the Law on Enterprises, members of the Board are obliged to perform their duties with honesty, prudence, and in the best interest of the Company and its shareholders; they must remain loyal to the interests of the Company and its shareholders. In the event of any violation, the violator shall be held accountable before the General Meeting of Shareholders and the law.

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

We respectfully submit this for your consideration and approval.

Respectfully! ./.

Recipients:

- Shareholders;
- Filing;

**REP. BOARD OF DIRECTOR
CHAIRMAN**



Bùi Pháp



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! ./.

Recipients:

- 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.

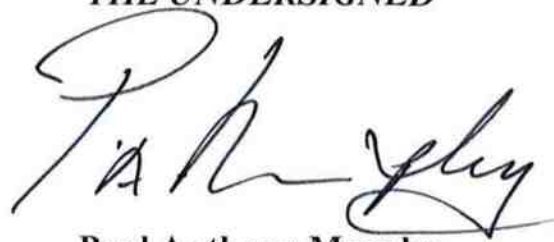
Xin chân thành cảm ơn!

Sincerely thank you!./.

Gia Lai, ngày 12. tháng 5 năm 2025

Gia Lai, May ..12., 2025

NGƯỜI LÀM ĐƠN
THE UNDERSIGNED



Paul Anthony Murphy



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:

NUMBER OF SHARES OWNED	NUMBER OF SHARES AUTHORIZED	TOTAL NUMBER OF SHARES	NUMBER OF VOTES

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

NO.	FULL NAME	NUMBER OF VOTES
1	VŨ VĂN TIN	

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:

NUMBER OF SHARES OWNED	NUMBER OF SHARES AUTHORIZED	TOTAL NUMBER OF SHARES	NUMBER OF VOTES

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

NO.	FULL NAME	NUMBER OF VOTES
1	VÕ SỸ VIỆT	

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)**