

CÔNG TY CỔ
PHẦN THƯƠNG
MẠI & KHAI THÁC
KHOÁNG SẢN
DƯƠNG HIẾU

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DUONG HIEU TRADING AND
MINING JOINT STOCK COMPANY

GENERAL MEETING OF SHAREHOLDERS

No: 01/BB-AGM

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, April 28th 2026

MEETING MINUTES

Annual General Meeting of Shareholders 2026

Organization name: Duong Hieu Trading and Mining Joint Stock Company.

Head office: Group 5, Gia Sang Ward, Thai Nguyen Province.

Business Registration Certificate: No. 4600341471 initially registered on June 30th 2003, and amended for the 36th time on September 09th 2025.

Today, on April 28th 2025, at 08:30 am, at the Conference Hall, 4th Floor, Thai Nguyen Home Center Building, Phu Lien Street, Group 100, Phan Dinh Phung Ward, Thai Nguyen Province, the Annual General Meeting of Shareholders 2026 of Duong Hieu Trading and Mining Joint Stock Company is held with the following agenda:

PART 1: OPENING SESSION

1. Opening:

- The Organizing Committee declares the purpose of the meeting and introduces the participants.
- The Committee introduces the Shareholder Verification Committee to announce the results of shareholder eligibility verification.

2. Results of shareholder eligibility verification:

The meeting heard **Mrs. Nguyen Thi Hong Loan** - Head of the Shareholder Verification Committee, announce the shareholder eligibility results:

Total number of shareholders eligible to attend: 862 shareholders; **total shares owned: 34,535,699** shares (100% of the Company's voting shares).

Actual number of shareholders attending (including proxies): 23 shareholders, owning 29.030.184 shares, representing 84,1% of the Company's voting shares.

In accordance with the Enterprise Law and the Company's Charter, the Annual General Meeting of Shareholders 2026 is eligible to proceed.

3. Approval of the Presidium:

- The Organizing Committee introduces and approves the Presidium consisting of 03 members:

+ Mr. Ho Viet Cuong - Chairman of the Board of Directors (BOD) - Chairman of the meeting.

+ Ms. Nguyen Thi Dung - BOD Member - General Director - Member.

+ Ms. Le Thi Hong Loan - BOD Member - Member.

** The meeting unanimously approved the Presidium with 100% of votes.*

4. Approval of the Secretary Board and Meeting Agenda:

- Mr. Ho Viet Cuong - Chairman of the Congress - on behalf of the Presidium introduced and approved the Secretariat consisting of 02 people:

+ Mr. Nguyen Van Viet Ha - Head of the Secretary Board.

+ Ms. Do Thuy Trang - Member.

** By raising voting cards, the Congress unanimously approved 100% of the Secretariat at the Congress.*

- Mr. Ho Viet Cuong - Chairman of the Congress presented and approved the Agenda of the 2026 Annual General Meeting of Shareholders.

** By raising voting cards, the Congress unanimously approved 100% of the Secretariat at the Congress.*

5. Approval of the Vote Counting Committee and Meeting Regulations:

The meeting heard Ms. Le Thi Hong Loan - Presidium Member, introduce the Vote Counting Committee:

The counting committee consists of 03 people:

+ Mr. Tran Ngoc Han - Head.

+ Ms. Le Thi Hong Loan - Member.

+ Ms. Le Thi Mai Anh - Member.

** The meeting unanimously approved the Vote Counting Committee and Regulations with 100% of votes.*

PART 2: AGENDA OF THE MEETING

The meeting heard the following presentations:

1. Board of Directors' Report on 2025 Business Performance and 2026 Orientations.
2. Independent member's Report on the Evaluation of the Board of Directors' Activities in year 2025.
3. General Director's Report on the business results 2025 and directions for 2026.
4. Supervisory Board's Report on activities in 2025 and plan for 2026.
5. Proposal for the approval of the 2025 financial statements.
5. Proposal for the selection of the auditing firm for 2026.
6. Proposal for profit distribution for 2025.
7. Proposal for remuneration for BOD and Supervisory Board for 2026.
8. Proposal for business and investment plan for 2026.
9. Proposal for the change of company name.
10. Proposal for the dismissal and election of additional BOD members.
11. Proposal for Share Transfer Resulting In Ownership Exceeding 25% Of Charter Capital Without Public Tender Offer.

PART 3: DISCUSSION

At the meeting, no shareholders expressed any opinions or joined the discussion.

** At the end of the discussion session, shareholders voted on the agenda of the Congress, and the Congress moved on to the election.*

PART 4: ELECTION PROCESS AT THE MEETING

- The meeting listened to Mr. Tran Ngoc Han - Head of the Vote Counting Committee - presenting the election regulations for the additional election of members to the Board of Directors at the meeting.

Chairman of the Congress proposed to approve the election regulations for the additional election of members to the Board of Directors and the list of nominees/candidates for the BOD position (as of the meeting date).

** By raising voting cards, the meeting unanimously approved the election regulations with 100% agreement.*

- The meeting also listened to Mr. Tran Ngoc Han guiding the detailed election procedures, and the shareholders proceeded with the voting.

** The meeting conducted the voting process, including casting votes and taking a break.*

PART 5: ANNOUNCEMENT OF VOTING RESULTS

Mr. Tran Ngoc Han - Head of the Vote Counting Committee - announced the voting and election results at the meeting. The contents of the agenda items approved by the General Meeting of Shareholders are as follows:

Issue 1: Approval of the Report on Business Performance for 2025 and Business Plan for 2026 of the Board of Directors (Report No. 01/BC-BOD)

Voting results:

Total shares participating in the vote	: 29.030.184 shares
Votes in favor	: 29.030.184 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

Issue 2: Approval of the Report of the independent member on the Evaluation of the Board of Directors' Activities in year 2025 (Report No. 02/BC-BOD)

Voting results:

Total shares participating in the vote	: 29.030.184 shares
Votes in favor	: 29.030.184 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

Issue 3: Approval of the Report on Business Performance for 2025 and Business Plan for 2026 of the General Director (Report No. 03/BC-GD)

Voting results:

Total shares participating in the vote	: 29.030.184 shares
Votes in favor	: 29.030.184 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

Issue 4: Approval of the Report on Supervisory Board Activities for 2025 and Plan for 2026 (Report No. 04/BC-SB)

Voting results:

Total shares participating in the vote	: 29.030.184 shares
Votes in favor	: 29.030.184 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

Issue 5: Approval of the Proposal on Audited Financial Statements for 2025 (Proposal No. 01/TTr-BOD)

Voting results:

Total shares participating in the vote	: 29.030.184 shares
Votes in favor	: 29.030.184 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

Issue 6: Approval of the Proposal on Selecting the Auditing Firm for Financial Statements 2026 (Proposal No. 02/TTr-BOD)

Voting results:

Total shares participating in the vote	: 29.030.184 shares
Votes in favor	: 29.030.184 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

Issue 7: Approval of the Proposal on Profit Distribution Plan for 2025 (Proposal No. 03/TTr-BOD)

Voting results:

Total shares participating in the vote	: 29.030.184 shares
Votes in favor	: 29.030.184 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

Issue 8: Approval of the Proposal on Remuneration Settlement for 2025 and Projected Remuneration for 2026 for BOD and Supervisory Board Members (Proposal No. 04/TTr-BOD)

Voting results:

Total shares participating in the vote	: 29.030.184 shares
Votes in favor	: 29.030.184 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

Issue 9: Approval of the Proposal on Business and Investment Plan for 2026 (Proposal No. 05/TTr-BOD)

Voting results:

Total shares participating in the vote	: 29.030.184 shares
Votes in favor	: 29.030.184 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

Issue 10: Approval of the Proposal on change of the company name (Proposal No. 06/TTr-BOD)

Voting results:

Total shares participating in the vote	: 29.030.184 shares
Votes in favor	: 29.030.184 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%

No opinion	: 0 shares, accounting for 0%
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Issue 11: Approval of the Proposal on Dismissal and Election of Additional BOD Members (Proposal No. 07/TTr-BOD)

Voting results:

Total shares participating in the vote	: 29.030.184 shares
Votes in favor	: 29.030.184 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

Issue 12: Approval of Share Transfer Resulting In Ownership Exceeding 25% Of Charter Capital Without Public Tender Offer (Proposal No. 08/TTr-BOD)

Voting results:

Total shares participating in the vote	: 9.208.087 shares
Votes in favor	: 9.208.087 shares, accounting for 100% of the total shares of attending shareholders
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

Issue 13: Approval of the Results of the Election for Additional BOD Members

Mr. Tran Ngoc Han - Head of Vote Counting Committee - announced the election results as follows:

The results of the election of additional members of the Board of Directors are approved as follows:

No	Name	Number of Votes	Voting Ratio
1	Hoang Thi Lan	9.208.087 the ballot paper is equivalent to 9.208.087 the total number of votes with voting rights	100 %

PART 6: CLOSING OF THE MEETING

Mr. Nguyen Van Viet Ha - Head of the Secretary Board - presented the Minutes and the draft Resolution of the Annual General Meeting of Shareholders.

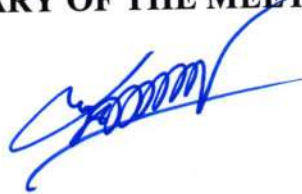
Chairman of the Congress proposed to approve the Minutes and the draft Resolution of the Annual General Meeting of Shareholders.

By raising voting cards, the meeting unanimously approved 100% of the full text of the Minutes and the Resolution of the Annual General Meeting of Shareholders 2026.

The Chairman declared the closing of the meeting.

The minutes were prepared at the Annual General Meeting of Shareholders 2026 of Duong Hieu Trading & Mineral Exploitation Joint Stock Company on April 28th 2026.

SECRETARY OF THE MEETING



Nguyen Van Viet Ha

CHAIRMAN OF THE MEETING



Ho Viet Cuong

DUONG HIEU TRADING AND
MINING JOINT STOCK COMPANY
GENERAL MEETING OF SHAREHOLDERS

No: 01/NQ-DHDCD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, April 28th 2026

RESOLUTION

Annual General Meeting of Shareholders 2026
Duong Hieu Trading and Mining Joint Stock Company

GENERAL MEETING OF SHAREHOLDERS
DUONG HIEU TRADING AND MINING JOINT STOCK COMPANY

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th 2020, of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of Duong Hieu Trading and Mining Joint Stock Company;

Pursuant to the Vote Counting Minutes at the Annual General Meeting of Shareholders 2026;

Pursuant to the Meeting Minutes of the Annual General Meeting of Shareholders 2026 No. 01/BB-AGM dated April 28th 2026.

DECISION:

Article 1: Approve the Report of the Board of Directors on Business Performance for 2025 and the Plan for 2026 (according to Report No. 01/BC-BOD dated April 28th 2026)

Article 2: Approval of the Report of the independent member on the Evaluation of the Board of Directors' Activities in year 2025 (according to Report No. 02/BC-BOD dated April 28th 2026)

Article 3: Approve the Report of the General Director on Business Performance for 2025 and the Plan for 2026 (according to Report No. 03/BC-GD dated April 28th 2026)

Article 4: Approve the Report of the Supervisory Board on Performance in 2025 and the Plan for 2026 (according to Report No. 04/BC-SB dated April 28th 2026)

Article 5: Approve the audited Financial Statements for 2025 (according to Proposal No. 01/TTr-BOD dated April 28th 2026)

The financial statements for 2025 were audited by Nhan Tam Viet Auditing Co., Ltd. A summary of key financial indicators is as follows:

No	Indicator	Unit:	Year 2025
1	Total assets as of 31/12	Million VND	1.270.701
2	Liabilities as of 31/12	Million VND	909.696
3	Equity as of 31/12	Million VND	361.005
4	Net revenue	Million VND	2.897.249
5	Profit before tax	Million VND	7.787
6	Profit after tax	Million VND	5.759

Article 6: Approve the selection of the auditing firm for auditing the 2026 financial statements (according to Proposal No. 02/TTr-BOD dated April 28th 2026)

Article 7: Approve the profit distribution plan for 2025 (according to Proposal No. 03/TTr-BOD dated April 28th 2026)

Article 8: Approve the remuneration settlement for BOD and Supervisory Board members for 2025 and the estimated remuneration for 2026 (according to Proposal No. 04/TTr-BOD dated April 28th 2026)

Article 9: Approve the business and investment plan for 2026 (according to Proposal No. 05/TTr-BOD dated April 28th 2026)

Article 10: Approval of change the company name (according to Proposal No. 06/TTr-BOD dated April 28th 2026)

Article 11: Approve the dismissal and additional election of members to the Board of Directors (according to Proposal No. 07/TTr-BOD dated April 28th 2026)

Article 12: Approval of Share Transfer Resulting In Ownership Exceeding 25% Of Charter Capital Without Public Tender Offer (according to Proposal No. 08/TTr-BOD dated April 28th 2026)

Article 13: Approve the election results of the additional member to the Board of Directors for the term 2022-2027 as follows:

- Full name: Hoàng Thi Lan
- Year of birth: 1990
- Professional qualification: Bachelor of Finance and Banking

Article 14: Execution Provisions

Shareholders, members of the Board of Directors, Supervisory Board, General Director, Heads and Deputy Heads of Departments, and relevant individuals are responsible for implementing this Resolution in accordance with the law and the Company's Charter.

This Resolution is approved by the Annual General Meeting of Shareholders 2026 of Duong Hieu Trading and Mining Joint Stock Company and takes effect from the date of signing.

Recipients:

- Shareholders, Website;
- State Securities Commission (SSC), Ho Chi Minh City Stock Exchange (HOSE);
- BOD Members, General Director, Supervisory Board;
- Archive: Office.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS**

CHAIRMAN

Ho Viet Cuong



Thai Nguyen, day 28.. month 04.. year 2026

AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. **Time:** 07:30 AM, Tuesday, April 28th 2026.
2. **Venue:** 4th Floor Hall, Thai Nguyen Home Center Building, Phu Lien Street, Group 100, Phan Dinh Phung Ward, Thai Nguyen Province, Vietnam.

Time	Content
7:30-8:00	- Welcoming shareholders and delegates
	- Registration of attendance and distribution of meeting materials
8:00-8:30	- Opening: Statement of purpose and introduction of delegates
	- Report on verification of shareholders' eligibility
	- Introduction and approval of the Chairing Committee
	- Introduction and approval of the Secretariat
	- Approval of the Meeting Agenda
	- Introduction and approval of the Vote Counting Committee
8:30-09:30	- Approval of Meeting Regulations and Voting Procedures
	<u>Session 1: Reports to be presented at the Meeting:</u>
	1. The 2025 Report of the Board of Directors and 2026 Operational Plan
	2. The 2025 Report of the Independent Board Member
	3. The 2025 Report of the General Director and 2026 Operational Plan
	4. The 2025 Report of the Supervisory Board and 2026 Activity Plan
	<u>Session 2: Proposals to the Meeting:</u>
	5. Approval of the 2025 audited financial statements
	6. Approval of the selection of the auditor for 2026
	7. Approval of the 2025 profit distribution plan
	8. Approval of the 2025 remuneration finalization and 2026 budget for the BOD and Supervisory Board members
	9. Approval of the 2026 business and investment plan
	10. Approval of the change of the Company name
	11. Approval of the proposal for dismissal and additional election of members of the Board of Directors
	12. Approval of Share Transfer Resulting In Ownership Exceeding 25% Of Charter Capital Without Public Tender Offer

Time	Content
	13. Other matters under the authority of the General Meeting of Shareholders
	* Discussion and voting on the reports and proposals presented
09:30-10:00	Session 3: Election Process at the Meeting - Approval of the Election Regulations and list of nominees/candidates for the BOD - Conduct of voting and ballot collection
10:00-10:15	- Shareholder break - Vote Counting Committee conducts vote and ballot counting
10:15-11:00	- Announcement of voting and election results - Approval of the Meeting Minutes and Resolutions - Closing of the General Meeting

Recipients:

- Shareholders
- Board of Directors, Executive Management
- Filing: Office archives

Thai Nguyen, April ..28...th 2026

**ON BEHALF OF THE BOARD OF
DIRECTORS CHAIRMAN**



[Signature]
Ho Viet Cuong

Thai Nguyen, day 28.. month ..04.. year 2026

**REGULATIONS ON WORKING AND VOTING
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
DUONG HIEU TRADING AND MINING JOINT STOCK COMPANY**

Pursuant to:

- The Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17th 2020, and guiding documents;
- The Charter of Duong Hieu Trading and Mining Joint Stock Company;

To ensure the principles of transparency, fairness, democracy, and legality, and to facilitate the organization of the Annual General Meeting of Shareholders 2026, the Organizing Committee of Duong Hieu Trading and Mining Joint Stock Company issues the following regulations:

**CHAPTER I
GENERAL PROVISIONS**

Article 1: Scope of Application

- 1.1. These regulations are applied to the organization of the Annual General Meeting of Shareholders 2026 of Duong Hieu Trading and Mining Joint Stock Company (hereinafter referred to as the "Company").
- 1.2. These regulations specifically define the rights and obligations of participants, conditions, and procedures for conducting the meeting.

Article 2: Subjects of Application

Shareholders and participants are required to comply with the provisions set out in these regulations.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF PARTICIPANTS**

Article 3: Participants of the Annual General Meeting of Shareholders 2026

- 3.1. Shareholders owning the Company's shares as listed on **March 26th 2026**.
- 3.2. Guests and consulting organizations (if any).

Article 4: Rights and Obligations of Shareholders

- 4.1. **Rights of shareholders when attending the General Meeting of Shareholders:**
 - All shareholders have the right to attend and vote on matters within the authority of the General Meeting of Shareholders.

- In case of absence, shareholders may authorize others to attend and vote on their behalf. Such authorization must be made in writing, as per the form attached to the meeting notice or as published on the Company's website, and must be signed as follows:
 - + If the shareholder is an individual, it must bear the signature of both the shareholder and the authorized representative.
 - + If the shareholder is an organization, it must bear the signature of the legal representative and the authorized attendee.
- Each shareholder attending the meeting will receive a **Voting Card and Ballot** (if any) to vote on the issues presented during the meeting.
- Shareholders arriving late are still entitled to register and vote, but the Chairman is not required to pause the meeting for latecomers, and previous voting results remain valid.

4.2. Obligations of shareholders when attending the General Meeting:

- **Dress Code:** Shareholders attending the meeting must wear formal and respectful attire;
- **Attendance:** Shareholders are required to participate fully in the General Meeting of Shareholders according to the Company's regulations. In case they cannot attend, they must authorize a representative in accordance with the proper procedures;
- **Registration:** Shareholders or their authorized representatives attending the meeting must complete the registration procedures with the Meeting Organizing Committee;
- **During the Meeting:** During the meeting, shareholders must follow the guidance of the Presidium, behave with civility and politeness, and maintain order;
- **Compliance:** Shareholders must strictly adhere to the conditions and procedures specified in the Company's Charter and these regulations;
- **Adherence to Meeting Results:** Shareholders must strictly follow the regulations during the Annual General Meeting of Shareholders 2026 and respect the results passed at the meeting.

Article 5: Rights and Obligations of the Chairman

5.1. The Chairman of the meeting:

The Chairman of the meeting is the Chairman of the Board of Directors, responsible for presiding over the General Meeting of Shareholders.

5.2. The Chairman has the following rights and responsibilities:

- **Conducting the Meeting:** To conduct the meeting in a legitimate, orderly, and effective manner according to the approved agenda;
- **Handling Arising Situations:** In the event of unexpected situations not included in the agenda, the Chairman will discuss with other members of the Organizing

Committee (before the meeting starts) or the Presidium (during the meeting) to find an appropriate solution. However, if there are differing opinions, the opinion supported by the Chairman shall prevail;

- **Ensuring Order:** The Chairman has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, following the approved agenda and reflecting the will of the majority of attendees;
- **Postponing the Meeting:** The Chairman has the right to postpone the meeting that has the necessary number of delegates to a later time and at a place determined by the Chairman without needing to seek approval from the meeting, if it is deemed that:
 - ✓ The meeting venue does not have enough convenient seating for all attendees;
 - ✓ Some attendees obstruct or disrupt the meeting, creating a risk of preventing the meeting from being conducted fairly and legally;
 - ✓ The delay is necessary for the work of the congress to be conducted properly;
 - ✓ The maximum delay period is not more than three days from the date the meeting is scheduled to open;

Article 6: Rights and Duties of the Presidium:

6.1. The Presidium: The Presidium consists of members of the Board of Directors and the Company's leadership.

6.2. Duties of the Presidium:

- The Presidium is the highest body in charge of directing the tasks at the General Meeting;
- Guiding and addressing shareholder inquiries related to the issues presented in the meeting agenda;
- Managing and presiding over the voting process to approve the issues presented at the meeting in accordance with the law and the Company Charter.

Article 7: Rights and Duties of the Secretary of the Meeting

7.1 The Secretary of the General Meeting of Shareholders is appointed by the Chairman, responsible for recording the meeting minutes;

7.2 Assisting the Presidium in announcing draft documents, conclusions, resolutions of the General Meeting, and notifications from the Presidium to shareholders when requested;

7.3 Receiving and reviewing the registration forms for speaking from shareholders and submitting them to the Presidium for decision;

7.4 Accurately recording the entire content of the meeting, including the discussions and voting results, in the meeting minutes;

7.5 Drafting the Meeting Minutes and Resolution of the General Meeting, ensuring accuracy, completeness, and truthfulness;

7.6 Performing other tasks as assigned by the Chairman during meeting breaks.

Article 8: Rights and Duties of the Shareholder Verification Committee and the Vote Counting Committee

8.1. The Shareholder Verification Committee, established by the Organizing Committee, is responsible for:

- Preparing the list of shareholders attending the meeting.
- Collecting and verifying the attendance confirmations and authorizations from shareholders present at the meeting.
- Verifying the eligibility of shareholders attending the meeting to ensure they meet the required criteria.
- Preparing a report on the verification of shareholder eligibility and announcing it at the meeting.

8.2. The Ballot Counting Committee is nominated by the Chairman of the General Meeting and approved by the General Meeting of Shareholders. The members of the Ballot Counting Committee are not at the same time the Secretary of the General Meeting. The Ballot Counting Committee is responsible for guiding the voting and election rules, checking and supervising the voting, organizing the vote counting, making the Minutes and announcing the vote counting results before the General Meeting, then submitting the Minutes to the Chairman of the General Meeting. The Ballot Counting Committee is responsible for the truthfulness and accuracy of the vote counting results.

CHAPTER III MEETING PROCEDURES

Article 9: Conditions for Conducting the General Meeting

The General Meeting of Shareholders (GMS) is valid when shareholders attending the meeting represent at least 50% of the total voting shares of the Company according to the list of shareholders invited when the meeting was convened.

Article 10: Meeting Procedures

10.1. The meeting is expected to take place within half a day.

10.2. The meeting will sequentially discuss and approve the contents specified in the Meeting Agenda of the General Meeting of Shareholders.

10.3. Meeting Content: According to the Meeting Agenda.

10.4. Voting at the Meeting:

- Decisions at the meeting are approved directly through voting by the shareholders attending or by authorized representatives, based on the number of shares owned or represented;

- Shareholders use **Voting Cards, Ballots, and Election Cards** to vote on the contents presented (if any).

Article 11: In Case the First General Meeting is Unsuccessful

- 11.1.** If within 30 minutes from the scheduled start time, the required number of shareholders is not present as specified in Article 9 of these regulations, the meeting must be reconvened within 30 days from the date of the first meeting failure.
- 11.2.** The second GMS must have shareholders representing at least 33% of the total voting shares of the Company.

Article 12: In Case the Second General Meeting is Unsuccessful

- 12.1.** If the second meeting also fails to reach the required number of attendees within 30 minutes from the scheduled start time, a third meeting must be convened within 20 days from the scheduled date of the second meeting.
- 12.2.** In the third meeting, any number of attending shareholders is considered valid and authorized to decide on all issues of the Annual General Meeting of Shareholders 2026.

Article 13: Meeting Minutes of the General Meeting of Shareholders

All proceedings at the GMS must be recorded by the Secretary. The minutes must be read and approved before the meeting ends and kept on file at the company.

CHAPTER IV

RULES FOR SPEAKING AND VOTING AT THE GENERAL MEETING

Article 14: Principles of Speaking at the Meeting

14.1. Shareholders wishing to make proposals at the General Meeting must adhere to the following principles:

- Only participate in discussions during the designated discussion section of the meeting.
- Shareholders who wish to speak must raise their hand and obtain the Chairman's permission. Only one shareholder may speak at a time.
- The Chairman will arrange the order of speaking according to the registration list and will address shareholder questions in turn;
- The Chairman has the right to interrupt a shareholder's speech if deemed necessary.
- Comments or questions will be collected together and answered in sequence.
- In cases of differing opinions, voting may be conducted to decide the issue by majority vote.

14.2 Conditions for Proposals:

- Proposals must be concise and clear. If a proposal is complex and requires extended presentation, the shareholder can submit it in writing to the Organizing Committee three days before the meeting.

- Do not repeat issues that have already been addressed. Proposals must not violate the law or exceed the Company's legal authority.

Article 15: Principles of Voting at the Meeting

- Voting must comply with the Company Charter, the law, and be accurate.
- Shareholders or their authorized representatives vote by using **Voting Cards** and **Ballots** as guided by the Vote Counting Committee (if any).
- Voting for the members of the Presidium, the Secretariat, the Vote Counting Committee, the Meeting Agenda, the Working and Voting Regulations, the Election Regulations, and the list of candidates for the Board of Directors (BOD) will be conducted by raising **Voting Cards** (if any).
- Each shareholder has a voting right proportional to the number of shares they own or represent.
- Voting Cards are only valid if they meet the prescribed requirements.
- Voting results are calculated based on the percentage of valid votes relative to the total voting shares of shareholders present at the meeting.

15.1 General Rules:

- Voting to approve the meeting contents will be conducted openly and directly under the direction of the Presidium. Only **Voting Cards** and **Ballots** (if any) issued by the Organizing Committee are valid.
- Shareholders or their authorized representatives attending the General Meeting will be given two types of Voting Cards:
 - ✓ Voting Card for approving the meeting contents;
 - ✓ Voting Card for electing additional BOD members (Election Ballot) (if any);
- Voting Cards (if any) are collected by members of the Vote Counting Committee, and the results are recorded immediately after collection.
- Valid Voting Cards must include the following information:
 - ✓ Full name of the shareholder or authorized representative.
 - ✓ Number of shares owned or represented: the total number of voting shares the shareholder represents.
 - ✓ Contents to be voted on..
 - ✓ The stamp of Duong Hieu Trading and Mining Joint Stock Company.
- Classification of Voting Cards.
 - ✓ Valid Voting Cards: Pre-printed according to the sample issued by the Organizing Committee, stamped with the Company's seal, not torn, altered, or corrected, and marked according to regulations with the shareholder's signature..
 - ✓ Invalid Voting Cards: Those that do not comply with the criteria for valid cards..

15.2 Voting Method:

❖ **For Voting Cards regarding reports and proposals...**

- If **agreeing** with the issue, mark (X) or (V) in column (1) and leave columns (2) and (3) blank.
- If **disagreeing** with the issue, mark (X) or (V) in column (2) and leave columns (1) and (3) blank.
- If having **no opinion**, mark (X) or (V) in column (3) and leave columns (1) and (2) blank.
- Each shareholder uses one **Voting Card** only, which lists all items requiring a vote at the meeting.
- Choose one of three voting options: **Agree, Disagree, or No Opinion.**

❖ **For the Election Ballot for Additional BOD Members (if any).**

- Voting is conducted by cumulative voting. Shareholders allocate their votes to candidates as appropriate.
- Voting is conducted by cumulative voting. Shareholders allocate their votes to candidates as appropriate.

15.3 Summarizing Results.

- The Head of the Vote Counting Committee is responsible for announcing the voting results for each item at the meeting.
- Voting results must be documented in the Meeting Minutes.

Article 16: Approval of Voting Results.

16.1. Items submitted for voting at the General Meeting of Shareholders must be approved by at least 50% of the total voting shares of shareholders present or represented.

For resolutions related to:

- Types of shares and the total number of shares of each type;
- Changes in the business sector or field of operation;
- Changes in the company's management structure;
- Investment projects or asset sales valued at or exceeding 35% of the total assets as recorded in the most recent financial statement;
- Reorganization or dissolution of the company;

The resolution will be passed if at least 65% of the voting shares of all attending or represented shareholders approve.

16.2. Election of BOD Members: The elected BOD members are determined based on the highest number of votes, starting from the candidate with the most votes until the required number of members is met. If there are multiple candidates with the same number of votes for the final position, a re-election will be conducted among those candidates, or criteria outlined in the Election Regulations will be applied.

16.3. Final Decisions: Regarding procedures related to the organization and conduct of the meeting, the Chairman's decision is final and binding on all shareholders present.

CHAPTER V

IMPLEMENTATION PROVISIONS

Article 17: Effectiveness

Shareholders may be disqualified from attending the General Meeting of Shareholders (GMS) by the Presidium if they intentionally violate the regulations of the meeting, cause disturbances, disrupt order, or take actions that directly affect the conduct of the meeting.

This regulation includes 5 chapters and 17 articles, and it applies to the Annual General Meeting of Shareholders 2026 of Duong Hieu Trading and Mining Joint Stock Company, held on April 28th 2026. The regulation takes effect immediately after being approved by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Ho Viet Cuong

**REGULATIONS ON ELECTION OF ADDITIONAL BOD MEMBERS
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
DUONG HIEU TRADING AND MINING JOINT STOCK COMPANY**

Pursuant to:

- The Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17th 2020, and guiding documents;
- The Charter of Duong Hieu Trading and Mining Joint Stock Company;

The Organizing Committee of the Annual General Meeting of Shareholders 2026 of Duong Hieu Trading and Mining Joint Stock Company establishes the Regulations on the Election of Additional Board of Directors (BOD) Members as follows:

Article 1: Eligible Voters

Shareholders owning voting shares and their authorized representatives present at the General Meeting (*according to the shareholder list as of March 26th 2026*).

Article 2: Election Principles

1. **Lawful Election:** Conduct the election in accordance with current laws and the Company's Charter, ensuring democracy and the legitimate rights of shareholders.
2. **Transparent Election:** Voting is conducted by secret ballot.
3. **Voting Rights:** Each common share holds one voting right. The voting rights, election results, and votes are calculated based on the number of shares owned and authorized.

Article 3: Number and Criteria of BOD Members

1. **Number of Members:** The number of BOD members to be elected is 01.
2. **Criteria for BOD Members:**
 - Full civil capacity and not prohibited from establishing or managing businesses as stipulated by the Enterprise Law;
 - Qualification, competence, extensive experience in general business and the Company's specific industries, and experience in corporate governance;
 - Good health, ethical qualities, honesty, integrity, and legal knowledge;
 - Must not be a member of the Vote Counting Committee;
 - Other conditions as specified by law and the Company's Charter.

Article 4: Nomination and Candidacy for BOD Members

1. The Company must announce information related to BOD candidates at least 10 days before the opening of the General Meeting of Shareholders on the Company's website so that shareholders can study these candidates before voting. BOD candidates must make a written commitment regarding the



accuracy and truthfulness of the disclosed personal information and commit to performing their duties honestly, prudently, and for the highest benefit of the Company if elected as BOD members. The disclosed information regarding BOD candidates includes:

- a) Full name, date of birth;
 - b) Professional qualifications;
 - c) Work experience;
 - d) Other managerial positions (including BOD positions at other companies);
 - đ) Interests related to the Company and related parties of the Company;
 - e) Other relevant information (if any) according to the Company's Charter;
 - g) Public companies must disclose information about companies where the candidate holds BOD membership, other managerial positions, and interests related to the candidate (if any).
2. Nomination rights of shareholders or groups of shareholders: Shareholders or groups of shareholders holding at least 10% of the total common shares or a lower percentage as prescribed in the Company Charter have the right to nominate BOD candidates as stipulated by the Enterprise Law and the Company Charter.
 3. If the number of BOD candidates nominated and self-nominated is still insufficient according to the regulations in Clause 5, Article 115 of the Enterprise Law, the incumbent BOD shall nominate additional candidates or organize nominations according to the Company Charter, internal management regulations, and the operational regulations of the BOD. The introduction of additional candidates by the incumbent BOD must be clearly announced before the General Meeting of Shareholders votes to elect BOD members as prescribed by law.

Article 5: Application for Candidacy/Nomination to the BOD

The application for candidacy or nomination to the BOD includes the following documents:

1. Application for candidacy or nomination to the BOD (according to the form in Appendix 01);
2. Personal resume (according to the form in Appendix 02);
3. Minutes of the nomination group meeting for the BOD candidate (according to the form in Appendix 03)
4. Certified copies of degrees and professional certificates.
5. Certified copies of Citizen ID/Passport.
6. Other relevant documents (if any);

Based on the nomination or candidacy documents from shareholders or shareholder groups, the Organizing Committee of the General Meeting will compile a list of

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candidates who meet the criteria specified in Article 3 and Article 4 of these regulations and submit it to the General Meeting of Shareholders for approval.

Article 6: Election Method

- Voting for BOD members is conducted by secret ballot using the cumulative voting method;
- Each shareholder has a total number of voting rights equal to the total number of voting shares (including owned and authorized shares) multiplied by the number of BOD members to be elected;
- Shareholders can concentrate all their voting rights on one candidate or distribute them among multiple candidates of their choice.

Article 7: Principles of Cumulative Voting and Election of BOD Members

1. Cumulative Voting Principle:

Voting for BOD members must be conducted using the cumulative voting method. Accordingly, each shareholder has a total number of votes equal to the number of owned shares multiplied by the number of BOD members to be elected. Shareholders can allocate all or part of their voting rights to one or several candidates. Example: If the General Meeting of Shareholders votes to elect 02 BOD members from the total number of candidates, and Shareholder Nguyen Van A holds (including owned and authorized) 1,000 voting shares, the total number of voting rights of Nguyen Van A will be: $1,000 \times 1 = 1,000$ voting rights.

Voting Method: Nguyen Van A can choose to:

- Allocate all 1,000 voting rights to one BOD candidate of his choice. In this case, he writes "1,000" in the "Number of Votes" column (for the candidate) on the Ballot.
- Allocate part of his voting rights (less than 1,000) to one or more BOD candidates. In this case, he writes the specific number of votes in the "Number of Votes" column for each candidate on the Ballot.

2. Election Principle:

- BOD members are determined by ranking the number of votes from highest to lowest, starting from the candidate with the most votes until the required number of members is reached;
- If two or more candidates receive the same number of votes for the final BOD position, a re-election will be conducted among those candidates or the selection will be made according to the criteria specified in the Election Regulations or the Company's Charter.

Article 8: Regulations on Ballots

- **Valid Ballot:** A valid ballot is a pre-printed ballot issued by the Organizing Committee of the General Meeting, stamped with the seal of **Duong Hieu**

Trading and Mining Joint Stock Company. Each ballot must contain the following information: Information about the shareholder/authorized representative. Total number of voting shares (including owned and authorized).

- **Invalid Ballot:** Ballots not issued by the Organizing Committee as regulated; Blank ballots (no voting marked); Ballots with erasures, alterations, additional writing, or incorrect candidate names not belonging to the list of candidates approved by the General Meeting of Shareholders before voting; Ballots where the total number of votes cast for candidates exceeds the total voting rights of the shareholder or authorized representative; Ballots without the signature of the shareholder or authorized representative.
- **Correction of Ballots:** In the case where shareholders/authorized representatives make a mistake while filling out the ballot, as long as the ballot has not been placed into the ballot box, they can directly meet the Organizing Committee to request a new ballot, ensuring their voting rights.

Article 9: Vote Counting

9.1. Vote Counting Committee and Responsibilities:

- The Vote Counting Committee is proposed by the Chairman of the General Meeting and approved by the Meeting.
- Members of the Vote Counting Committee must not be included in the list of nominees or candidates for BOD membership.
- The Vote Counting Committee is responsible for: Reviewing and approving the election regulations; Introducing and guiding the voting procedures; Checking voting results objectively and accurately; Preparing the vote counting minutes and announcing the results to the General Meeting.
- The Vote Counting Committee must commit to ensuring the accuracy and transparency of the vote counting results at the General Meeting.

9.2. Vote Counting Procedures:

- The Vote Counting Committee must inspect the ballot box in the presence of shareholders before voting begins.
- Voting starts when the Chairman signals and ends when the last shareholder has placed their ballot into the ballot box.
- The Vote Counting Committee will immediately begin counting votes after the voting process ends.
- The Committee will check the validity of each ballot, review each ballot one by one, and record the results..
- After completing the vote count, the Vote Counting Committee must prepare the vote counting minutes and announce the results at the General Meeting
- All counted ballots must be sealed and handed over to the Chairman of the General Meeting

Article 10: Complaint Resolution

1. **Resolving Election Complaints:** Any complaints or issues related to the election process will be handled by the Chairman of the General Meeting.
2. **Shareholders' Rights:** Each shareholder has the right to raise questions at the General Meeting regarding election issues if they find any indications of violations of the Enterprise Law or the Company's Charter.

This regulation consists of 10 articles and becomes effective immediately after being approved by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Ho Viet Cuong

**REPORT OF THE BOARD OF DIRECTORS
ON THE RESULTS OF OPERATIONS IN 2025 AND ORIENTATION FOR 2026**

The Board of Directors (“BOD”) of Duong Hieu Trading and Mining Joint Stock Company (the “Company”) respectfully reports to the 2026 Annual General Meeting of Shareholders (“AGM”) on the BOD’s operational results in 2025 and the plan and orientation for 2026 as follows:

PART I: ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

I. General context

2025 marked a complex transitional phase of the global economy. While the rapid development of Artificial Intelligence (AI) and the green economy boosted productivity, tightening monetary policies and fragmentation among economic blocs created significant barriers to international capital flows.

In Vietnam, despite positive highlights from public investment and high-quality FDI inflows, enterprises still faced pressures from exchange rate increases of 3.92% and unprecedented volatility in gold prices. In particular, extreme natural disasters, notably Storms No. 10 and 11, caused widespread flooding in Northern and Central regions (including the most severe flood in Thai Nguyen in 60 years), resulting in substantial damage to assets, goods and infrastructure of many enterprises, including Duong Hieu Company.

The steel industry recorded clear segmentation: domestic consumption increased strongly thanks to public investment and real estate recovery, while exports faced pressure from trade defense measures. The largest public investment disbursement in the 2021–2025 period, along with major infrastructure projects, is expected to drive steel demand, opening a new growth cycle and providing advantages for leading enterprises such as Hoa Phat.

Amid these variables, the Company’s management shifted from aggressive growth to an “adaptive management” approach. The collective decision to adjust the business plan in October 2025, following the storms, was a strategic move to preserve financial resources against force majeure risks and to lay the groundwork for strengthening the senior management system.

II. Activities of the Board of Directors

1. Structure of the Board of Directors

As at December 31, 2025, the structure of the Board of Directors was as follows:



No.	Full name	Position	Appointment date
1	Ho Viet Cuong	Chairman of the Board of Directors	Elected by AGM on April 20, 2024; elected as Chairman on April 20, 2024
2	Nguyen Thi Dung	Member of the Board of Directors	Elected by AGM on April 28, 2022
3	Le Thi Hong Loan	Member of the Board of Directors	Elected by AGM on April 28, 2022
4	Tran Van Hieu	Member of the Board of Directors	Elected by AGM on April 20, 2024
5	Nguyen Quang Giang	Member of the Board of Directors	Dismissed by AGM on April 26, 2025
6	Ngo Quang Phuc	Member of the Board of Directors	Elected by AGM on April 26, 2025

The Board of Directors received a resignation letter on March 2nd 2026.

2. Implementation of AGM Resolutions in 2025

2.1 Business and investment activities

The divergence between revenue and profit was a result of the BOD's proactive adjustment of business targets after Storms No. 10 and 11. Instead of pursuing revenue amid infrastructure damage, the Company focused on a "deep defensive strategy" through restructuring branches and investing in the green economy to seek higher future margins.

2.1.1 Business results in 2025

No.	Indicator	Plan 2025	Actual 2025	Ratio (%)
1	Revenue (<i>million VND</i>)	3,000,000	2,897,249	96.59
2	Profit before tax (<i>million VND</i>)	12,324	7,787	63.19
3	Profit after tax (<i>million VND</i>)	9,859	5,759	58.41
4	Dividend (<i>VND/share</i>)	285.47	166.75	58.41

2.1.2 Investment activities

Project investment: The sustainable forest management program and FSC certification reached approximately 5,000 hectares assessed by GFA in 2025, with certification granted in Q1 2026, bringing total FSC-certified area to approximately 10,000 hectares. Projects with low feasibility such as Quang Nam and Bac Tra My land projects were suspended and capital recovery was actively pursued.

Asset investment and leasing: Continued asset leasing to FPT University Da Nang Campus; ongoing real estate investment in Thai Nguyen city center; continued digital transformation investments including server and accounting software upgrades.

Branches: Continued suspension of Quang Nam branch; implementation of dissolution of Ho Chi Minh City branch; effective operation of projects in Quang Ninh, Quang Nam, Da Nang; seeking transfer or cooperation opportunities where appropriate.

2.2 Profit distribution in 2025

Based on accounting data, accumulated after-tax profit as of December 31, 2025 amounted to VND 15,792 million.

The BOD proposes to the AGM a dividend plan for 2025 at a rate of 4.5%, equivalent to VND 450 per share.

Remaining profits will be reinvested to support business operations and capital growth.

2.3 Remuneration of the BOD and Supervisory Board

- Supervisory Board: VND 84 million.

- Board of Directors: VND 144 million.

No.	Full name	Position	Remuneration (million VND)
1	Ho Viet Cuong	Chairman	84
2	Le Thi Hong Loan	Member	30
3	Tran Van Hieu	Member	10
4	Ngo Quang Phuc	Member	20
5	Tran Ngoc Han	Head of Supervisory Board	36
6	Pham Thanh Huong	Member	24
7	Pham Thi Tuoi	Member	24

2.4 Salary of General Director

- Total salary paid in 2025: VND 145.000.000.

2.5 Audit firm selection

Nhan Tam Viet Auditing Co., Ltd. – Hanoi Branch was selected to audit and review the Company's financial statements. Audit activities were conducted in compliance with regulations and ensured accuracy.

3. Activities of the board of directors

3.1 Organization and operation of the Board of Directors

In 2025, the Board of Directors held 08 meetings and issued resolutions in accordance with the procedures stipulated in the Company's Charter and the Law on Enterprises. All meetings were attended by the Supervisory Board, ensuring transparency and objectivity. Minutes of the Board of Directors' meetings were fully prepared with all required contents and signatures in accordance with regulations.

The Board of Directors fulfilled its functions and duties in formulating strategic plans, directing operations and closely supervising implementation, ensuring alignment with the resolutions of the General Meeting of Shareholders. The focus was on consolidating the organizational structure and enhancing the role of independent members to ensure objectivity in strategic decisions.

3.2 Evaluation of performance of members of the Board of Directors

2025 recorded the contributions and efforts of members of the Board of Directors. Each member maximized their professional expertise in governance and management, thereby improving efficiency in achieving planned targets.

Changes in personnel and the active participation of independent members enhanced transparency. Resolutions on credit limits at MB, BIDV and VietinBank were approved with close supervision of the Supervisory Board, ensuring that all borrowing decisions served capital safety objectives and optimized financial costs amid exchange rate fluctuations.

Details of activities of each member are as follows:

❖ Chairman of the Board of Directors: Mr. Ho Viet Cuong

- Acts as the head of governance, comprehensively managing all activities of the Company and those within the functions, duties and authority of the Board of Directors in accordance with the orientation of the General Meeting of Shareholders and the Board of Directors.

- Directly oversees the following areas: trading business, investment, finance, senior human resources and external relations; presides over meetings of the Board of Directors and decides on meeting agendas.

- Bears overall responsibility for all activities of the Board of Directors; organizes and assigns duties to members; decides on programs, operational plans and working plans of the Board of Directors.

- Orients and makes decisions on matters relating to shareholder management, shares/stocks and investor relations.

- Monitors and urges the implementation of resolutions of the Board of Directors by the Executive Board; at the same time, inspects and supervises compliance with laws, policies, regimes and internal regulations in financial management, business operations and investment activities of the Company.

- Presides over the organization of the Annual General Meeting of Shareholders.

❖ Member of the Board of Directors cum General Director: Ms. Nguyen Thi Dung:

- Responsible for performing the rights and obligations of a member of the Board of Directors in accordance with prevailing regulations, the Company's Charter and the Operating Regulations of the Board of Directors.

- Holds the position of General Director of the Company, is the legal representative of the Company and the person authorized to disclose information.

- Directly manages and makes decisions on matters relating to the Company's daily business operations; responsible before the law, the General Meeting of Shareholders and the Board of Directors for executive management in accordance with the Charter and assignments of the Board of Directors.

- Organizes the implementation of resolutions and decisions of the Board of Directors.

- Organizes the implementation of the Company's business plan and investment plan approved by the General Meeting of Shareholders and the Board of Directors.

- Decides on salaries, bonuses and other benefits for employees and managers within authority.

- Proposes and recommends adjustments to the business plan after the occurrence of Storms No. 10 and 11, which caused significant damage to assets, goods and infrastructure of the Company.

- Heads the emulation, commendation and disciplinary council for employees; and the asset inventory and valuation council.

- Presides over weekly, monthly and quarterly management meetings; makes decisions on matters within authority in line with approved plans.

- Prepares reports to the Board of Directors and the General Meeting of Shareholders on the performance of the Executive Board and the Company's business results.

- Performs information disclosure in compliance with current regulations of the Law on Enterprises and the Law on Securities.

❖ **Independent Member of the Board of Directors: Ms. Le Thi Hong Loan**

- Responsible for performing the rights and obligations of a member of the Board of Directors in accordance with prevailing regulations, the Company's Charter and the Operating Regulations of the Board of Directors.

- Attended all meetings of the Board of Directors, achieving a participation rate of 100%. For all agenda items, provided opinions and voted within authority with an approval rate of 100%.

- Performed the functions and duties of supervising the activities of the Board of Directors and the Executive Board, as well as the delegation mechanism between the Board of Directors and the Executive Board, ensuring transparency and compliance in corporate governance.

- Provided objective opinions to review and evaluate strategic decisions in the Board of Directors' business plans, ensuring multi-dimensional perspectives and fairness; thereby protecting the legitimate interests of shareholders and minimizing the risk of abuse of authority by the Executive Board.

- Supervised the preparation process and results of quarterly, semi-annual and annual financial statements for 2026, ensuring accuracy, transparency and compliance with accounting standards.

- Evaluated the selected audit firm to ensure reliability, integrity, compliance with audit timelines and professional regulations, and independence and objectivity in audit opinions.

- Supervised and evaluated transactions between the Company and related parties; monitored information disclosure activities of the Company, ensuring the timeliness and accuracy of information disclosed to the public.

❖ **Member of the Board of Directors: Mr. Tran Van Hieu**

- Responsible for performing the rights and obligations of a member of the Board of Directors in accordance with prevailing regulations, the Company's Charter and the Operating Regulations of the Board of Directors.

- Supports the development of business plans and medium- and long-term development strategies of the Company, and supervises their implementation.

- Responsible for developing financial plans serving the Company's trading and investment activities.

- Participates in seeking partners, expanding the business market and diversifying product lines; in charge of technical aspects, quality and product branding.

- Proposes programs for the application of science and technology and digital transformation within the enterprise to improve and optimize efficiency and productivity across the entire Company system, including continuous upgrading of accounting software.

- Supervises trade union activities and other cultural and social activities.

❖ **Member of the Board of Directors: Mr. Ngo Quang Phuc**

- Takes over responsibilities from Mr. Nguyen Quang Giang. Responsible for performing the rights and obligations of a member of the Board of Directors in accordance with prevailing regulations, the Company's Charter and the Operating Regulations of the Board of Directors.

- In charge of legal affairs and internal governance of the Company, ensuring compliance with applicable regulations and the Company's Charter.

- Supports the development of operational plans and development strategies of the Company.

- Supervises and appraises investment projects, and proposes solutions to enhance competitiveness and strengthen the Company's reputation in the market.

- In 2025, closely monitored security and order, occupational safety and hygiene, and fire prevention and fighting; particularly directed disaster prevention efforts before, during and after storms in September and October, and led recovery efforts from storm-related damages affecting infrastructure, goods, assets, and records and documents.

3.3 Activities of the Independent Member of the Board of Directors and Evaluation Results

The Company has one Independent Member of the Board of Directors. In 2025, the independent member performed the role and functions of supervision and objective

review, ensuring transparency and compliance with laws in all governance and management activities of the Company's Board of Directors, thereby protecting the legitimate interests of shareholders.

Accordingly, the independent member acknowledged that the Board of Directors fulfilled its functions and duties in developing strategic plans, directing operations and closely supervising implementation, ensuring alignment with the orientations of the General Meeting of Shareholders. The independent member also supervised the Executive Board in implementing approved contents and plans, and regularly monitored and oriented the operational process of the Company's business activities in compliance with delegated authority, policies, plans of the Board of Directors and applicable legal regulations.

3.4 Supervisory Activities of the Board of Directors over the Executive Board

The Board of Directors always accompanies the Board of Management (the "Executive Board") of the Company, closely monitoring business operations, flexibly, sharply and decisively applying its management capacity in all activities, proactively performing governance work and providing timely solutions to ensure safety and efficiency.

The Board of Directors focuses on updating, studying and grasping market developments, thereby issuing directives and supervising the Executive Board in implementing business, investment and management plans in line with the Company's actual conditions, in compliance with the Charter, resolutions of the General Meeting of Shareholders and applicable laws.

The Executive Board regularly discusses and exchanges information through meetings, prepares periodic reports and develops subsequent action plans for submission to the Board of Directors for timely direction and guidance.

4. Transactions with Internal Persons and Related Persons

In 2025, all transactions between the Company and internal persons and related persons of internal persons were conducted in compliance with regulations. Details of such transactions are presented in Appendix II attached hereto.

5. Information Disclosure Activities

The Company's information disclosure activities were carried out in full compliance with applicable regulations for listed and public companies.

6. Corporate Governance

In 2025, the Company implemented corporate governance in a strict manner, fully complying with the Law on Enterprises, the Law on Securities, tax regulations and the latest regulations on corporate governance applicable to public and listed companies. The Company promptly updated legal changes, particularly regulations relating to the rights and obligations of members of the Board of Directors and information disclosure.

The Board of Directors held periodic meetings to approve business strategies and supervise the Executive Board. Notably, the decision to adjust the 2025 business plan

in October 2025, following the impact of Storms No. 10 and 11, which caused severe flooding in the Northern and Central regions, significantly affected many enterprises including the Company. The Board of Directors approved the adjustment of the revenue target to VND 3,000,000 million in order to adapt to adverse market conditions, ensure feasibility of the plan, reduce pressure on the Executive Board and optimize cost management to preserve profit and financial stability.

The Company effectively operated its risk management system, particularly in financial, investment and cybersecurity risks amid strong digital transformation. The Supervisory Board and Internal Audit function closely monitored operations, ensuring no material misstatements in asset and capital management. The Company focused on supervising strategy execution, risk management and ensuring the independence of members to protect shareholders' interests.

As a result, the Company maintained a solid governance foundation, creating strong confidence among shareholders and partners and ensuring stable business operations amid market fluctuations.

The detailed report on corporate governance for reporting periods in 2025 was issued and disclosed in accordance with regulations.

PART II: OPERATION PLAN OF THE BOARD OF DIRECTORS IN 2026

I. Operation Plan

The global economy in 2026 is forecast to maintain a stable recovery without falling into recession; however, growth is expected to remain modest (approximately 2.7%–3.1%) and uneven across regions. The wave of investment in artificial intelligence (AI) and high technology is considered a “new driving force” to enhance productivity. Although inflation is expected to ease (to approximately 3.1%–3.8%), living costs remain high. Geopolitical risks and new tariff policies continue to be unpredictable variables.

Vietnam continues to be regarded as one of the bright growth spots in the region and globally, with expectations of strong breakthroughs, serving as a key growth driver for the ASEAN+3 region.

For the steel industry, global steel demand in 2026 is projected to continue increasing slightly due to recovery in construction, infrastructure and industrial production sectors. According to the World Steel Association, global steel demand may reach approximately 1.77 billion tons in 2026, an increase of about 1.3% compared to 2025. The Vietnamese steel market is expected to enter a clearer recovery phase as domestic demand continues to drive consumption growth. With public investment being accelerated, the real estate market gradually regaining momentum and trade defense measures taking effect, steel prices are forecast to recover by approximately 7%. Meanwhile, input costs and raw material prices are expected to remain stable, thereby reducing pressure on production costs and supporting profit margins of steel enterprises.

Based on the above economic outlook with both opportunities and challenges, the Company will continuously update market developments, proactively grasp opportunities, flexibly operate and maximize available resources to maintain stability and promote business operations.

The Board of Directors proposes the operation plan for 2026 with key focuses as follows:

i) Continue focusing on trading and service activities in the steel industry, consolidating and enhancing the Company's market position and reputation; expand cooperation, M&A activities with projects and enterprises related to mining, production and construction sectors;

ii) Continue implementing investment activities in real estate and financial sectors;

iii) Focus on sustainable forest management projects, FSC certification and forest carbon credit issuance.

❖ Detailed targets

1. Key business performance indicators

The Board of Directors sets the following targets for 2026:

(Unit: million VND)

Indicators	Actual 2025	Plan 2026	Change (%)
Net revenue	2,897,249	3,369,266	16.29%
Profit before tax	7,787	8,200	5.30%
Profit after tax	5,759	6,560	13.91%

2. Investment activities

Continue to promote investment and expansion of production and business activities, focusing on steel, construction and engineering sectors; consolidate and enhance the Company's reputation and position in both domestic and international markets through cooperation, joint ventures or direct investment;

Focus on sustainable forest management projects, FSC certification and forest carbon credit issuance; at the same time, develop investment plans for timber procurement, production and processing activities;

Invest in real estate business and other investment activities to ensure safe capital development and efficiency;

For branches and affiliated units: continue monitoring and supervision; based on actual operating conditions, develop plans for expansion, downsizing, dissolution, suspension or restructuring of operations.

II. Implementation solutions

To achieve the above targets, the Board of Directors proposes the following solutions:

Promote the role, authority and responsibilities of the Board of Directors within its scope, ensuring the implementation of AGM resolutions and protection of shareholders' rights.

Develop detailed strategic plans for the Company's operations, focusing particularly on trading activities to enhance capital efficiency and competitive capacity.

Diversify capital mobilization sources to ensure timely funding for production, business and investment activities; effectively utilize capital while ensuring capital preservation and development.

Maintain and develop cooperative relationships with partners, customers and credit institutions.

Strengthen direction and supervision over investment, receivables, expenses and operational costs to prevent waste.

Continue restructuring activities and address existing limitations and difficulties; enhance improvement and development of human resources to build a professional workforce.

Promote comprehensive digital transformation across all operations to adapt to technological advancements and global trends.

Focus on building and developing corporate culture, creating a cohesive working environment with high adaptability, proactiveness, flexibility and efficiency.

Continuously improve enterprise risk management capacity, ensuring optimal conditions for the Supervisory Board to operate in accordance with regulations, enhancing preventive measures and mitigating risks from investment decisions.

Closely monitor and ensure the legitimate rights and interests of shareholders, as well as income, benefits and working conditions of employees across the Company.

The above is the report on the activities of the Board of Directors of the Company in 2025 and the operation orientation for 2026, respectfully submitted to the General Meeting of Shareholders.

The Board of Directors sincerely thanks all shareholders for their continuous support and companionship throughout the past period and looks forward to receiving continued support and trust from shareholders in the coming time./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Ho Viet Cuong

APPENDIX I
Resolutions of the board of directors in 2025

No.	Resolution/ Decision No.	Date	Approval Rate (%)	Content
1	01/2025/NQ-BOD	23/01/2025	100	Review of business performance in 2024 and business plan for 2025; policy on transactions between the Company and NNB being a subsidiary of NNB in 2025; approval of the appointment of the Chief Accountant
2	02/2025/NQ-BOD	24/02/2025	100	Loan borrowing and issuance of guarantees at MB
3	03/2025/NQ-BOD	03/03/2025	100	Organization and convening of the 2025 Annual General Meeting of Shareholders
4	04/2025/NQ-BOD	08/04/2025	100	Plan for credit limits, guarantees and L/C issuance at BIDV – Nam Thai Nguyen Branch
5	05/2025/NQ-BOD	27/05/2025	100	Continuation of mortgaging assets of the Company in Da Nang (content not subject to mandatory information disclosure)
6	06/2025/NQ-BOD	30/06/2025	100	Execution of audit contract for the 2025 financial statements
7	07/2025/NQ-BOD	22/09/2025	100	Termination of branch operations
8	08/2025/NQ-BOD	29/10/2025	100	Execution of large-value goods purchase and sale contracts; adjustment of the 2025 business plan
9	09/2025/NQ-BOD		100	Approval of credit limit plan at VietinBank

APPENDIX II
Transactions with related parties in 2025

No.	Name of organization/ individual	Relationship with the Company	ID No., Date of issue, Place of issue	Head office address / Contact address	Transaction date with the Company	Resolution/ Decision No. of AGM/BOD approving the transaction	Transaction details, quantity, total value	Notes
1	Nguyen Thi Dung	Member of the Board of Directors – General Director	030181001143; issued on 19/01/2022; Police Department for Administrative Management of Social Order	Group 7, Gia Sang Ward, Thai Nguyen Province	14/04/2025	01/2025/NQ- BOD	Loan guarantee at bank: VND 6,958,000,000	Land use rights certificate and assets attached to land
					30/06/2025		Loan guarantee at bank: VND 22,811,813,905	Valuable papers (Savings book)
					31/12/2025		Loan guarantee at bank: VND 18,582,779,590	Valuable papers (Savings book)
					14/04/2025		Loan guarantee at bank: VND 8,852,000,000	Land use rights certificate and assets attached to land
2	Nguyen Thi Hong Loan	Chief Accountant	019164005369; issued on 23/10/2024; Ministry of Public Security	Group 7, Gia Sang Ward, Thai Nguyen Province	14/04/2025			



No. 02/BC-HĐQT

Thai Nguyen, day 28 month 04 year 2026

**REPORT OF THE INDEPENDENT MEMBER
OF THE BOARD OF DIRECTORS ON THE ACTIVITIES
OF THE BOARD OF DIRECTORS IN 2025**

The Independent Member of the Board of Directors (“Independent BoD Member”) of Duong Hieu Trading and Mining Joint Stock Company (the “Company”) hereby evaluates the activities of the Board of Directors (“BoD”) in 2025 as follows:

I. STRUCTURE OF THE BOARD OF DIRECTORS

In 2025, the Board of Directors maintained a structure of 05 members, including: 02 executive members, 02 non-executive members, and 01 independent member – Ms. Le Thi Hong Loan.

II. ACTIVITIES OF THE INDEPENDENT BOD MEMBER IN 2025

Attended all meetings of the Board of Directors, achieving a participation rate of 100%. For all agenda items, provided opinions and voted within authority, with an approval rate of 100%;

Performed supervisory functions over the activities of the Board of Directors, the Executive Board, and the delegation mechanism between the Board of Directors and the Executive Board, ensuring transparency and compliance in corporate governance;

Provided objective opinions to review and evaluate strategic decisions in the Board of Directors’ business plans, ensuring multi-dimensional perspectives and fairness, thereby protecting the legitimate interests of shareholders and minimizing risks of abuse of authority by the Executive Board;

Supervised the preparation process and results of quarterly, semi-annual and annual financial statements for 2026, ensuring accuracy, transparency and compliance with accounting standards;

Evaluated the selected audit firm to ensure reliability, integrity, compliance with audit timelines and professional regulations, and independence and objectivity in audit opinions;

Supervised and evaluated transactions between the Company and related parties; monitored information disclosure activities to ensure timeliness and accuracy of information disclosed to the public.

III. ASSESSMENT OF THE ORGANIZATION AND OPERATION OF THE BOARD OF DIRECTORS

In 2025, the Board of Directors fulfilled its functions and duties in developing strategic plans, directing operations and closely supervising implementation, ensuring alignment with the resolutions of the General Meeting of Shareholders.



The focus was on restructuring the organizational system and enhancing the role of independent members to ensure objectivity in strategic decisions.

The Board of Directors held 08 meetings and issued resolutions in compliance with procedures stipulated in the Company's Charter and the Law on Enterprises. All meetings were attended by the Supervisory Board, ensuring transparency and objectivity. Minutes of meetings were fully prepared with required contents and signatures.

The Board of Directors properly performed its role in directing, supporting and supervising the Executive Board in implementing matters approved by the General Meeting of Shareholders and the Board of Directors. It regularly monitored and guided business operations of the Executive Board in compliance with delegated authority, policies and plans of the Board of Directors and applicable laws.

Assessment of performance of members of the Board of Directors

2025 recorded significant contributions and efforts of members of the Board of Directors. Each member maximized their professional expertise in governance and management roles, thereby improving efficiency in achieving planned targets.

Members of the Board of Directors holding positions in the Executive Board regularly attended periodic and ad hoc meetings of the Executive Board. Important decisions of the Executive Board were analyzed, reviewed and consulted with Board members/Chairman to ensure optimal solutions for the Company's interests.

Changes in personnel and the active participation of independent members enhanced transparency. Resolutions on credit limits at MB, BIDV and VietinBank were approved with close supervision of the Supervisory Board, ensuring that all borrowing decisions served capital safety objectives and optimized financial costs amid exchange rate fluctuations.

IV. ASSESSMENT OF CORPORATE GOVERNANCE

In 2025, the Company implemented corporate governance in a strict manner, fully complying with the Law on Enterprises, the Law on Securities, tax regulations and the latest corporate governance requirements applicable to public and listed companies.

The Company promptly updated legal changes, particularly regulations on the rights and obligations of Board members and information disclosure.

The risk management system operated effectively, especially in financial, investment and cybersecurity risks amid rapid digital transformation. The Supervisory Board and Internal Audit function closely monitored operations, ensuring no material misstatements in asset and capital management.

The Company focused on supervising strategy execution, managing risks and ensuring independence of members to protect shareholders' interests.

As a result, the Company maintained a solid governance foundation, building strong trust among shareholders and partners and stabilizing business operations amid market fluctuations.

V. CONCLUSION

The Board of Directors fully performed its representative functions of shareholders in supervising management activities, providing appropriate direction and timely guidance to ensure effective use of resources to achieve targets assigned by the General Meeting of Shareholders, in compliance with legal regulations and the Company's Charter.

In addition to performing governance and supervisory roles, the Board of Directors closely coordinated with the Executive Board to identify solutions to overcome difficulties in production and business activities in 2025.

Overall, although the Company's business operations in 2025 were significantly affected by macroeconomic fluctuations, with high responsibility, unity and cooperation, and by performing duties in an honest and prudent manner, the Board of Directors implemented strong measures in supervision and direction of the Executive Board to execute resolutions of the General Meeting of Shareholders and the Board of Directors, and basically fulfilled the 2025 plan, ensuring benefits for the Company and its shareholders.

**INDEPENDENT MEMBER OF THE BOARD OF
DIRECTORS**



Le Thi Hong Loan



**REPORT OF THE EXECUTIVE BOARD
ON THE RESULTS OF OPERATIONS IN 2025
AND ORIENTATION, TASKS FOR 2026**

The Executive Board (“EB”) of Duong Hieu Trading and Mining Joint Stock Company (the “Company”) hereby reports to the General Meeting of Shareholders on the results of operations in 2025 and the orientation and tasks for 2026 as follows:

I. GENERAL ASSESSMENT OF THE SITUATION IN 2025

In 2025, the global economy officially entered a “new normal” state, marking a shift in focus from post-pandemic recovery to a phase of price stabilization with moderate growth.

Global economy: Global GDP growth is estimated at 3.2%, reflecting the inevitable impact of prolonged tight monetary policies. However, the rapid development of artificial intelligence (AI) and the Net Zero roadmap has created new productivity drivers and reshaped global foreign direct investment flows. Although inflation has gradually approached the 2% target, geopolitical risks and rising public debt remain key uncertainties affecting global supply chains.

Vietnam’s economy: Vietnam has affirmed its role as a strategic link, with GDP reaching USD 514 billion (an increase of USD 38 billion compared to 2024) and total import-export turnover hitting a record USD 920 billion. The completion of 3,000 km of expressways and the upgrading of the stock market not only optimized logistics costs but also expanded capital mobilization opportunities for listed companies.

Steel industry: The steel industry experienced strong polarization: while domestic demand benefited from public investment, export activities faced significant pressure from strict trade barriers imposed by the US and EU, narrowing profit margins. In this context, FSC forest certification has evolved from a voluntary standard into a strategic “passport” and a core competitive advantage, enabling enterprises to enhance valuation within the green value chain.

The Company consistently adhered to the orientations of the General Meeting of Shareholders, the Board of Directors, and market developments both domestically and internationally. Accordingly, the Company demonstrated strong governance capacity by maintaining stable operations amid exchange rate fluctuations and rising input material costs.

The alignment between the decisive implementation of national infrastructure and the Company’s coordination capability shows that the Company is on the right path in translating macroeconomic advantages into micro-level efficiency.



II. RESULTS OF OPERATIONS IN 2025

1. Structure of the Executive Board

As at December 31, 2025, the Executive Board consisted of:

No.	Full name	Position	Appointment date
1	Nguyen Thi Dung	General Director	Appointed by the BOD on December 30, 2021
2	Tran Thanh Tung	Deputy General Director	Appointed by the BOD on February 16, 2012

2. Business performance results

Despite the highly competitive steel market, the Executive Board made strong efforts to maintain revenue at nearly VND 3,000 billion while achieving significant improvement in profitability compared to 2024, as follows:

Indicator	Actual 2024	Plan 2025	Actual 2025	Plan completion (%)	YoY (%)
Net revenue (million VND)	3,426,214	3,000,000	2,897,249	96.59	84.56
Profit before tax (million VND)	3,886	12,324	7,787	63.19	200.39
Profit after tax (million VND)	2,775	9,859	5,759	58.41	207.53
Earnings per share (VND/share)	80.35	285.47	166.75	58.41	207.53

Revenue in 2025 reached 96.59% of the plan and 84.56% compared to 2024. Profit targets did not meet expectations due to the highly competitive steel market, low profit margins, and strong pressure from trade barriers in the US and Europe.

In addition, the sharp increase in gold prices drove up exchange rates in the domestic market, directly impacting the Company's business performance, particularly for imported goods.

3. Financial position in 2025

3.1 Assets

(Unit: million VND)

No.	Indicator	2024	2025	Change (%)
1	Total assets	979.988	1.270.701	29,66
	Current assets	750.726	1.034.596	37,81
	Non-current assets	229.262	236.104	2,98
2	Liabilities	624.742	909.696	45,61
	Short-term liabilities	624.742	909.696	45,61
	Long-term liabilities	0	0	

3.2. Key financial ratios

No.	Indicator	2024	2025	Change (%)
1	Liquidity ratios			
	Current ratio (times)	1,2	1,14	-6,53
	Quick ratio (times)	1,16	1,11	-4,77
2	Capital structure ratios			
	Debt/Total capital	0,63	0,72	12,3
	Debt/Equity	1,76	2,52	43,29

4. Management and operations

In 2025, the Executive Board successfully fulfilled its duties with strong determination, proactiveness and flexibility in managing production, business, investment and financial activities in line with the strategic orientation approved by the General Meeting of Shareholders.

By consistently adhering to the principle of “right person for the right job,” the Company strengthened its key organizational structure and attracted talent for strategic positions. Ensuring employee welfare and occupational safety was not only a responsibility but also a foundation for building a cohesive corporate culture and minimizing personnel risks.

4.1. Administration and Human Resources

The Company’s organizational, administrative and human resource activities remained stable. The organizational structure was continuously improved through proper job allocation and recruitment of qualified personnel for key positions.

Departments and employees enhanced their self-learning and professional development capabilities.

Employee policies and benefits were consistently ensured, with attention to both material and spiritual well-being. Adequate facilities were provided to support effective work performance, thereby motivating employees.

Workplace security, safety and occupational hygiene were consistently maintained.

4.2. Communication and Marketing

Information and news about the Company were regularly updated to ensure that the public and investors were promptly informed about the Company’s activities.

Information disclosure was strictly implemented. All disclosed information was published on the Company’s website, ensuring compliance with regulations on transparency and corporate governance.

4.3. Finance and Accounting

In 2025, the State Bank of Vietnam implemented flexible and proactive monetary policies amid global economic fluctuations. However, access to bank credit remained challenging for enterprises. Rising gold prices and exchange rates significantly affected the Company’s business operations.

Despite these challenges, the Company maintained strong credit relationships with multiple banks, ensuring sufficient capital for business and investment activities. Credit limits at banks were effectively utilized, and debt repayment as well as settlement of due obligations were properly carried out.

Capital balancing and financial planning for each business segment and operating costs were conducted in a timely manner;

Working capital, inventories and all operating costs (including sales, procurement, salaries, warranty and maintenance expenses) were closely monitored and controlled to ensure efficiency and avoid waste;

Emphasis was placed on the flexible and efficient use of capital, combined with strict control over receivables to minimize overdue debts, long-term debts and bad debts;

Business plans and monthly financial reports were prepared, with analysis of key financial indicators submitted to the Board of Directors for timely adjustments in response to market fluctuations;

New management software was effectively applied to support accounting and financial management, ensuring accuracy, compliance and timeliness of reporting;

Preparation, audit and disclosure of financial statements were carried out in compliance with regulations applicable to listed and public companies.

4.4. Investment Activities

Project investment: The sustainable forest management program and FSC certification in 2025 were assessed by GFA for approximately 5,000 hectares. Certification was granted at the end of Q1 2026, bringing the total FSC-certified area to approximately 10,000 hectares. Projects with low feasibility, such as land projects in Quang Nam and Bac Tra My, continued to be suspended and capital recovery was actively pursued.

Asset investment and leasing: Continued asset leasing to FPT University – Da Nang Campus. Continued real estate investment activities in the central area of Thai Nguyen Province. Invested in digital transformation, including upgrading server systems and accounting software.

Branch investment: Continued implementation of policies to suspend or terminate inefficient branches. At the same time, promoted effective investment and operation of projects in Quang Ninh, Quang Nam and Da Nang; actively sought opportunities for transfer or cooperation in investment and business where appropriate partners are available.

4.5. Internal Audit

In 2025, the Internal Audit function effectively supported the Company in controlling risks across all business, investment and commercial activities:

Reviewed periodic financial statements to closely control working capital and operational costs, ensuring efficient use of capital, risk management and avoidance of waste;

Analyzed and evaluated financial conditions, operational efficiency, capital preservation and development capability, as well as key risks; while strictly controlling receivables and payables to avoid bad debts, overdue debts and long-term outstanding balances that could affect the Company's reputation;

Conducted appraisal and evaluation of business and investment plans during the year and monitored implementation progress;

Prepared periodic reports on operational results of the Internal Audit function and submitted them to the Board of Directors for timely updates and appropriate solutions, as well as providing recommendations and suggestions on business orientation and financial management.

III. PRODUCTION AND BUSINESS PLAN FOR 2026 AND IMPLEMENTATION SOLUTIONS

The economic growth target of Vietnam in 2026 is defined as a strong breakthrough, forming part of the strategy to usher the country into a “new era.” The National Assembly and the Government have set an ambitious target of achieving double-digit GDP growth (10% or higher). This represents a strategic turning point and a well-founded expectation based on the achievements of 2025, which serves as a “milestone year,” laying a solid foundation for the socio-economic development plan for the 2026–2030 period with strong confidence and momentum.

However, the economy continues to face dual challenges: maintaining high growth following the breakthrough in 2025, while addressing structural bottlenecks such as dependence on FDI, low productivity, and risks related to inflation, exchange rates and banking sector non-performing loans. Pressure from global fluctuations (tariffs, geopolitics) and requirements for green transition and digital transformation demand decisive institutional reforms.

This is considered a pivotal year for shifting the growth model from extensive to intensive development, requiring strong determination in institutional reform to avoid greater macroeconomic risks, remove legal bottlenecks that hinder economic momentum, and require consensus across the political system as well as proactive leadership from the business community to turn challenges into opportunities.

Based on the above assessment, the Executive Board proposes the Company’s business operation plan for 2026 with the following key targets:

Key Performance Targets for 2026

Indicators	Unit	Actual 2025	Plan 2026	Change (%)
- Net revenue	Million VND	2.897.249	3.369.266	16,29
- Profit before tax	Million VND	7.787	8.200	5,3
- Profit after tax	Million VND	5.759	6.560	13,91
- Earnings per share	VND/share	166,75	189,95	13,91

Implementation Solutions

Based on the above targets, the Executive Board will focus on implementing the following key solutions:

- *For trading business activities:*

- Continue to focus on maintaining and strengthening the Company’s position while expanding and developing market share in the steel and construction sectors;

- Focus on developing plans to utilize FSC certification and carbon credit trading projects in the coming years, aiming toward green economic development in line with global trends;

- Diversify product lines and customer segments; enhance customer care for existing customers, new customers and potential customers;

- Continuously seek, research and expand markets;

- Further promote communication and marketing activities to widely publicize and promote products, goods and service quality.

• *For investment activities:*

- Study and develop cooperation, joint venture and partnership plans with enterprises operating in fields aligned with the Company's business lines, including steel manufacturing plants or raw material suppliers for the steel and construction industries; wood production and processing; and mining activities (ore, stone, sand, etc.);

- Continue surveying the real estate market and investment opportunities, and effectively exploit land assets in Quang Ninh, Quang Nam and Da Nang; actively seek opportunities for transfer or cooperation in investment and business where suitable partners are available;

- Based on the actual performance of branches and affiliated units, develop plans for expansion, downsizing, dissolution or suspension where necessary.

• *For financial management:*

Focus on detailed financial planning to ensure balanced capital sources and timely funding for the Company's business and investment activities; optimize the efficiency of capital utilization in both scale and quality.

• *For corporate governance and operations:*

- Enhance management and operational capacity, with particular emphasis on business capability, market development and expansion;

- Build and renew brand identity and corporate culture, creating a friendly, professional and efficient working environment; prioritize employee welfare, rights and benefits;

- Keep pace with global digital trends by applying digital transformation across all aspects of the Company's operations, thereby improving management quality, operational efficiency and overall productivity.

The above is the report of the Executive Board on the results of operations in 2025 and the orientation and operational plan for 2026, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely.

GENERAL DIRECTOR

Nguyễn Thi Dung



No. 04/BC-SB

Thai Nguyen, day 28.. month 04. year 2026

**REPORT OF THE SUPERVISORY BOARD
ON THE RESULTS OF OPERATIONS IN 2025 AND ORIENTATION FOR 2026**

The Supervisory Board of Duong Hieu Trading and Mining Joint Stock Company (the “Company”) hereby reports to the 2026 Annual General Meeting of Shareholders on its activities in 2025 and the plan for 2026 as follows:

I. RESULTS OF THE SUPERVISORY BOARD’S ACTIVITIES

1. Overall assessment

The Supervisory Board fulfilled its duties in 2025 with a high sense of responsibility, proactiveness, flexibility, integrity and prudence.

Its activities were conducted in a specialized manner through on-site inspections, supervision, monitoring, requests for reports and explanations, thereby enabling accurate identification of issues and timely recommendations.

The recommendations of the Supervisory Board were systematic and effective, assisting the Board of Directors and the Executive Board in making timely decisions and solutions.

2. Structure of the Supervisory Board

The structure remained stable throughout 2025 with no changes, comprising 03 members:

- Mr. Tran Ngoc Han – Head of the Supervisory Board
- Ms. Pham Thanh Huong – Member
- Ms. Pham Thi Tuoi – Member

3. Activities of the Supervisory Board

In 2025, the Supervisory Board operated with the objective of ensuring that all activities of the Company complied with the law and followed the plans approved by the General Meeting of Shareholders, while promptly identifying and warning potential risks.

The Head of the Supervisory Board established operational directions and plans, participated fully in meetings of the Board of Directors, assigned tasks based on expertise and monitored implementation.

Organized quarterly meetings in compliance with legal regulations, the Company’s Charter and internal regulations; members attended fully and conducted discussions and voting in accordance with regulations.

Conducted in-depth supervision over key operational areas and high-risk projects; enhanced on-site inspections of investment activities.

Closely coordinated with the Board of Directors and the Executive Board in supervising business, investment, finance and organizational structure to ensure compliance with laws, the Charter and resolutions of AGM and BOD.

Coordinated with auditors in reviewing and assessing periodic financial statements prior to issuance.

Regularly monitored the Company's information disclosure activities.

Proposed independent audit firms for financial statement audits.

Prepared reports for submission to the Annual General Meeting of Shareholders and coordinated in organizing the AGM.

II. REVIEW OF FINANCIAL STATEMENTS

The Supervisory Board reviewed the Company's financial statements in 2025, including audited reports, and found that they fairly and accurately reflected the Company's financial position and business performance, in compliance with Vietnamese Accounting Standards and applicable regulations.

The 2025 financial statements (from January 1, 2025 to December 31, 2025) were audited with an unqualified opinion.

❖ Business performance

(Unit: million VND)

No.	Indicator	Plan 2025	Actual 2025	Completion (%)
1	Revenue	3,000,000	2,897,249	96.59
2	Profit before tax	12,324	7,787	63.19
3	Profit after tax	9,859	5,759	58.41
4	Earnings per share (VND/share)	285.47	166.75	58.41

❖ Financial position

2.1 Assets and capital

(Unit: million VND)

No.	Item	As at 01/01/2025	As at 31/12/2025	Comparison	
				Change	Change (%)
I	Total Assets	979.988	1.270.701	290.713	29,66%
1	Current assets	750.726	1.034.596	283.87	37,81%
	Cash and cash equivalents	26.806	105.42	78.614	293,27%
	Short-term financial investments	152.67	214.506	61.836	40,50%
	Short-term receivables	547.115	690.855	143.74	26,27%
	Inventories	23.141	23.44	299	1,29%
	Other current assets	991	373	-618	-62,36%
2	Non-current assets	229.262	236.104	6.842	2,98%
	Long-term receivables	24		-24	-100,00%

No.	Item	As at 01/01/2025	As at 31/12/2025	Comparison	
				Change	Change (%)
	Fixed assets	77.297	79.324	2.027	2,62%
	Construction in progress (long-term)	120.694	125.808	5.114	4,24%
	Long-term financial investments	60	60	0	0,00%
	Other non-current assets	1.184	769	-415	-35,05%
II	TOTAL CAPITAL	979.988	1.270.701	290.713	29,66%
1	Liabilities	624.742	909.695	284.953	45,61%
	Short-term liabilities	624.742	909.695	284.953	45,61%
	Long-term liabilities			0	
2	Equity	355.246	361.005	5.759	1,62%
	Contributed capital	313.961	345.356	31.395	10,00%
	Share premium	-143,5	-143,5	0	0,00%
	Investment and development fund	31.017		-31.017	-100,00%
	Retained earnings	10.41	15.791	5.381	51,69%

2.2 Capital structure

The Company's current capital and funding structure is reasonable, demonstrating its financial independence and autonomy. The specific indicators are as follows:

Indicator	2024	2025	Change
Current assets/Total assets	76.61%	81.42%	4.81%
Non-current assets/Total assets	23.39%	18.58%	-4.81%
Liabilities/Total capital	63.75%	71.59%	7.84%
Equity/Total capital	36.25%	28.41%	-7.84%

III. SUPERVISION OF THE BOARD OF DIRECTORS AND EXECUTIVE BOARD

In 2025, the Supervisory Board performed its duties within the scope of its authority and functions in relation to the Board of Directors and the Executive Board of the Company:

- Closely supervised the implementation of the contents of resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors in 2025.
- Accompanied the organization of the Annual General Meeting of Shareholders, ensuring compliance with legal regulations.

- Regularly coordinated with the Executive Board in supervising business operations, investment and finance, as well as human resource organization across the entire Company system.

Assessment of supervisory results:

- Within its functions and authority, the Board of Directors and the Executive Board effectively utilized their professional capacity and demonstrated flexibility in management and operations. They actively coordinated with the Supervisory Board in providing information and documents as requested, thereby facilitating the effective performance of supervisory duties.

- The Board of Directors held 08 meetings to direct the Company's investment and business activities and issued resolutions and decisions in a timely manner to orient the Company's development in line with the strategy approved by the General Meeting of Shareholders.

- The Board of Directors successfully organized the 2025 Annual General Meeting of Shareholders in April 2025.

- The organizational structure of the Executive Board remained stable in 2025, with a focus on developing the trading system, identifying potential customers, exploring new business areas and products, thereby achieving the planned targets.

- In 2025, there were no complaints from shareholders or groups of shareholders regarding the management and operation of the Board of Directors, the Executive Board or the Company's activities.

IV. COORDINATION BETWEEN THE SUPERVISORY BOARD, THE BOARD OF DIRECTORS, THE EXECUTIVE BOARD AND OTHER MANAGEMENT PERSONNEL

The Supervisory Board highly appreciates the effective coordination from the Board of Directors, the Executive Board and the Company's departments in providing maximum support for the Supervisory Board to successfully fulfill its duties in 2025.

- In April 2025, the Supervisory Board, the Board of Directors and the Executive Board successfully coordinated in organizing the Annual General Meeting of Shareholders.

- Meetings between the Board of Directors and the Executive Board were regularly conducted with the participation of the Supervisory Board to monitor the Company's operations, supervise compliance with internal processes, policies and legal regulations, and provide advisory opinions to the Board of Directors and the Executive Board on existing issues and potential risks.

- With the support of the Executive Board, the Supervisory Board conducted inspections and assessments of business performance through periodic monthly and quarterly reports; reviewed and analyzed the Company's audit reports; evaluated the financial position, efficiency and capital preservation capability; and enhanced supervision of investment activities, including on-site inspections of real estate and FSC projects to identify key risks.

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V. REMUNERATION OF THE SUPERVISORY BOARD IN 2025

Based on the remuneration plan approved by the General Meeting of Shareholders for 2025, the total remuneration paid to the Supervisory Board in 2025 amounted to VND 84,000,000. Details are as follows:

No.	Full name	Position	Amount (million VND)
1	Tran Ngoc Han	Head	36
2	Pham Thanh Huong	Member	24
3	Pham Thi Tuoi	Member	24

VI. RELATED PARTY TRANSACTIONS

All transactions between the Company and internal persons as well as related persons of internal persons in 2025 were conducted in compliance with regulations and were fully disclosed in the corporate governance report and the Company's annual report.

VII. RECOMMENDATIONS

- Continue to develop long-term and sustainable business strategies in line with macroeconomic conditions;
- Strengthen internal control and risk management systems to enhance operational efficiency and minimize risks;
- Promote training and development of human resources to improve management capacity and professional expertise;
- Enhance the application of technology and digital transformation in management and operations;
- Improve transparency and quality of information disclosure in accordance with regulations.

VIII. OPERATION PLAN OF THE SUPERVISORY BOARD IN 2026

The Supervisory Board sets out the orientation and operational plan as follows:

- Develop the operational plan of the Supervisory Board for 2026;
- Assign specific duties to each member of the Supervisory Board to minimize risks for the Company, promptly detect violations and deficiencies for timely remediation;
- Continue implementing inspection and supervision activities over the management and operations of the Board of Directors and the Executive Board; conduct inspections in a reasonable and appropriate manner to ensure compliance with regulations in the management and operation of production and business activities, as well as the management of capital, materials and assets of the Company;
- Review and appraise annual, semi-annual and quarterly financial statements before submission for approval and information disclosure;
- Maintain regular meeting regimes, periodic reporting, and regular information exchange within the Supervisory Board;

- In the course of operations, closely coordinate with the Board of Directors, the Executive Board and departments of the Company to effectively achieve the planned targets and tasks approved by the General Meeting of Shareholders;

- Promote the application of technology in the activities of the Supervisory Board to enhance working efficiency and align with the digital transformation trend.

The above presents the operational results of the Supervisory Board in 2025 and the orientation and tasks for 2026, respectfully submitted to the 2026 Annual General Meeting of Shareholders of Duong Hieu Trading and Mining Joint Stock Company for approval.

Sincerely.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**



Tran Ngoc Han



PROPOSAL

Regarding: Approval of the 2025 audited financial statements

To: Annual General Meeting of Shareholders 2026

Duong Hieu Trading and Mining Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th 2019;
- Pursuant to the Charter of Duong Hieu Trading & Mineral Exploitation Joint Stock Company;

The Board of Directors ("BOD") of Duong Hieu Trading & Mineral Exploitation Joint Stock Company ("Company") respectfully submits to the Annual General Meeting of Shareholders 2026 for approval of the content of the 2025 audited financial statements, which have been audited by Nhan Tam Viet Auditing Co., Ltd – Ha Noi Brand as follows:

The 2025 financial statements have been audited by Nhan Tam Viet Auditing Co., Ltd. – Ha Noi Brand in accordance with the prescribed standards, reviewed by the Company's Supervisory Board, and published by the BOD of the Company in accordance with regulations. The financial statements have also been posted on the website: <http://dhmjsc.vn>, including:

- (1) Report of the Board of Directors;
- (2) Independent audit report;
- (3) Balance sheet as of December 31st 2025;
- (4) Income statement for the accounting period from January 1st 2025, to December 31st 2025;
- (5) Cash flow statement for the accounting period from January 1st 2025, to December 31st 2025;
- (6) Notes to the financial statements for the fiscal year ending December 31st 2025.

The detailed report has been disclosed on the website of Duong Hieu Trading & Mineral Exploitation Joint Stock Company.

We respectfully request the Annual General Meeting of Shareholders 2026 to consider and approve.

Recipients:

- As addressed;
- Board of Directors, General Director;
- Archive: Office.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN


Ho Viet Cuong

PROPOSAL

Regarding: Selection of an audit firm to audit and review the 2026 financial statements

To: Annual General Meeting of Shareholders 2026
Duong Hieu Trading and Mining Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th 2019;
- Pursuant to the Charter of Duong Hieu Trading and Mining Joint Stock Company;

In order to conduct the audit of the financial statements ("FS") for 2026 of Duong Hieu Trading and Mining Joint Stock Company (the "Company") in accordance with regulations, the Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders ("AGM") for approval of the selection of an audit firm to audit and review the 2026 financial statements of the Company as follows:

1. Criteria for selection of an independent audit firm

- Being an independent audit firm with reputation, approved by the State Securities Commission and the Ministry of Finance to audit public companies and listed organizations;
- Being one of the leading audit firms in Vietnam with reputation for audit quality;
- Having a team of auditors with high qualifications and extensive experience, capable of meeting requirements on audit scope and timeline;
- Audit fee: having a reasonable audit fee commensurate with audit quality, based on consideration of audit fee proposals and audit scope.

2. Proposal for audit firm

- Based on the criteria set out in Section 1 of this Proposal;
- Based on the capability profile as well as audit results implemented over many years by Nhan Tam Viet Auditing Co., Ltd.;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following list of audit firms to perform the audit and review of the Company's 2026 financial statements:

- Nhan Tam Viet Auditing Co., Ltd.;
- Moore AISC Auditing and Informatics Services Company Limited (Moore AISC).

At the same time, the General Meeting of Shareholders authorizes the General Director to sign the audit service contract with the selected audit firm.

In case, due to objective reasons, the above audit firms are unable to perform the audit of the Company's 2026 financial statements, the General Meeting of Shareholders authorizes the Board of Directors to select another audit firm based on the criteria set out in Section 1 of this Proposal.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval./.

Recipients:

- As addressed;
- Board of Directors, General Director;
- Archived.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Ho Viet Cuong

PROPOSAL

Regarding: Approval of the 2025 profit distribution plan

To: Annual General Meeting of Shareholders 2026
Duong Hieu Trading and Mining Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th 2019;
- Pursuant to the Charter of Duong Hieu Trading and Mining Joint Stock Company;
- Pursuant to the 2025 business results and the 2025 audited financial statements.

The Board of Directors ("BOD") of Duong Hieu Trading and Mining Joint Stock Company ("Company") respectfully submits to the Annual General Meeting of Shareholders 2026 for approval of the 2025 profit distribution plan as follows:

No	Indicator	Amount (VND)
1	Total accumulated undistributed profit after tax as of 2025	15.791.792.711
	Of which:	
1.1	Accumulated profit after tax as of the end of 2024	10.032.872.975
1.2	Undistributed profit after tax for 2025	5.758.919.736
2	Profit allocated for dividend payment in 2025	15.541.064.550
2.1	Cash dividends: payout ratio of 4.5%, equivalent to VND 450 per share	15.541.064.550
2.2	Share dividends	0
3	Remaining undistributed profit after tax	250.728.161

The General Meeting of Shareholders authorizes the Board of Directors to determine the record date for shareholders entitled to dividends, the dividend payment date, and to carry out all necessary procedures in accordance with applicable laws to complete the dividend payment as stated above.

The Board of Directors respectfully submits this proposal to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Recipients:

- As addressed;
- Board of Directors, General Director;
- Archive: Office.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**


Ho Viet Cuong

No: 04/TTr-BOD

Thai Nguyen, day 28 month 04, year 2026

PROPOSAL

Regarding: Approve the remuneration settlement for BOD and Supervisory Board members for 2025 and the estimated remuneration for 2026

To: Annual General Meeting of Shareholders 2026

Duong Hieu Trading and Mining Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th 2019;
- Pursuant to the Charter of Duong Hieu Trading and Mining Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the remuneration settlement for BOD and Supervisory Board members for 2025 and the estimated remuneration for 2026 as follows:

I. Details of Remuneration Paid to the Board of Directors and the Supervisory Board in 2025:

The remuneration of the Board of Directors and the Supervisory Board members in 2025 was paid according to the levels approved at the Annual General Meeting of Shareholders on April 26th 2025. Specifically, as follows:

- Total remuneration paid to the Board of Directors: 144.00.000vnd.

No.	Full name	Position	Remuneration/year (vnd)
1	Ho Viet Cuong	Chairman of the BoD	84.000.000
2	Le Thi Hong Loan	Member of the BoD	30.000.000
3	Tran Van Hieu	Member of the BoD	10.000.000
4	Ngo Quang Phuc	Member of the BoD	20.000.000
5	Nguyen Thi Dung	Member holding concurrent position	No remuneration

- Total remuneration paid to the Supervisory Board: 84.000.000vnd.

No.	Full name	Position	Remuneration/year (vnd)
1	Tran Ngoc Han	Head of Supervisory Board	36.000.000
2	Pham Thanh Huong	Member of Supervisory Board	24.000.000
3	Pham Thi Tuoi	Member of Supervisory Board	24.000.000

II. Remuneration Plan for the Board of Directors and the Supervisory Board of the Company in 2026:

1. Proposed Remuneration for the Board of Directors in 2026: 174.000.000vnd.

Position	Remuneration (vnd/person/year)	Note
- Chairman of the BoD	84.000.000	
- Member of the BoD	30.000.000	
- Member holding concurrent position	No remuneration	

2. Proposed Remuneration for the Supervisory Board in 2026: 84.000.000vnd.

Position	Remuneration (vnd/person/year)	Note
- Head of Supervisory Board	36.000.000	
- Member of Supervisory Board	24.000.000	

Remuneration for Board of Directors and Supervisory Board members will be finalized and paid at the end of the year (or after the Annual General Meeting of Shareholders).

The foregoing is the report of the Board of Directors of Duong Hieu Trading and Mining Joint Stock Company regarding the remuneration settlement for Board of Directors and Supervisory Board members for 2025 and the estimated remuneration for 2026.

We respectfully request the Annual General Meeting of Shareholders 2026 to consider and approve.

Recipients:

- As addressed;
- Board of Directors, General Director;
- Archive: Office,

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**


Ho Viet Cuong

PROPOSAL

**Regarding: Approval of the production and business plan and
investment plan for 2026**

To: Annual General Meeting of Shareholders 2026

Duong Hieu Trading and Mining Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th 2019;
- Pursuant to the Charter of Duong Hieu Trading and Mining Joint Stock Company;

The Board of Directors ("BOD") of Duong Hieu Trading and Mining Joint Stock Company (the "Company") respectfully submits to the General Meeting of Shareholders ("AGM") for approval the production and business plan and investment plan for 2026 as follows:

1. Production and business plan:

Key economic indicators:

Indicators	Unit	Actual 2025	Plan 2026	Growth rate
Revenue	Million VND	2,897,249	3,369,266	16.29%
Total cost	Million VND	2,936,814	3,368,101	14.69%
Profit before tax	Million VND	7,787	8,200	5.30%

2. Investment plan:

Continue to promote investment and expand production and business activities, focusing on the steel and construction sectors; consolidate, maintain and enhance the Company's reputation and position in both domestic and international markets through cooperation, joint ventures, partnerships or direct investment;

Focus on the sustainable forest management project, FSC forest certification and carbon credit issuance; at the same time, develop investment plans for timber procurement, production and processing activities;

Invest in real estate business and other investment activities to ensure safe capital development and bring efficiency to the Company;

For branches and affiliated units: continue monitoring and supervision; based on actual operating conditions, develop plans for expansion, downsizing, dissolution, suspension or cooperation.

3. Financial plan:

To ensure capital sources for production and business and investment activities in order to achieve the revenue and profit targets set out in Section 1 of this Proposal, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the policy on capital mobilization from banks, credit institutions, organizations and individuals (including shareholders) with a maximum total value for business and investment activities of: VND 650.000.000.000 (*In words: Six hundred and fifty billion Vietnamese Dong only*).

4. Implementation Solutions:

Continue to maintain and strengthen the Company's position while expanding market share in the steel and construction sectors;

Focus on developing plans for FSC certification exploitation and carbon credit trading projects in the coming years, aiming at green economic development in line with global trends;

Diversify products and customer segments; enhance customer care for existing, new and potential customers;

Study and develop cooperation, joint venture and partnership plans with enterprises operating in relevant sectors such as steel manufacturing, raw materials for steel and construction, timber production and processing, and mining (ore, stone, sand, etc.);

Continue to survey the market for both movable and immovable assets for investment purposes.

5. Authorization for the BOD:

The Board of Directors respectfully submits to the General Meeting of Shareholders for authorization to perform the following tasks:

Organize and implement capital arrangement and mobilization; select banks, credit institutions and individuals; proactively use assets for loan guarantees (including real estate, valuable papers, shares and other assets) in compliance with legal regulations and the Company's Charter;

Perform other necessary tasks related to the implementation of the above plan to meet operational needs and ensure the highest interests of the Company and its shareholders.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Recipients:

- As addressed;
- Board of Directors, General Director;
- Archived.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



[Signature]
Ho Viet Cuong

PROPOSAL
Regarding: Change of the company name

To: Annual General Meeting of Shareholders 2026
Duong Hieu Trading and Mining Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th 2019;
- Pursuant to the Charter of Duong Hieu Trading and Mining Joint Stock Company;

The Board of Directors ("BOD") of Duong Hieu Trading and Mining Joint Stock Company (the "Company") respectfully submits to the General Meeting of Shareholders ("AGM") for approval of the change of the Company name as follows:

*** Company name before change:**

- Vietnamese name : Duong Hieu Trading and Mining Joint Stock Company.
- English name : Duong Hieu Trading and Mining Joint Stock Company.
- Abbreviated name : Duong Hieu JSC.

*** Company name after change:**

- Vietnamese name : DHM Investment and Trading Joint Stock Company.
- English name : DHM Investment and Trading Joint Stock Company.
- Abbreviated name : DHM JSC.

The Board of Directors respectfully submits to the General Meeting of Shareholders for authorization to the Board of Directors to organize and implement procedures related to the change of the Company name with competent authorities, including the amendment of the Enterprise Registration Certificate, change of the Company seal, and amendment of Clause 1, Article 2 of the Company's Charter.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Recipients:

- As addressed;
- Board of Directors, General Director;
- Archive: Office.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Ho Viet Cuong

PROPOSAL

**Regarding: Approval of the dismissal and additional election of members
of the Board of Directors**

To: Annual General Meeting of Shareholders 2026
Duong Hieu Trading and Mining Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th 2019;
- Pursuant to the Charter of Duong Hieu Trading and Mining Joint Stock Company;

The Board of Directors ("BOD") of Duong Hieu Trading and Mining Joint Stock Company ("Company") respectfully submits to the Annual General Meeting of Shareholders for approval of the dismissal and additional election of members of the BOD for the term 2022-2027 as follows:

1. Approval of the dismissal of a BOD member:

Based on the resignation letter of Mr. Ngo Quang Phuc - BOD member, due to personal reasons, he is unable to continue holding the position.

The BOD respectfully submits to the AGM for approval of the dismissal of Mr. Ngo Quang Phuc from the position of BOD member, effective from April 28th 2026.

2. Approval of the additional election of a BOD member for the term 2022-2027:

- Number of additional members to be elected to the BOD for the term 2022-2027: 01 member.
- List of candidates:

No	Full Name of Candidate	Year of birth	Current Position	Proposed Position	Conditions/Standards
1	Hoang Thi Lan	1990	None	BOD Member	(ii) In accordance with the Law and Company Charter; (ii) Resume published on the Company's website.

We respectfully request the Annual General Meeting of Shareholders 2026 to consider and approve.

Recipients:

- As addressed;
- Board of Directors, General Director;
- Archive: Office.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**


Ho Viet Cuong

**DUONG HIEU TRADING AND
MINING JOINT STOCK COMPANY
BOARD OF DIRECTORS**

No: 08/TTr-BOD

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Thai Nguyen, day 28. month 04. year 2026

PROPOSAL

**Regarding: Approval of Share Transfer Resulting In Ownership Exceeding 25% Of
Charter Capital Without Public Tender Offer**

To: Annual General Meeting of Shareholders 2026
Duong Hieu Trading and Mining Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th 2019;
- Pursuant to the Charter of Duong Hieu Trading and Mining Joint Stock Company;
- Based on the proposal of the shareholder, Thai Hung Trading Joint Stock Company (Enterprise Registration No.: 4600310787).

Thai Hung Trading Joint Stock Company is a leading steel manufacturing and trading enterprise in Thai Nguyen Province, currently holding 1,282,985 voting shares, equivalent to 3.7% of the charter capital of Duong Hieu Trading and Mining Joint Stock Company.

Thai Hung Trading Joint Stock Company and its related persons intend to acquire additional DHM shares without conducting a public tender offer in accordance with Clause 1, Article 35 of the Law on Securities No. 54/2019/QH14.

The Board of Directors has worked with Thai Hung Trading Joint Stock Company on the above matter and hereby respectfully submits to the General Meeting of Shareholders for approval of the DHM share transfer transaction to increase its ownership percentage without a public tender offer, with the following details:

1. Transferors not required to conduct a public tender offer:

Existing Shareholders of Duong Hieu Trading and Mining Joint Stock Company
(List attached in the appendix to this proposal)

2. Transferee not required to conduct a public tender offer:

Thai Hung Trading Joint Stock Company

3. Cases not required to conduct a public tender offer:

The organization specified in Section 2 above is not required to conduct a public tender offer when receiving the transfer of voting shares of Duong Hieu Trading and Mining Joint Stock Company owned by the shareholders specified in Section 1, resulting in the ownership ratio reaching or exceeding thresholds of 25%, 35%, 55%, 65% and 75% of the voting shares of Duong Hieu Trading and Mining Joint Stock Company in accordance with the law.

4. Transaction method:

Transfer through automatic order matching and/or put-through on the Ho Chi Minh Stock Exchange (HOSE) trading system in accordance with regulations of the Stock Exchange.

5. Authorization:

The General Meeting of Shareholders authorizes the Board of Directors to decide all matters related to the above transfer transaction to ensure the implementation of the contents of this Proposal after being approved by the 2026 Annual General Meeting of Shareholders.

We respectfully request the Annual General Meeting of Shareholders 2026 to consider and approve.

Recipients:

- As addressed;
- Board of Directors, General Director;
- Archive: Office.

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN

Ho Viet Cuong



Appendix

(Attached to Proposal No. 08/TTr-HĐQT)

LIST OF ORGANIZATIONS AND INDIVIDUALS EXEMPT FROM MANDATORY PUBLIC TENDER OFFERS

No.	Shareholder' name	ID	Date issue	Address	Number of shares
1	Duong Thi Thuy Ha	019183001019	06/08/2023	Group 09, Quang Trung, Thai Nguyen	797.430
2	Le Thanh Tuan	042067000523	12/04/2021	Group 14, Hoang Van Thu, Thai Nguyen	1.724.129
3	Nguyen Manh Tuan	019090013182	17/12/2021	Group 2, Gia Sang ward, Thai Nguyen	587.667
4	Nguyen Thi Huyen	004182000231	12/04/2021	Group 6, Chua Hang, Thai Nguyen	1.580.380
5	Nguyễn Thị Linh	030194006538	03/12/2022	Group 5, Tan Thinh, Thai Nguyen	1.100.000
6	Nguyen Thi Thu	019179008580	25/06/2021	Cong Don hamlet, Co Lung, Phu Luong, Thai Nguyen	804.410
7	Nguyen Van Thang	038093006429	28/12/2022	Group 5, Gia Sang, Thai Nguyen	375.200
8	Pham Quang Huy	014095005446	04/05/2021	Group 6, Quyet Tam, Son La	1.779.780
9	Truong Quang Thang	038098026629	20/08/2021	Pho Kieu, Yen Truong commune, Yen Dinh District, Thanh Hoa Province	1.742.070
10	Trinh Gia Tung	019096006954	12/06/2022	Group 9, Gia Sang, Thai Nguyen	2.560.360
11	Tran Thi Le Thuy	091879274	03/02/2015	Gia Sang ward, Thai Ngguyen	298.206
12	Do Quang Kien	019084000638	04/09/2024	Group 8, Gia Sang, Thai Nguyen	1.650.110
13	Nguyen Thi Thanh Huyen	019179000867	12/04/2021	Group 8, Gia Sang, Thai Nguyen	183.370
14	Nguyen Thi Thao Trang	091571862	06/05/2009	Cam Giá, Thai Nguyen	180.006
15	Cao Bac trading joint stock company	4600273133	25/07/2023	No. 70, Hoang Van Thu street, Thai Nguyen	1.697.750
16	B.C.H joint stock company	0800286887	05/03/2020	Km77+500, Kim Thanh District, Hai Duong Province	1.658.250