



**DO THANH ENGINEERING JOINT STOCK COMPANY**  
59-65 HUYNH MAN DAT STREET – AN DONG WARD – HO CHI MINH CITY .

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## PROGRAM

### 20TH ANNUAL GENERAL MEETING OF SHAREHOLDERS26

(Friday, June 5, 2026 at the Youth Union Club Hall

No. 6, Huyen Tran Cong Chua Street, Ben Thanh Ward, Ho Chi Minh City)

STT	CONTENT	TIME	NOTE
1	Welcoming delegates, registering to attend, receiving materials	8.30 - 9.00	
2	<ul style="list-style-type: none"><li>- Statement of reasons, introduction of attendees</li><li>- Report on the results of the shareholder eligibility check for attending the university.</li></ul>	9.00 - 9.15	
3	Introduction and approval: <ul style="list-style-type: none"><li>- Annual General Meeting Program 2026</li><li>- Composition of the Presiding Committee, Secretary, and Vote Counting Committee.</li><li>- Through the University Regulations.</li></ul>	9.15 – 9.30	Voting by BQ ballot
4	Opening of the Congress:	9.30 – 9.40	
5	<ul style="list-style-type: none"><li>- Summary report of business and production activities in 2025</li><li>- Orientation of the 2026 Production and Business Plan</li><li>- Monitoring Board's Activity Report for 2025</li><li>- Announcing the audited financial statements for 2025.</li></ul>	9.40 - 10.15	
6	Through the submission: <ul style="list-style-type: none"><li>-Profile outlining the projected profit distribution for 2025.</li><li>Board of Directors Remuneration - Supervisory Board 2025</li><li>- A proposal regarding the structure and number of members to be appointed to the Board of Directors. Supervisory Board for the 2026 – 2030 term, nominated for Board of Directors – new Supervisory Board</li><li>- Proposal for authorizing the Board of Directors to select the auditing firm in 2026</li><li>- Through the 49% foreign ownership rate</li></ul>	10.15 - 10.30	Voting by BQ ballot
7	<b>BREAK</b>	10.30 - 10.50	
8	<ul style="list-style-type: none"><li>- Summary report of the Board of Directors' term 2021 – 2025</li><li>- Election of new Board of Directors and Supervisory Board for 2025 – 2030 according to the proposal</li><li>- Discuss the contents of section 5.</li><li>- The Chairman of the University will acknowledge and explain the opinions of the Shareholders (if any)</li></ul>	10.50 - 11.10	Voting by BQ ballot

9	- Through the Minutes and Resolutions of the Congress	10.11 – 11.20	
10	- Concluding remarks at the Congress and closing statement	11.20 - 11.30	

**ANNUAL SHAREHOLDER MEETING 2026**





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**DO THANH ENGINEERING JOINT STOCK COMPANY  
BY THANH TECHNOLOGY CORPORATION**

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**LIST  
CHAIRPERSON, SECRETARY, VOTE COUNTING COMMITTEE  
AT THE 2026 ANNUAL GENERAL ASSEMBLY OF ANCIENT BRONZE  
TREES**

*(June 5, 2026)*

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**I/ PRESIDING OFFICER :**

1. Mr LE QUANG HIEP Chairman of the Board

**II/ SECRETARY:**

1. Sister TRUONG THI THU TC Department Staff

**III/ VOTE COUNTING COMMITTEE:**

1. Ms. Nguyen Hong Nhung KTT Head of Department  
2. Ms. Tran Thi Thu Thao Supervisory Board Member, Deputy Head  
3. Ms. Tran Thi Thuy Duong PKT staff UV  
4. Ms. Truong Thi Kim Thuy P.TC staff UV

**CONGRESS ORGANIZING COMMITTEE**



**DO THANH  
ENGINEERING JOINT  
STOCK COMPANY**

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DONG WARD – HO CHI MINH CITY .  
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**POWER OF ATTORNEY**  
**ATTEND THE 2026 ANNUAL SHAREHOLDER MEETING**  
**DO THANH ENGINEERING JOINT STOCK COMPANY**

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***TO : THE ORGANIZING COMMITTEE OF THE 2026 TN SHAREHOLDER  
MEETING DO THANH ENGINEERING JOINT STOCK COMPANY***

**1/ Authorized person:**

Full name: \_\_\_\_\_ Student ID: \_\_\_\_\_  
ID Card/Citizen Identification Number: \_\_\_\_\_ Issued on: \_\_\_/\_\_\_/\_\_\_ Issued  
at: \_\_\_\_\_  
Permanent address: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Currently owns: \_\_\_\_\_ Shares of Do Thanh Engineering Joint Stock Company.  
(In words: \_\_\_\_\_ )

**2/ The authorized person rights:**

Grandparents ): \_\_\_\_\_  
ID Card/Citizen Identification Number: \_\_\_\_\_ Issued on: \_\_\_/\_\_\_/\_\_\_ Issued  
at: \_\_\_\_\_  
Permanent address: \_\_\_\_\_  
Phone: \_\_\_\_\_

Authorized to represent the shareholders at the 2025 Annual General Meeting of Do Thanh Engineering Joint Stock Company to vote on matters within the authority of the Meeting, with the number of votes corresponding to the number of authorized shares mentioned above.

The grantor is fully responsible before the law for this authorization and undertakes not to make any claims afterward.

... .., Date.....Month.....Year 2026

**AUTHORIZED PERSON**  
(Signature and printed name)

**AUTHORIZED PERSON**  
(Signature and printed name)



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**Draft**

## REGULATIONS

### ORGANIZING THE 2026 ANNUAL GENERAL ASSEMBLY OF THE WINTER HARVESTER DO THANH ENGINEERING JOINT STOCK COMPANY

To ensure that the 2026 General Meeting of Shareholders takes place in accordance with regulations and is a resounding success, the Organizing Committee has developed the following Rules of Procedure for the Meeting:

**Article 1:** Rights of shareholders and shareholder representatives attending the University:

1. Each shareholder and shareholder representative attending the shareholders' meeting will receive a voting card containing a code number, the number of shares they own, and their representative number. The voting value of the voting card corresponds to the ratio of the number of shares that person owns and represents to the total number of voting shares held by shareholders and shareholder representatives present at the University.
2. Shareholders and their representatives, after hearing the proposals on the issues for which the university is seeking opinions, will discuss and approve each part through voting.
3. Shareholders who arrive after the university has opened have the right to register and immediately afterwards have the right to attend and vote at the university, but the presiding officer is not responsible for stopping the university when they register, and the validity of the voting rounds that have already taken place is not affected.

**Article 2:** The obligations of shareholders and shareholder representatives attending the University are to comply with the University's organizational regulations and respect the results of their work at the University.

**Article 3:** Duties of the organizing committee and the supervisory board at the University:

1. The organizing committee receives and checks shareholder documents for meetings, distributes materials, and distributes voting cards.
2. The company's supervisory board checks the percentage of voting shares that attend to report to the university.



**Article 4:** Rights and obligations of the head of the conference and the university secretary:

1. The university president's decision regarding the order, procedures, or events arising outside the university program will be judgmental.
2. The university's presiding officer takes the necessary measures to manage the university in accordance with the law, in an orderly manner, and to ensure that the university reflects the wishes of the majority of attending shareholders.
3. The secretary performs support duties as assigned by the university's presiding officer. All meeting agenda items must be recorded in the minutes by the secretary.

**Article 5:** The General Meeting of Shareholders shall be held when at least 51% of the voting shares on the list of invited shareholders are present.

**Article 6:** Adoption of the Meeting's Decision

The university's decision is approved when at least 65% of the shareholders' voting shares are represented by the shareholder representatives attending the meeting.

**Article 7:** This regulation consists of 7 articles, applicable to the organization of the 2026 Annual General Meeting of Shareholders, and effective for all shareholders attending the Meeting and the Organizing Committee of the Meeting from the time the Meeting approves it.

TM. BOARD OF DIRECTORS





Ho Chi Minh City, April 10, 2026

## REPORT ACTIVITIES OF THE SUPERVISORY BOARD IN 2025

- Based on the Law on Enterprises of the Socialist Republic of Vietnam and the Articles of Association of Do Thanh Engineering Joint Stock Company regarding the powers and duties of the Supervisory Board in joint stock companies.
- Based on the Regulations on the Operation of the Supervisory Board of Do Thanh Engineering Joint Stock Company, the responsibilities, powers, and working procedures of the Supervisory Board are stipulated.

The Supervisory Board of Do Thanh Engineering Joint Stock Company hereby reports on the activities of the Supervisory Board *in* 2025 with the following specific details:

### I. EVALUATING BUSINESS PERFORMANCE :

(Unit: million VND)

TARGETS	Y2021	Y2022	Y2023	Y2024	Y2025	Comparing Y2025/Y2024	
1 Revenue	156,875	187,367	171,544	197,640	206,835	9,195	4.7%
2 Revenue deductions	130	407	398	254	675	422	166.3%
3 Net revenue	156,745	186,960	171,146	197,386	206,160	8,774	4.4%
4 Cost of goods sold	137,718	161,946	144,541	163,785	170,818	7,033	4.3%
5 Gross profit	19,027	25,014	26,605	33,601	35,342	1,741	5.2%
6 Financial revenue	32	1,828	464	1,212	1,092	(120)	-9.9%
7 Financial costs	1,787	1,373	2,090	2,225	1,157	(1,069)	-48.0%
8 In which: Interest expense	1,450	1,340	1,920	1,520	1,108	(411)	-27.1%
8 Selling expenses	6,521	8,088	8,322	10,410	10,599	189	1.8%
9 Business Management Costs	5,232	5,121	5,866	6,651	7,867	1,216	18.3%
10. Net Profit/(Loss)	5,520	12,259	10,790	15,526	16,811	1,285	8.3%
11 Other income	1	76	0	4	18	13	
12 Other expenses	958	798	150	288	34	(254)	-88.2%
13 Other profits	(957)	(722)	(150)	(284)	(16)	267	-94.2%
14 Net Profit Before Tax	4,563	11,537	10,640	15,243	16,795	1,552	10.2%
15. Income Tax Expenses	1,099	2,319	2,136	3,824	3,406	(419)	-11.0%
17. Net profit after tax	3,464	9,218	8,504	11,418	13,389	1,971	17.3%

In 2025, the company recorded growth in revenue and profit; however, the growth rate tended to be more stable compared to previous years, reflecting a period of maintaining and optimizing operational efficiency.

#### 1. Revenue and revenue structure

- Net revenue reached VND 206,160 million, an increase of 4.4% compared to 2024.
- Total revenue reached VND 207,270 million, an increase of 4.4%, mainly driven by core business activities.
- Financial revenue decreased by 9.9%, indicating that revenue from non-core operations is no longer a significant contributor.
- Other income increased sharply (+314.5%), but the absolute value was small and did not significantly affect the overall figure.

Overall, revenue growth is substantial and focused on core operations, but the growth rate is not yet high.

I. REVENUE							
	Y2021	Y2022	Y2023	Y2024	Y2025	Comparing Y2025/Y2024	
1 net revenue	156,745	186,960	171,146	197,386	206,160	8,774	4.4%
2 financial revenue	32	1,828	464	1,212	1,092	(120)	-9.9%
3 Other income	1	76	0	4	18	13	314.5%
<b>Total Revenue</b>	<b>156,778</b>	<b>188,864</b>	<b>171,610</b>	<b>198,602</b>	<b>207,270</b>	<b>8,667</b>	<b>4.4%</b>
II. EXPENSE							
1 Cost of goods sold	137,718	161,946	144,541	163,785	170,818	7,033	4.3%
2 Financial costs	1,787	1,373	2,090	2,225	1,157	(1,069)	-48.0%
3 Selling expenses	6,521	8,088	8,322	10,410	10,599	189	1.8%
4 Business Management Costs	5,232	5,121	5,866	6,651	7,867	1,216	18.3%
5 Other expenses	958	798	150	288	34	(254)	-88.2%
6. Income tax expense	1,099	2,319	2,136	3,824	3,406	(419)	-11.0%
<b>Total Cost</b>	<b>153,314</b>	<b>179,647</b>	<b>163,106</b>	<b>187,184</b>	<b>193,881</b>	<b>6,697</b>	<b>3.6%</b>
<b>Total Costs/Total Revenue</b>	<b>97.8%</b>	<b>95.1%</b>	<b>95.0%</b>	<b>94.3%</b>	<b>93.5%</b>	<b>(0)</b>	<b>-0.8%</b>
III. PROPORTION / TOTAL AREA							
	Y2021	Y2022	Y2023	Y2024	Y2025		
1 Cost of goods sold	87.8%	85.7%	84.2%	82.5%	82.4%	0.1%	
2 Financial costs	1.1%	0.7%	1.2%	1.1%	0.6%	-0.6%	
3 Selling expenses	4.2%	4.3%	4.8%	5.2%	5.1%	-0.1%	
4 Business Management Costs	3.3%	2.7%	3.4%	3.3%	3.8%	0.4%	
5 Other expenses	0.6%	0.4%	0.1%	0.1%	0.0%	-0.1%	
6. Income tax expense	0.7%	1.2%	1.2%	1.9%	1.6%	-0.3%	
7 Profit after tax	<b>2.2%</b>	<b>4.9%</b>	<b>5.0%</b>	<b>5.7%</b>	<b>6.5%</b>	<b>0.7%</b>	

## 2. Costs and Cost Control

- Total costs increased by 3.6%, lower than the rate of revenue growth → a positive sign.
- Cost of goods sold increased by 4.3%, corresponding to revenue growth → essentially under control.
- Financial costs decreased sharply by 48%, including a 27.1% reduction in interest expenses, reflecting an improvement in the financial structure and reduced debt pressure.
- Selling expenses increased slightly by 1.8%, consistent with the expansion of operations.
- Administrative expenses increased by 18.3%, faster than the rate of revenue growth → further monitoring of the efficiency of administrative expense utilization is needed.
- Other expenses decreased sharply by 88.2%, contributing to improved profitability.

Overall, the company has improved in cost control, particularly financial costs, but the rapidly increasing administrative costs need to be noted.

## 3. Profit and profitability

- Net profit after tax reached VND 13,389 million, an increase of 17.3% – higher than the revenue growth rate.
- The return on sales (ROS) reached 6.5%, up from 5.7% in 2024.
- Gross profit increased by 5.2%, and the gross margin reached 17.1%, a slight improvement.

Profits increased primarily due to:

- Reduce financial costs.
- Control other costs

→ This shows improved operational efficiency, not just based on increased revenue.

## II. ASSET AND FINANCIAL ANALYSIS

IV. TARGETS AND CRITERIA	Y2021	Y2022	Y2023	Y2024	Y2025	Compare	Y2025/Y2024	Quality
<b>** SHORT-TERM ASSETS</b>	<b>76,374</b>	<b>88,852</b>	<b>89,466</b>	<b>98,092</b>	<b>104,647</b>	<b>6,554</b>	<b>6.7%</b>	<b>56%</b>
Cash and cash equivalents	18,617	33,200	27,817	37,106	34,410	(2,696)	-7.3%	19%
Short-term financial investment	0	0	0	0	0	-	0.0%	0%
Short accounts receivable	21,249	22,032	26,207	24,690	35,407	10,716	43.4%	19%
Inventory	35,619	32,144	33,686	35,477	34,540	(938)	-2.6%	19%
Other short-term assets	889	1,476	1,756	819	290	(529)	-64.6%	0%
<b>** LONG-TERM ASSETS</b>	<b>75,744</b>	<b>77,889</b>	<b>82,013</b>	<b>83,346</b>	<b>81,324</b>	<b>(2,021)</b>	<b>-2.4%</b>	<b>44%</b>
Long-term receivables	-	-	-	-	-	-	-	0%
Fixed assets	74,008	74,589	77,469	80,218	75,977	(4,240)	-5.3%	41%
Long-term unfinished assets	-	-	-	-	-	-	-	0%
Long-term financial investment	1,500	1,500	1,500	-	-	-	-	0%
Other long-term assets	236	1,799	3,044	3,128	5,347	2,219	70.9%	3%
<b>TOTAL ASSETS</b>	<b>152,118</b>	<b>166,741</b>	<b>171,479</b>	<b>181,438</b>	<b>185,971</b>	<b>4,533</b>	<b>2.5%</b>	<b>100%</b>
<b>LIABILITIES</b>	<b>30,786</b>	<b>37,472</b>	<b>41,163</b>	<b>47,228</b>	<b>46,093</b>	<b>(1,135)</b>	<b>-2.4%</b>	<b>25%</b>
Short-term debt	30,279	36,965	40,656	46,721	44,226	(2,495)	-5.3%	24%
Long bow	507	507	507	507	1,868	1,361	268.4%	1%
<b>** EQUITY</b>	<b>121,332</b>	<b>129,269</b>	<b>130,316</b>	<b>134,210</b>	<b>139,878</b>	<b>5,668</b>	<b>4.2%</b>	<b>75%</b>
Owner's capital contribution	121,332	129,269	130,316	134,210	139,878	5,668	4.2%	75%
Funding sources and other funds	-	-	-	-	-	-	-	0%
<b>TOTAL FUNDING</b>	<b>152,118</b>	<b>166,741</b>	<b>171,479</b>	<b>181,438</b>	<b>185,971</b>	<b>4,533</b>	<b>2.5%</b>	<b>100%</b>

### 1. Size and structure of assets

- Total assets reached VND 185,971 million, an increase of 2.5%.
- Current assets account for 56%, an increase of 6.7% → maintaining a flexible structure.
- Long-term assets decreased by 2.4%, mainly due to: Fixed assets decreased by 5.3% → because depreciation exceeded new investments.

→ The asset structure is relatively stable, with no signs of significant investment expansion.

### 2. Asset quality and working capital

- Short-term receivables increased sharply by 43.4%, accounting for nearly 19% of total assets: attention should be paid to credit policy and debt collection.
- Inventory decreased slightly by 2.6% → positive.
- Cash and cash equivalents fell by 7.3%, but remained at a reasonable level.

→ The main risk lies in the rapidly increasing accounts receivable, which could impact cash flow.

### 3. Capital structure and financial safety level

- Liabilities decreased by 2.4%, including:
  - Short-term debt decreased by 5.3%.
  - Long-term debt increased, but on a small scale.
- Equity increased by 4.2%, accounting for 75% of total capital.

The indicators:

- Debt/Equity: 33%
- Debt/Total Assets: 25%

→ The company maintains a **safe capital structure, low leverage**, and low financial risk.

## III. FINANCIAL RATIO ANALYSIS

V. FINANCIAL INDICATORS	Y2021	Y2022	Y2023	Y2024	Y2025
** Capital utilization efficiency/profitability	Y2021	Y2022	Y2023	Y2024	Y2025
ROE (LNST/VCSH)	2.9%	7.1%	6.5%	8.5%	9.6%
ROA (Net Profit/Total Assets)	2.3%	5.5%	5.0%	6.3%	7.2%
ROS (Net Profit/Net Profit)	2.2%	4.9%	5.0%	5.8%	6.5%
Gross profit/DTT	12.1%	13.4%	15.5%	17.0%	17.1%
Inventory Turnover Ratio (Revenue / Inventory)	4.4	5.8	5.1	5.6	6.0
Interest payment = (Profit before tax + Interest) / Interest	4.1	9.6	6.5	11.0	16.2
** Capital structure, stability					
Debt/Equity	25%	29%	32%	35%	33%
Debt to the General Cr	20%	22%	24%	26%	25%
** Growth rate (next year/previous year)					
Revenue growth rate (times)	1.0	1.2	0.9	1.2	1.0
Profit growth rate (times)	0.4	2.7	0.9	1.3	1.2

### 1. Profitability

- ROE: 9.6% (up from 8.5%)
- ROA: 7.2% (up)
- ROS: 6.5% (up)

→ Profitability improved uniformly, reflecting better cost management.

### 2. Operational efficiency

- Inventory turnover ratio: 6.0 times (↑) → better inventory management.
- Interest coverage ratio: 16.2 times (strong increase) → very good debt repayment capacity, low financial pressure.

### 3. Growth

- Revenue growth: ~1.0 times (stable)
- Profit growth: ~1.2 times (better than revenue)

→ The company is transitioning from a phase of rapid growth to **phase of quality growth**.

## IV. OVERALL ASSESSMENT

### 1. Positive points

- Revenue and profits continue to grow.
- Profit margins improved.
- Financial costs have decreased significantly, leading to reduced debt burden.
- Safe capital structure, low debt ratio.
- Profitability (ROE, ROA) has improved.

### 2. Risks and issues to consider

- Accounts receivable increased sharply (+43.4%) → potential cash flow risk.
- Management costs are increasing rapidly (+18.3%) → effective control is needed.
- Fixed assets decreased → no clear signs of expansion investment are visible yet.
- Revenue growth remains modest.

## V. CONCLUSIONS & RECOMMENDATIONS (Board of Supervisors)

**Conclusion:** In 2025, the company maintained stable operations, improved profitability, and effectively controlled costs, especially financial costs. The financial structure was safe with



low risk. However, some factors to monitor included limited revenue growth, increasing administrative costs, and risks from accounts receivable.

**Recommendation:** The Supervisory Board proposes:

1. Strengthen the management of accounts receivable and control sales credit.
2. Review management costs to ensure efficiency is commensurate with the scale of operations.
3. Develop a long-term investment plan to avoid the decline in the capacity of fixed assets.
4. Continue to optimize capital structure and maintain the advantage of low financing costs.
5. Promote sustainable revenue growth solutions, especially from core operations

The above is a summary of the Supervisory Board's inspection and monitoring activities, presented to the Shareholders' General Meeting. We sincerely hope to receive constructive feedback from our esteemed shareholders to help us better fulfill our duties in the coming fiscal year.

Best regards.

**TM. DTT CONTROL BOARD**

**Prefect**

A handwritten signature in black ink, appearing to read "Hang", with a long horizontal flourish extending to the right.

**TRAN THI THANH HANG**

Do Thanh Engineering Joint Stock Company, Ho Chi Minh City, May 3, 2026  
Board of Directors  
Number: 12/HĐQT-TT/2026

## REPORT

### Regarding the projected profit distribution for 2025 Remuneration for the Board of Directors and Supervisory Board in 2025

To: The General Meeting of Shareholders

-Based on the after-tax profit results of Do Thanh Engineering Joint Stock Company in 2025 Audited on March 27, 2026.

- The Board of Directors of the company presents the proposed profit distribution and fund allocation plan for 2025 as follows:

1/ Net profit after tax in 2025 = 13,389,807,435 VND.

2/ Remaining undistributed profit for 2024 = 5,623,482,601 VND

Total undistributed profit: 1 + 2 = 19,013,290,036 VND

3/ The General Meeting of Shareholders proposes the following dividend distribution to shareholders and fund allocations for 2025:

3.1/ Dividend distribution to shareholders at a rate of **8% of charter capital (800 VND/share)**

8% of VND 81,518,200,000 = VND 6,521,456,000.

3.2/ Distribution of remaining profit funds:

**10% of charter capital (1000 VND/share)** to the Development Investment Fund.

10% (81,518,200,000 VND) = 8,151,820,000 VND

**2% of charter capital (160 VND/share)** to the reward and welfare fund.

2% of VND 81,518,200,000 = VND 1,630,364,000

**Allocate remaining undistributed profits.:**

19,013,290,036 VND - (3.1 + 3.2) = 2,709,650,036 VND

4/ Remuneration for the Board of Directors and Supervisory Board in 2025:

- Chairman of the Board of Directors: 5 million VND/month; Supervisory Board Chairman: 3 million VND/month

- Chairman of the Board of Directors: 4 million VND/month; Member of the Supervisory Board: 2.5 million VND/month

- Board of Directors: 3 million VND/month

Total expenditure in 2025: 312 million VND/year (2% of profit in 2025)

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

COMPANY BOARD OF DIRECTORS



CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ  
*Lê Quang Hiệp*

Do Thanh Engineering Joint Stock Company Ho Chi Minh City , May 10 , 2026  
Board of Directore  
Number: **13**/HDQT-TT/2026

**REPORT**  
**Regarding the Selection of an auditieng firm for 2026**

To: The General Meeting of Shareholders

- Based on legal regulations regarding the selection of annual audit firms for listed companies.

- We propose that the General Meeting of Shareholders of Do Thanh Engineering Joint Stock Company authorize the Board of Directors to select the auditing firm for the 2026 fiscal year as follows::

- 1- AASC Auditing Company.
- 2 - AC Auditing Company.

Respectfully submitted, seeking the opinion of the assembly. ,

COMPANY BOARD OF DIRECTORS



CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ  
*Lê Quang Hiệp*

## REPORT

### Regarding the structure and number of members of the Board of Directors and Supervisory Board for the 2026-2030 term.

- Based on the company's business performance, the activities of the Board of Directors, and the activities of the Supervisory Board during the 2021-2025 term.
- Based on the business production orientation and assessment of the socio-economic developments in the country and the world related to the company's operations from 2026-2030.
- Based on the minutes of the company's Board of Directors meeting on April 14, 2026, which discussed and agreed upon the structure and number of members of the Board of Directors for the 2026-2030 term.
- The company's Board of Directors has submitted a proposal to the General Meeting of Shareholders seeking approval for the structure and number of members of the Board of Directors for the term 2026-2030 as follows:

1/ The Board of Directors consists of 5 members (2 executive members, 3 independent members).

Regarding personnel nominations, the former Board of Directors (holding >50% of VDL) nominated 100% of the Board members from the 2021-2025 term to continue running for the new Board of Directors for the 2026-2030 term.

2/ The Supervisory Board consists of 3 members (1 independent member, 2 members from the company).

Regarding the nomination of former Board of Directors members (holding >50% of VDL), it is recommended that 100% of the Supervisory Board members for the 2021-2025 term continue to be nominated for the Supervisory Board for the 2026-2030 term.

Respectfully submitting this for the congress's opinion.

TM. BOARD OF DIRECTORS .



CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ  
*Lê Quang Hiệp*

Engineering Joint Stock Company turmeric Ho Chi Minh City , May 10, 2026.  
Festival Copper Manager Treatment  
Number: 11/ BCTK-2025.

## **REPORT**

### **SUMMARY OF BUSINESS ACTIVITIES AND WORK PLAN FOR 2025.**

#### **I/ Special point love image :**

- In 2025 image production and business in Vietnam still meet much difficult scarf by author movement pepper pole from love condition no fine land main treatment above much area abyss position gender, cause no fine source original the and price plastic import mouth, cause difficult in plan predetermined production and business and real presently single row export mouth in year belong to Company .
- Love image strength buy , consume use in water next custom reduce shoot, kick fee head enter production and business increase, edge painting market school price short day the more decision paralysis , causing pressure force in chest reason thing onion Company .
- Real Currently, at the General Meeting of Shareholders 2025 , the Company Satisfied explode force chest reason and obtain conclude fruit after :

#### **II/ Conclusion fruit active movement product Export- business 2025:**

No.      The only Target for calculating the 2025 plan; Actual 2025; % of the plan.

- |  |                  |             |       |
|--|------------------|-------------|-------|
| 1 Total Product quantity product export          | 3700 tons        | 3589        | 97%   |
| Product quantity pepper recipient                | nt 4099          | 115%        | SLSX  |
| 2. Revenue production and business               | billion VND      | 200 206 .83 | 105 % |
| -Revenue export                                  | nt 24 22 ,95     | 98.2%       |       |
| - Price capital row Sales %                      | ≤ 84%            | DTtt 82.7 % | 98.2% |
| 3 Benefits profit after tax                      | Vietnam currency | >8 13.38    | 162%  |
| 4 Total Number of workers (average)              | 200 199          | 105%        |       |
| 5 Coins Average salary for employees in Vietnam: | 10, 11.5 ,       | 115%.       |       |
| 6. Average income of employees in VND            | 13 13.4          | 105 %       |       |
| 7 Functions Labor productivity in VND            | 720 1008         | 140%        |       |

Fight price general : In love image still much difficult towel, complex miscellaneous, company Satisfied Have much explode force complete wall the only pepper owner weak topic go out in 2025 .

#### **III/ Work author chest treatment :**

1/ Person Board of Directors:

Board of Directors elected by the General Shareholders' Meeting from 2021 to the present , no Have replace change , including the Name book like after :

1/O Le light Hiep      Owner Chairman of the Board of Directors, Member thing union .

2/ Mr. Nguyen Bang Tam TV, Board of Directors Member toxic establish .

3/ Mr. Truong rich TV War , Board of Directors Member toxic establish

4/O Ton chapter Duong TV, Board Member toxic establish

5/O Le labour The role of Vice Chairman of the Board of Directors – Vice General Director union Company .

2/ Activity movement of the Company's Board of Directors :

-Definition week constant Dear Sir /Madam, Board of Directors of the Company nest function meeting fight price love image production and business Company, out resolution decision only religion about the problem topic border mandarin arrive production and business Companies, topic resolution of the Company 's Management Board .

- Labour author chest treatment next custom only morality , determination direction real presently according to war comb Company stage Period 2021-2025. Board of Directors (regular) through supervisor close direct next or cockroach next active movement of the Company's Management Board and only morality , determination direction in time time , spirit active active movement production and business Company according to perform variable love image real cell belong to market school .

- Company Satisfied du maintain often through the craft degree newspaper urine correct enough in time time according to regulations of the State Securities Commission and the Ho Chi Minh City Stock Exchange , no to lack missing, missing offender .

3/ Regarding collect import and enemy tuberculosis of the Board of Directors , Supervisory Board , and Chief Accountant of the Company 2025 ( VND ):

1/ O.le light Hiep      Owner Chairman of the Board of Directors: 483,054,655 VND

2/ Mr. Le labour Karma      P.H. Chairman of the Board/Vice General Director 414,869,546

3/ Mr. Truong rich Board Member 32,000,000

4/ Mr. Nguyen ice Heart      nt 32,000,000

5/ Mr. Ton chapter Positive      nt 32,000,000



6/ B.Ng Thanh Hang Head of Supervisory Board 33,000,000

7/ B. Tran market collect Thao, Member of the Supervisory Board, 275.450.397

8/ B.le market Khanh Cloud nt 228.233.217

9/ B. Nguyen pink Velvet Bell maths Chief 361,831,409

**IV/ Regarding labour author chest reason Company :**

- Active movement chest reason Company Satisfied create Okay milk do job according to terrible cell number, according to chapter presentation chest ERP , ISO 2015, ISO 22000, work This can be done online, via Zalo, or email. internal set company. Satisfied uncle weight fertilizer work, distribution grant fish core according to taste intelligence labour work, spirit compact head termite chest reason, increase strong core the skill technique labour art, protection scripture business, answer application Okay soft bridge production and business company

- Manager reason core Lord run out of cadre set owner lock the set fate still attach conclude do job fine determined , not Have stir Mixing . Industrial block labor . movement direct next production also Have variable movement rest job-recruitment new often 5-7 % return / year , no cause image enjoy much arrive active movement production and business company, by special enemy labour turmeric production and level degree on one's own movement chemistry production belong to Company .

- System system guest row Okay next custom du maintain and open wide increase in all chief the group product special residential To be du maintain row export mouth market school America although Have Reduce . Work rate Huy movement design bag production row month jar army from 75-80% of the work rate design plan ...

**V / The active power author other :**

1/ Head private lower floor production and design bag production :

- Company Satisfied give enter production main awake workshop Blow PET bottles now grand new from Q1 /2025, according to pepper standard production clean , green and according to the procedure production border complete pure compact, advance next production week complete bag including labour paragraph handle reason lung waste material , limit craft garbage waste plastic according to owner school shared .



- In In 2025 , the company Satisfied head private production much mold sample production product export products mouth , details sp, PET bottles and jars according to Love bridge guest row in water .
- Already next custom cabbage advance lift grant of 2 factories production old according to pepper heart production clean, hygienic safe birth real product, standard standard check VS-ATLD regulations for exported products Mouth, according to 5S.
- Company Satisfied development declare chapter presentation fit author with company power initial CME amount 100 % self- installation system system electricity face God give whole Nm. To date install put history use electricity face God for 3 roofs home workshop production with labour capacity 1370 kWh, and carry again effect fruit reduce a portion of the cost electricity sx. With price extract deduction short than electricity net from 10%-25% according to labour rate pepper recipient row months, and after 15 years will deliver again give Capital City day whole set system system with price transfer deliver It is 0 dong .
- Already lift grant level specialist profession, self Robots are 80% involved in the process . labour turmeric production Bottle preforms , PET trays for export. mouth to increase power rate effect fruit , reduced costs production and answer application the Love bridge claim ask belong to guest row .

TM. BOARD OF DIRECTORS



CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ  
*Lê Quang Hiệp*

## SUMMARY REPORT OF BUSINESS ACTIVITIES TERM 2021-2025

Implementing the production and business plan for the 2021-2026 term is seen as a period of recovery and re-establishment after the Covid-19 pandemic caused serious losses in Vietnam and the world. Along with the rest of the country, Do Thanh Company has strived to overcome the consequences of the Covid-19 pandemic, gradually consolidating, recovering, and developing production and business, achieving positive results year after year. It has re-established, maintained, and developed both domestic and export markets. It has invested in many new modern production equipment, built new factories, maintained and expanded production and business operations, ensuring continuous and stable production, and improving the material and spiritual well-being of its employees. The company has achieved effective production and business results, distributing dividends to shareholders annually during the 2021-2025 term.

### **I- Results of the 5-year implementation of the 2021-2025 production and business strategy:**

1. Year after year, we have consolidated, established, and developed a stable and continuously growing domestic and international customer base, corresponding to the increasing production scale and aligning with the company's strategy.
2. The technological level of Do Thanh Company in producing plastic products for domestic and export markets, as well as mechanical molds and other products, has made significant progress, approaching the common standards of the ASEAN plastics industry and meeting the quality requirements of customers, ranging from fairly high to complex (from low-medium-simple product quality and technical standards to medium-high-complex).
3. The factory's technical infrastructure has been gradually expanded and developed (upgrading existing workshops, building new warehouses and workshops) according to new clean, green, and circular standards. Solar power systems have been installed in production workshops to reduce electricity costs, and management is maintained and improved according to 5S principles, meeting the scale of continuous production equipment expansion, clean and green production, and environmental protection. The conditions for production and employee living have been fundamentally upgraded and modernized compared to before.



4 - The company has established and implemented ISO 9001-2015 and ISO 22000 management systems.

5. The living standards and income of employees in the company have improved steadily year after year, reaching a fairly high average level in the industry. They have regular and stable jobs, creating peace of mind and long-term commitment to the company. The vast majority of production and technical managers have been working with the company for many years to date.

## **II- Business performance results for the 2021-2025 term:**

Key indicators (unit)	2021	2022	2023	2024	2025
Production output (tons):	3243	3296	3132	3698	3589
Revenue from production and business activities (billion VND):	156.9	187.4	171.5	197.4	206.8
Domestic export revenue	27.7	35.7	17.17	14.67	22.96
Net profit after tax	3.4	7.9	10.2	11.4	13.39
Average labor force	208	205	170	195	199
Average salary in VND:	8.4	8.0	10.7	10.7	11.5
Average income nt	9.3	9.0	13.3	13.3	13.4
Labor Productivity (DT/LĐ)	694	720	695	1012	1039

The above results provide an overall picture of the company's production and business activities:

1. Regarding product volume over the past 5 years, there has been little fluctuation, due to the decreasing weight of plastic per packaging product driven by market competition. Conversely, the number of products has gradually increased, maintaining production capacity at approximately 75-80% of the factory's designed capacity.

2. Regarding revenue and profit, they increase progressively year by year, based on the increase in domestic and export orders, and the efficiency of the company's management and cost control.

Currently, the company lacks a fundamental solution to break free from the low market price of PET packaging products in the domestic market, which reduces the company's annual profit margin.

## **III- Company administration and the Board of Directors/Company Supervisory Board:**

### **1/ Board of Directors:**

The Board of Directors of the Company for the term 2021-2025, elected by the General Meeting of Shareholders, consists of the following 5 members, and there will be no changes during the term:

- 1-Mr. Le Quang Hiep, Chairman and Executive Member.
- 2-Mr. Nguyen Bang Tam, Member, Independent Member.
- 3-Mr. Truong Phu Chien, Member, Independent Member.
- 4-O Ton Chuong Duong Member Independent Member.
- 5-Mr. Le Cong Nghiep, Vice Chairman, Vice General Director.

## **2/ Supervisory Board:**

The company's Supervisory Board, elected by the General Meeting of Shareholders, has 3 members, with the possibility of additions or changes. The personnel for this term include:

- 1-Ms. Tran Thi Thanh Hang, Head of the Independent Members Committee.
- 2-Ms. Tran Thi Thu Thao is a member of the company's professional staff.
- 3-Ms. Le Thi Khanh Van is a member of the company's professional staff.

## **3/ Activities of the Company's Board of Directors:**

### **3.1 - Planning the company's production and business strategy:**

From the beginning of its term, the company's Board of Directors developed and approved by the General Meeting of Shareholders a strategic business plan for 2021-2025, serving as the basis for guiding management and production and business operations throughout the term. The initial phase (2021-2023) focused on comprehensively consolidating internal production capacity and infrastructure after the Covid-19 pandemic, maintaining stable and continuous production with a growth rate of 7-10% per year, creating conditions for accelerated development and upgrading the scale of production and business to a higher level in the subsequent phase (2024-2025).

### **3.2 - Implementing the working regime of the Board of Directors:**

According to general regulations, through resolutions of regular meetings, the Board of Directors has maintained its governance function: deciding on general policies and directions for production and business activities, regularly checking and monitoring the implementation of resolutions and target programs of the Board of Directors in the activities of the Company's Management Board and the company's production and business situation, ensuring the implementation of resolutions of the Annual General Meeting of Shareholders and the company's production and business strategy, and preventing errors and losses in company management.

### **3.4 - Implementing the reporting regime of listed companies:**

The Board of Directors has directed the strict implementation of regulations regarding periodic and extraordinary reporting to the Stock Exchange and the

State Securities Commission, ensuring that no violations or errors occur during its term.

#### **4/ Activities of the Company's Executive Board:**

During the past term, the socio-economic situation and the Covid-19 pandemic both domestically and internationally have been extremely complex and unpredictable, seriously affecting the company's production and business activities and the implementation of its strategy.

With a proactive and highly responsible spirit, the company's management board has overcome many difficulties and challenges each year, minimizing the impact of the pandemic, and has continuously and comprehensively maintained and developed the company's production and business activities, bringing the company's production, business, brand, reputation, and exports to a new level.

Annual production and business results consistently meet and exceed targets, generating profits, distributing dividends to shareholders, and improving the income and living standards of employees. Production scale and product quality are continuously upgraded, production is organized according to international standards and inspections, the factory's technical infrastructure is upgraded and improved, and the proportion of exports is maintained despite many difficulties.

#### **5. Existing shortcomings and deficiencies:**

##### **5.1 – Market Expansion and Development :**

A major challenge during the past term was that the company had not yet exploited the market and production capacity sufficiently to achieve a breakthrough in production volume and revenue, and to increase the company's profitability to a higher level, despite the efforts and investments made by the Board of Directors and the Management Board towards this goal.

The analysis reveals that the main reasons for the existing problems are partly due to the company's narrow product specialization, dependence on a low-price competitive market, and partly due to a lack of business diversification into high-quality, reasonably priced specialized products to achieve reasonable profits.

##### **5.2 - Financial management and collection of sales debts:**

Initially, due to a lack of strict regulations on individual responsibility for sales and debt collection, loopholes were left, allowing customers to tie up capital for extended periods, resulting in significant provisions for bad debts and causing some losses to business performance. In recent years, the company has made efforts to overcome these issues and has quickly controlled the debt situation, stabilizing its financial health.

#### **5/ Overall assessment:**

-During the 2021-2025 term, the Board of Directors and the Management Board of the Company successfully completed many key programs and objectives in accordance with the Company's production and business strategy. Through this, the Company's position, reputation, scale, production capacity, and organizational level have been gradually enhanced, and its production infrastructure has been upgraded to meet clean, green, and circular production standards, creating an important foundation for stable and developing production and business in the following years.

-In the production organization, many initiatives and technical improvements have been implemented, leading to successful production.

Many new, demanding, and complex product designs are being developed to meet export requirements, enhance the company's reputation, and balance the market share with domestic products.

-The subjective and objective shortcomings during the term, stemming from weaknesses in the management of the Board of Directors and the company's Executive Board, require further thorough evaluation and analysis to guide production, find solutions to overcome and rectify problems, and ensure the company's production and business activities continue to develop effectively, especially in the context of constantly facing a world of war, tension, uncertainty, and danger in the coming years of the 2026-2030 term.

TM. Board of Directors of the Company



CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ  
*Lê Quang Hiệp*

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## SUMMARY TABLE OF COMPANY SITUATION

" Restoration " service Grand festival Copper Neck Winter - June 5, 2026

### I/ Total mandarin about Labour ty :

- **Company Name** Neck part History turmeric Capital City Name write Off, Stock Code: **DTT**
- **Land only** Literature room Company : 59-65 Huynh Man Achieved Q5 status in Ho Chi Minh City.
  - Phone : 028.3923.6238 Email : [info@dothanhtech.com](mailto:info@dothanhtech.com)  
Website: [www.dothanhtech.com](http://www.dothanhtech.com)
- **Home machine production** : Tan Qui Industrial Cluster - Hamlet 12 - Commune Phu draw East - Ho Chi Minh City .
- Electricity Phone : 028.3795.1211
- **Industry profession sxkd** : Sx the product product plastic skill plastic bag bottle cap button labour karmic , embryo plastic Pet,sp Pet export mouth and production muscle gas mold sample plastic .
- **Energy force production until May 2026**
  - : Total labour rate design plan home machine Production : 5100 tons sp plastic the type / year .
  - Possibility power Huy movement production Maximum: 4400 tons / year .
- **Home machine There are 5 parts . workshop** production according to 5 groups labour turmeric production other each other
- Labour turmeric production lid plastic the type - work rate design plan 500 ton sp / year ;
- Labour turmeric squeeze spray : plastic the type - work rate design plan 1,000 tons sp / year ;
- Labour turmeric squeeze PET preforms and trays – manufacturing rate design plan 2,400 tons sp / year ;
- Labour turmeric PET bottle blowing – technology rate design plan 1,200 tons sp / year ;
- Labour turmeric muscle gas mold sample plastic – CS design plan 60 sets mold plastic / year .



**- Capital and Muscle structure capital company until December 30, 2025:**

- 4 Capital thing Rate : 81.58 billion Capital owner Ownership : VND 139.87 billion ; Total Assets : 185.97 billion VND .
- 5 Muscle structure Capital ( 30/12/2025 ) : Shares winter in 99.98% water , water beyond 0.02%

Neck winter home Water 0% ( degradation) run out of capital (from May 2016)

- 6 Muscle structure neck East : According to the list book neck winter In May 2026, the company had total number

678 shares winter . In there There are 5 stocks winter large ( $\geq 5\%$  of the total value) is fish core occupy catfish 78.8 % of capital thing There are 88 shares . winter To be Nest function and fish core hold Keep CP at 0.01 % or higher . go up holding 99.81 % of the capital thing There are 348 shares . winter Have number cp < 10 cp Are not deliver pandemic much year .

⚡ People Grand area France law in Company : Mr. Pear Quang Hiep

⚡ Owner ticket Board of Directors: Grandfather Pear Quang Alliance .

**❖ Conclude fruit active movement production and business 2025 :**

- Product quantity Production : 3589 tons / 3700 tons (annual plan) = 97 % of annual plan .
  - Product quantity pepper Received : 4099 tons / 3589 tons = 115 % SLsx .
  - Revenue Production : 206.835 billion / 200 billion plan = 105% of annual plan
- Export Output : 22.95 billion VND / 24 billion VND = 95.62% of the annual plan
- Labour rate Huy movement production design Capacity : 300 tons / month = 80% of maximum capacity.
  - Total tuberculosis Workforce : 199 - Salary dark Minimum : 4.98 million VND / worker to calculate Product salary .
  - Power rate tuberculosis Activity : 1008 million VND / 720 million VND Plan/Labor/ Year  $\approx 140\%$  of the annual plan .
  - Money Average salary : 11.5 million VND / employee / month - Average income : 13.4 million VND / employee / month
- Price capital row Sales approximately 82.5 % of revenue / 84% of target = 98.2% of target for the year .



- Profit after tax 2025 = 13.39 VND / 8.2 billion = 162% of the annual plan ≈ 16.2% of the charter capital.

In 2025, the company Satisfied real presently the only pepper production and revenue pepper recipient increase than row Year. Business collect export mouth still du maintain and Have increase more than 2024. According to the plan . plan of the General Meeting of Shareholders winter head year , company Satisfied obtain and over the only pepper put out. Separately only pepper profit profit Achieved 162% of the target . best in few year near the This .

**Update Japan conclude fruit active movement production and business Q1 /2026:**

- Product quantity sx : 971,64 ton sp plastic the type
- Product quantity pepper Imported : 1,192,052 tons - nt -
- Revenue : 57.981 billion dVN
- In that DT output Mouth : 6 , 15 catfish dVN
- Profit after tax Corporate income tax: 4.563 billion dVN

Conclude fruit Q1/26 production and business results include increase Quite good compared to Q1/25, though naturally due to love image land main treat, fight painting in progress perform go out complex miscellaneous above position price type plastic head enter in progress increase High and coin scarcity , cost fee production, transportation transfer, profit bank loan increase gradually, not yet fine plan . Project guess will meet much difficult towel than for business customers 2026. Company will explode force decision paralysis over difficult , try try du maintain production and business fine định, bình often .

**TM. BOARD OF DIRECTORS OF THE COMPANY**



**CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ**  
*Lê Quang Hiệp*